ADMICOM OYJ: ANNUAL GENERAL MEETING 2025

Matters on the agenda of the Annual General Meeting

1. Opening of the meeting

2. Calling the meeting to order

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

4. Recording the legality of the meeting

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

6. Presentation of the financial statements, the report of the Board of Directors and the Auditor's report for the year 2024

Presentation of the CEO's review

7. Adoption of the financial statements

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

The Board of Directors proposes to the Annual General Meeting that a dividend of EUR 0.65 per registered share be paid on the profit for the financial year 2024, a total of EUR 3,255,103.80. The dividend will be paid to shareholders who on the dividend record date, 21 March 2025, are registered in the company's shareholders' register maintained by Euroclear Finland Ltd. The Board proposes that the dividend be paid on 28 March 2025.

There have been no significant changes in the company's financial position after the end of the financial year. The liquidity of the company is at a good level, and the Board of Directors deems that the proposed profit distribution will not put the company's solvency at risk.

9. Resolution on the discharge of the members of the Board of Directors and the CEO from liability for the financial year 1 January 2024 – 31 December 2024

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

The Shareholders' Nomination Committee proposes to the Annual General Meeting that the remuneration of the Board of Directors be EUR 29,000 (2024: EUR 28,000) for each member of the Board of Directors and EUR 62,000 (2024: EUR 60,000) for the Chairman of the Board for the term from this Annual General Meeting to the next Annual General Meeting. In addition, the Shareholders' Nomination Committee proposes that for the work at the Audit Committee the Chairman of the Audit Committee receive an additional EUR 7,000 (2024: EUR 5,000) and each other member of the Audit Committee EUR 3,000 (2024: EUR 2,500) for the term.

The Audit Committee remuneration, especially for the Chair, was considered slightly low by the Nomination Committee and therefore the Nomination Committee proposed a greater relative increase.

If a member of the Board resigns during the term of office, the remuneration will be paid in proportion to the term of office.

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

The Shareholders' Nomination Committee proposes to the Annual General Meeting that seven members be elected to the Board of Directors.

12. Election of the members of the Board of Directors

The Shareholders' Nomination Committee proposes to the Annual General Meeting that Pasi Aaltola, Tomi Lod, Henna Mäkinen, Petri Niemi, Olli Nokso-Koivisto, Camilla Skoog and Marko Somerma be re-elected as members of the Board. The Shareholders' Nomination Committee proposes to the Annual General Meeting that Petri Niemi be re-elected Chairman of the Board of Directors.

All candidates have given their consent to the appointments.

The nominees for members of the Board of Directors are presented on the company's website at https://investors.admicom.fi/governance/board-of-directors/.

13. Resolution on the remuneration of the Auditor

The Board of Directors proposes to the Annual General Meeting that the remuneration of the Auditor be paid
in accordance with the Auditor's reasonable invoice.

14. Election of the Auditor

The Board of Directors proposes to the Annual General Meeting that KPMG Oy Ab be re-elected as the Auditor of the company. KPMG Oy Ab has informed the company that the responsible auditor would be Petri Sammalisto, APA.

The company must prepare its first statutory sustainability report for the financial year 2025. If KPMG Oy Ab is elected as the company's Auditor, it will also act as the sustainability reporting assurer of the company in the financial year 2025 in accordance with the transitional provision of the Act amending the Companies Act (1252/2023), and a fee will be paid for this position on the basis of a reasonable invoice.

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

The Board of Directors proposes to the Annual General Meeting that the Annual General Meeting authorise the Board of Directors to decide on the issuance of shares and the issuance of special rights entitling to shares as referred to in chapter 10, section 1 of the Finnish 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 500,785 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 this notice.

The authorisation entitles the Board of Directors to resolve on all terms related to the share issue as well as the issuance of options and other special rights entitling to shares. The issuance of shares may be carried out in deviation from the shareholders' pre-emptive subscription right (directed issue) provided that there is a weighty 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 250,392 shares may be used as part of the above-mentioned share-based incentive schemes, which corresponds to approximately 5% of all shares in the company as at the date of this notice.

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

16. Authorising the Board of Directors to resolve on the repurchase of the company's own shares

The Board of Directors proposes that the Annual General Meeting authorise the Board of Directors to decide
on the repurchase of the company's shares using the company's unrestricted equity.

The total maximum number of shares to be repurchased under the authorisation is 500,785 shares, which corresponds to approximately 10% of all the shares in the company as at the date of this notice.

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

17. Closing of the meeting