ANNUAL GENERAL MEETING OF ADMICOM OYJ

Time 17 March 2026 at 14:00

Place The meeting was organised as a remote meeting without a meeting venue as a remote meeting referred to in Chapter 5, Section 16(3) of the Finnish Limited Liability Companies Act (624/2006, as amended), in which shareholders had the opportunity to exercise their full rights remotely and in real time during the meeting.

Present The 52 shareholders set out in the list of votes adopted at the beginning of the meeting, representing a total of 2,631,873 shares and votes (Appendix 1), 45 of which had voted in advance, were present at the meeting.

Also present at the meeting were the Chair and other members of the company's Board of Directors, the CEO and other management of the company, the company's auditor, Petri Sammalisto, Attorney-at-Law Johan Roman, LL.M. Johan Granlund and meeting officials.

1 Opening of the meeting

The Chair of the Board of Directors Petri Niemi opened the meeting and presented an overview of the activities of the Board of Directors during the financial year 2025.

2 Calling the meeting to order

Attorney-at-Law Johan Roman was elected as Chair of the General Meeting, and he called LL.M. Johan Granlund to act as Secretary.

The Chair explained the procedures for handling the matters on the agenda of the meeting and the meeting procedures.

It was noted that the meeting was held without a meeting venue via a real-time remote connection as a remote meeting referred to in Chapter 5, Section 16(3) of the Limited Liability Companies Act and that shareholders were able to exercise their full rights during the meeting.

The Chair noted that shareholders entered in the shareholders' register on the record date of the General Meeting had had the opportunity to vote in advance on items on the agenda of the General Meeting. Custodian banks representing certain holders of nominee-registered shares had also voted in advance on behalf of the shareholders they represent. The summary list of advance votes was attached to the minutes (Appendix 2).

The Chair noted based on the advance votes that if a full counting of votes was not carried out in relation to an agenda item, opposing and abstaining votes would be recorded in the minutes under the agenda items in question. The Chair further noted that to the extent the summary list included opposing votes that had been presented without any counterproposal under such agenda items where it was not possible to vote against the proposal without presenting a counterproposal, such votes would not be formally acknowledged as opposing votes and would not be recorded under the relevant agenda items.

3 Election of persons to scrutinise the minutes and to supervise the counting of votes

Satu Helamo was elected to scrutinise the minutes and supervise the counting of votes.

4 Recording the legality of the meeting

It was noted that the notice of the meeting, including the proposals for resolutions of the Board of Directors and the Shareholders' Nomination Committee on the agenda of the meeting, had been published as a company release on 23 February 2026, after which the notice had also been available on the company's website.

The notice to the General Meeting was attached to the minutes (Appendix 3).

It was noted that the annual report for 2025, including the financial statements, consolidated financial statements, report of the Board of Directors and the auditor's report, had been available on the company's website as of 21 January 2026.

It was noted that the General Meeting had been convened in accordance with the company's articles of association and the Limited Liability Companies Act and thus constituted a quorum.

5 Recording the attendance at the meeting and adoption of the list of votes

It was noted that shareholders who had duly registered for the meeting before the expiration of the registration period and who had the right to attend the General Meeting under Chapter 5, Sections 6 and 6a of the Limited Liability Companies Act and who had either voted in advance before the expiry of the deadline for advance voting or via a remote connection were recorded to have attended the meeting.

It was noted that real-time participation in the remote meeting had required shareholders to provide an email address or telephone number in connection with the registration and within the registration period so that the shareholders could be sent a participation link and password to participate in the remote meeting. The Chair noted that no technical or other problems related to advance voting, meeting procedure or logging in had arisen.

A list of attendees at the beginning of the meeting and a list of votes were presented, according to which 52 shareholders, representing a total of 2,631,873 shares and votes, were represented in the General Meeting either in the form of advance voting or via a remote connection either personally or by legal representative or proxy.

The list of attendees at the beginning of the meeting and the list of votes was confirmed (Appendix 1).

It was noted that the company's shareholders' register was also available at the General Meeting.

It was noted that Chair of the Board of Directors Petri Niemi, other members of the Board of Directors and CEO Simo Leisti, the company's auditor Petri Sammalisto, Attorney-at-Law Johan Roman as well as LL.M. Johan Granlund were present at the meeting.

Other management of the company and meeting officials were also present.

6 Presentation of the financial statements, the report of the Board of Directors and the auditor's report for the year 2025

It was noted that documents related to the company's 2025 financial statements and the full financial statements, including the consolidated financial statements, had been available on the company's website as of 21 January 2026.

