

## Loihde Plc's Annual General Meeting on 28 April 2026

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 adopting the list of votes
6. Presentation of the Financial Statements, the Consolidated Financial Statements, the Report of the Board of Directors and the Auditor's Report for the year 2025

Review by the CEO

7. Adoption of the Financial Statements and the Consolidated Financial Statements
8. Resolution on the use of the profit shown on the balance sheet and the distribution of dividend

The Board of Directors proposes to the AGM that a dividend of EUR 1.00 per share to be paid from the parent company's distributable funds (EUR 79,026,004.16), of which the parent company's profit for the period is EUR 395,536.08. Based on the situation on the date of the notice, the dividend and additional dividend would correspond to EUR 5,764,662 in total. No dividend is paid on treasury shares. The dividend is paid to shareholders who on the dividend record date 30 April 2026 are registered in the company's shareholder register held by Euroclear Finland Oy. The Board of Directors proposes that the dividend be paid on 8 May 2026.

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

### 10. Non-binding discussion of the Remuneration Report for governing bodies

The Remuneration Report for governing bodies is available on the company's website at [www.loihde.com/agm](http://www.loihde.com/agm). The resolution of the AGM is advisory under the Finnish Limited Liability Companies Act.

### 11. Resolution on the remuneration of the members and the Chair of the Board of Directors and the reimbursement of their travel expenses

The Shareholders' Nomination Board proposes the following annual fees for the members of the Board of Directors and its committees:

- Chair of the Board of Directors: EUR 60,000 per year (in 2025: EUR 55,000 per year)
- Vice-Chair of the Board: EUR 41,500 per year (in 2025: EUR 40,000 per year)
- Member of the Board: EUR 28,500 per year (in 2025: EUR 27,400 per year)
- Chair of a committee: EUR 7,300 per year (in 2025: EUR 7,000 per year)
- Member of a committee: EUR 3,600 per year (in 2025: EUR 3,500 per year)

The travel expenses of the members of the Board of Directors will according to the proposal be reimbursed in accordance with the company's travel rules.

## **12. Resolution on the number of members of the Board of Directors**

The Shareholders' Nomination Board proposes that six members shall be elected to the Board of Directors (seven members in 2025).

## **13. Election of the members and the Chair of the Board of Directors**

The Shareholders' Nomination Board proposes that the following current members of the Board of Directors shall be re-elected: Marko Kauppi, Tuulia Kuoppamäki, Juha Murtopuro, Jari Niska, Anni Ronkainen, and Christian Wetterstrand.

All the proposed members of the Board of Directors are independent of the company and its major shareholders, and they have given their consent to the position.

In addition, the Shareholders' Nomination Board proposes to the AGM that Marko Kauppi shall be re-elected as Chair and Jari Niska as Vice-Chair of the Board.

Further information about the persons proposed to become members of the Board of Directors can be found on the company's website at [www.loihde.com/agm](http://www.loihde.com/agm).

## **14. Resolution on the remuneration of the auditor**

In accordance with the recommendation of the Audit Committee, the Board of Directors proposes to the AGM that the remuneration to the auditor be paid in accordance with the auditor's reasonable invoice approved by the company.

## **15. Election of auditor**

In accordance with the recommendation of the Audit Committee, the Board of Directors proposes to the AGM that the audit firm Ernst & Young Oy shall be elected as the company's auditor for the term that ends with the conclusion of the 2027 AGM. Ernst & Young has informed the company that the auditor with principal responsibility would be Maria Onnisekka, auditor approved by the Finnish Central Chamber of Commerce.

## **16. Authorising the Board of Directors to decide on the acquisition of own shares**

The Board of Directors proposes that the AGM decides to authorise the Board to decide on a share buyback programme where at most 550,000 of the company's shares will be acquired, in one or more instalments, using the company's unrestricted equity. The maximum number of shares would correspond to approximately 9.5% of all shares in the company. The authorisation entitles the Board of Directors to decide on the acquisition of shares also otherwise than in proportion to the shareholdings of the shareholders (directed acquisition). The authorisation covers the acquisition of shares either on the Nasdaq First North Growth Market Helsinki in accordance with its rules and guidelines, in which case the purchase price will be determined by the share price at the time of acquisition, or by means of a purchase offer to the shareholders, in which case the purchase price must be the same for all shareholders.

The company's own shares will be purchased to be used for conducting acquisitions or other arrangements related to the company's business, to improve the company's financing structure, as part of the implementation of the company's incentive schemes or to be transferred or cancelled. The authorisation includes the right for the Board of Directors to decide on all other terms and conditions pertaining to the acquisition of the company's own shares. According to the proposal, the authorisation is valid until the end of the next AGM, but until 30 June 2027 at the latest, and it revokes the authorisation granted by the AGM on 8 May 2025.