CEO Simo Leisti introduced the main points of the 2025 financial statements, consolidated financial statements and report of the Board of Directors, and presented the CEO's review.

The financial statement documents and the auditor's report were attached to the minutes (Appendix 4).

It was noted that the financial statements, consolidated financial statements, report of the Board of Directors and the auditor's report for the year 2025 had been presented.

7 Adoption of the financial statements

The General Meeting resolved to adopt the consolidated financial statements and the parent company's financial statements for the financial year 2025.

8 Resolution on the use of the profit shown on the balance sheet and the payment of dividends

It was noted that the Board of Directors had proposed to the General Meeting that a dividend of EUR 0.32 per share be distributed for the financial year 2025. The dividend will be paid to shareholders who are registered in the shareholders' register of the company, maintained by Euroclear Finland Oy, on the record date for dividend payment, 19 March 2026. The Board of Directors proposes that the dividend is paid on 26 March 2026.

The General Meeting decided to accept the Board's proposal on the use of the profit and the payment of dividends.

9 Resolution on the discharge of the members of the Board of Directors and the CEO from liability

It was recorded that the discharge from liability concerned all persons who served as members of the Board of Directors or as the CEO for the financial year 1 January 2025 – 31 December 2025.

The General Meeting resolved to discharge from liability all persons who served as members of the Board of Directors or as the CEO for the financial year 1 January 2025 – 31 December 2025.

It was recorded that, with regard to this agenda item, the abstaining votes cast by shareholders who had voted in advance amounted to 1,000 votes.

10 Resolution on the remuneration of the members of the Board of Directors

It was noted that the Shareholders' Nomination Committee had proposed to the General Meeting that the remuneration of the Board of Directors be EUR 29,000 (2025: EUR 29,000) for each member of the Board of Directors and EUR 62,000 (2025: EUR 62,000) for the Chair of the Board for the term of office from this Annual General Meeting to the next Annual General Meeting. In addition, the Shareholders' Nomination Committee had proposed to the General Meeting that

the Chair of the Audit Committee receive an additional EUR 7,000 (2025: EUR 7,000) and each other member of the Audit Committee EUR 3,000 (2025: EUR 3,000) for the term for the work at the Audit Committee. If a member of the Board resigns during the term of office, the remuneration will be paid in proportion to the term of office.

The General Meeting resolved to approve the proposal of the Shareholders' Nomination Committee on the remuneration of the board members.

It was recorded that, with regard to this agenda item, the opposing votes cast by shareholders who had voted in advance amounted to 55,501 votes and abstaining votes cast by the same amounted to 6,750 votes.

11 Resolution on the number of members of the Board of Directors

It was noted that according to the company's articles of association, the company's Board of Directors comprises a minimum of five and a maximum of eight members. During the current term of office, the Board of Directors has comprised seven members.

It was noted that the Shareholders' Nomination Committee had proposed to the General Meeting that seven members be elected to the Board of Directors.

The General Meeting resolved in accordance with the proposal of the Shareholders' Nomination Committee that the number of the Board members is confirmed to be seven.

It was recorded that, with regard to this agenda item, the abstaining votes cast by shareholders who had voted in advance amounted to 55,158 votes.

12 Election of the members of the Board of Directors

It was noted that the Shareholders' Nomination Committee had proposed to the Annual General Meeting that Pasi Aaltola, Tomi Lod, Petri Niemi, Olli Nokso-Koivisto, Camilla Skoog and Marko Somerma be re-elected as members of the Board for the term ending at the close of the Annual General Meeting 2027. The Shareholders' Nomination Committee had further proposed that Terhi Kauppi be elected as a new member of the Board. The Shareholders' Nomination Committee had proposed to the Annual General Meeting that Petri Niemi be re-elected Chair of the Board of Directors. It was noted that the candidates had given their consent to the appointments.

It was recorded that the Chair of the General Meeting stated that, according to information received from the Chair of the Board of Directors, all candidates are independent of the company and its significant shareholders.

The General Meeting resolved in accordance with the proposal of the Shareholders' Nomination Committee to elect the aforementioned persons as members of the Board of Directors for a term of office expiring at the end of the next Annual General Meeting. The General Meeting resolved in accordance with the proposal referred to above to re-elect Petri Niemi as the Chair of the Board of Directors.

It was recorded that, with regard to this agenda item, the abstaining votes cast by shareholders who had voted in advance amounted to 572,976 votes.

13 Resolution on the remuneration of the Auditor

It was noted that the Board of Directors had proposed to the Annual General Meeting that the remuneration and travel expenses of the Auditor be paid in accordance with the Auditor's reasonable invoice.

The General Meeting resolved in accordance with the Board's proposal that the remuneration and travel expenses of the Auditor will be paid in accordance with the Auditor's reasonable invoice.

14 Election of the Auditor

It was noted that the Board of Directors had proposed to the Annual General Meeting that KPMG Oy Ab be re-elected as the Auditor of the company and KPMG Oy Ab proposed Petri Sammalisto, APA, as the auditor with principal responsibility.

The General Meeting resolved in accordance with the Board's proposal to re-elect KPMG Oy Ab as the Auditor of the company, with Petri Sammalisto, APA, as the auditor with principal responsibility.

15 Authorising the Board of Directors to decide on a share issue as well as the issuance of option rights and other special rights entitling to shares

It was noted that the Board of Directors had proposed that the Annual General Meeting authorise the Board of Directors to decide on a share issue and the issuance of special rights entitling to shares as referred to in Chapter 10, Section 1 of the Limited Liability Companies Act in one or more tranches either against payment or free of charge.

The total maximum number of shares to be issued based on the authorisation, including the shares issued on the basis of special rights, is 501,957 shares. The Board of Directors can decide to either issue new shares or dispose of any treasury shares held by the company. The proposed maximum amount of the authorisation corresponds to approximately 10% of all the shares in the company as at the date of the notice to the General Meeting.

The authorisation entitles the Board of Directors to decide on all terms related to the share issue as well as the issuance of options and other special rights entitling to shares. The share issue may be carried out in deviation from the shareholders' pre-emptive subscription right (directed issue), provided that there is a serious financial reason to do so.

The authorisation may be used for potential acquisitions or other arrangements, for share-based incentive schemes of the management and key personnel or otherwise for purposes resolved by the Board of Directors. Of the authorisation, a maximum of 250,978 shares may be used as part of the incentive schemes, which corresponds to approximately 5% of all shares in the company as at the date of the notice to the General Meeting.

The authorisation was proposed to be valid until the end of the next Annual General Meeting, yet for a maximum of 18 months from the General Meeting's resolution on the authorisation.

The General Meeting resolved to authorise the Board of Directors to decide on a share issue as well as the issuance of options and other special rights entitling to shares in accordance with the proposal of the Board of Directors.

It was recorded that, with regard to this agenda item, the abstaining votes cast by shareholders who had voted in advance amounted to 1,000 votes.

16 Authorising the Board of Directors to resolve on the repurchase and/or pledge of the company's own shares

It was noted that the Board of Directors had proposed that the Annual General Meeting authorise the Board of Directors to decide on the repurchase of the company's own shares in one or more tranches using the company's unrestricted equity and/or pledge of the company's own shares in one or more tranches.

The total maximum number of shares to be acquired under the authorisation is 501,957 shares, which corresponds to approximately 10% of all the shares in the company as at the date of the notice to the General Meeting.

The shares will be repurchased in public trading arranged by Nasdaq Helsinki Ltd at their market value on Nasdaq First North Growth Market Finland at the time of the repurchase. Based on the authorisation, the Board of Directors may decide on the repurchase of the company's own shares also in deviation from the proportional holdings of the shareholders. The Board will decide on all other terms of the repurchase and/or pledge of own shares.

The authorisation was proposed to be valid until the end of the next Annual General Meeting, yet for a maximum of 18 months from the General Meeting's resolution on the authorisation.

The General Meeting authorised the Board of Directors to resolve on the repurchase and/or pledge of the company's own shares in accordance with the proposal of the Board of Directors.

17 Closing of the meeting

The Chair noted that all matters in the notice to the General Meeting had been addressed and that the minutes of the meeting would be available on the company's website no later than two weeks after the meeting, i.e. as of 31 March 2026.

The Chair closed the meeting at 14:51.

[*signatures on the following page*]

Chair of the General Meeting:

Name: Johan Roman

In fidem:

Name: Johan Granlund

Minutes scrutinised and confirmed by:

Name: Satu Helamo

APPENDICES

Appendix 1	List of attendees and list of votes at the beginning of the meeting
Appendix 2	Summary list of advance votes
Appendix 3	Notice to the Annual General Meeting
Appendix 4	Financial statement documents and auditor’s report for 2025