## **17. Authorising the Board of Directors to decide on the issuance of shares and the issuance of options and other special rights entitling to shares**

The Board of Directors proposes that the AGM authorises the Board to decide on the issuance of shares and the issuance of options and other special rights entitling to shares referred in chapter 10 section 1 of the Companies Act in one or more tranches in accordance with the following terms and conditions:

- The authorisation concerns issuing new shares as well as transferring treasury shares held by the company.
- The Board of Directors is authorised to decide on the issuance of a maximum of 580,000 shares (including issuance of options and other special rights entitling to shares), which corresponds to approximately 10.1% of all shares in the company.
- The Board of Directors is authorised to decide on to whom and in which order shares, options and other special rights entitling to shares are issued. The issuance of shares, options and of special rights entitling to shares may be carried out in deviation from the shareholders' pre-emptive rights (directed issue).
- Based on the authorisation, the Board of Directors may use the shares in financing acquisitions, or for other purposes in the way and to the extent decided by the Board, and as part of the personnel's incentive schemes. Based on the authorisation, options and special rights entitling to shares can be issued as part of the company's incentive schemes. The total number of shares (including issuance of options and other special rights entitling to shares) to be issued in the incentive plans may not exceed 200,000 shares (approximately 3.5% of all the shares in the company).
- The authorisation entitles the Board of Directors to decide on all other terms of the share issue and the issuance of options and other special rights entitling to shares.
- The authorisation of the Board is valid until the end of the next AGM, but until 30 June 2027 at the latest. The authorisation revokes the previous authorisation granted by the AGM to the Board of Directors on 4 December 2025 to the extent that no share issue decisions have been made based on the authorisation before the Annual General Meeting.

## **18. Authorising the Board of Directors to decide on the issuance of shares (acquisition of BLC Turva Oy)**

The Board of Directors proposes that the AGM authorises the Board, in addition to the authorization under item 17, to decide on the separate issuance of shares in one or more tranches in accordance with the following terms and conditions:

- The authorisation concerns issuing new shares as well as transferring treasury shares held by the company (share issue).
- The Board of Directors is authorised to decide on to whom and in which order shares are issued. The Board of Directors may decide to issue shares otherwise than in proportion to the shareholdings of the shareholders (directed share issue).
- Based on the authorization, a maximum of 644.000 shares (approximately 11.2% of all shares in the company on the date of this notice) may be issued for subscription to Savonlinnan BLC-Osuuskunta (BLC-Osuuskunta) as consideration for the shares in BLC Turva Oy in accordance with the share purchase agreement between the company and BLC-Osuuskunta on 5 November 2025 (the Share Purchase Agreement). The share subscription price is EUR

11.69 per share, which is based on the Share Purchase Agreement. The shares will be paid by transferring shares in BLC Turva Oy to the company as contribution in kind.

- The authorisation entitles the Board of Directors to decide on all other terms of the share issue.
- The authorisation of the Board is valid until the end of the next AGM, but until 30 June 2027 at the latest. The authorisation revokes the previous authorisations granted by the EGM to the Board of Directors on 4 December 2025 to the extent that no share issue decisions have been made within the framework of the authorization before the Annual General Meeting. This authorization does not revoke any other share issue authorizations.

### **19. Resolution on the remuneration for the long-term share-based incentive scheme for the Board of Directors (share issue without payment)**

The 2020 AGM decided to approve and introduce a long-term share-based incentive scheme for the members of the company's Board of Directors (below Scheme). The AGM on 4 May 2023 decided that the fourth vesting period of the Scheme would be 5 May 2023–31 December 2025.

In accordance with the terms of the Scheme, the AGM may decide that after each vesting period has ended a person is entitled to receive one commitment share free of charge for each four shares that he/she has subscribed for in the share issue in 2023 and still hold at the end of the vesting period, from which the potential cash component of the bonus is deducted.

The Shareholders' Nomination Board proposes that the AGM decides on a directed share issue without payment in order to implement the payment of commitment shares for the fourth vesting period of the Scheme, 5 May 2023–31 December 2025. The Nomination Board proposes that those who participated in the vesting period in question and fulfil the terms of the Scheme shall, in accordance with the terms of the Scheme, receive one commitment share free of charge for every four shares they subscribed for in the share issue and still hold at the end of the vesting period. This means that Juha Murtopuro and Anni Ronkainen shall receive 139 commitment shares each, i.e. a total of 278 shares. The bonus is paid entirely in new shares. There is a particularly weighty financial reason for a directed share issue without payment as referred to in the Companies Act, as the shares are issued as part of the incentive scheme, the purpose of which is to align the goals of the shareholders and the Board of Directors in order to increase the value of the company and implement the business strategy in the long term, as well as to commit the members of the Board of Directors to the company and offer them a competitive incentive scheme that is based on earning shares in the company and on the value development of those shares.

### **20. Remuneration of the Shareholders' Nomination Board**

The Shareholders' Nomination Board proposes the following annual fees for the members of the Nomination Board:

- Chair of the Nomination Board: EUR 4,200 per year
- Member of the Nomination Board: EUR 2,600 per year

On the date of this notice, the remuneration of the Nomination Board is determined in accordance with the resolution of the AGM on 7 May 2024, according to which the annual fee of a member of the Nomination Board is EUR 2,500 per year and the annual fee of the Chair is EUR 4,000 per year.

### **21. Closing of the meeting**