

ANNUAL GENERAL MEETING OF ROBIT PLC 8 APRIL AT 2.00 P.M.

TIME: 8 April 2025 at 2 p.m.

PLACE: Tampere hall, at Yliopistonkatu 55, 33100 Tampere, Finland

PRESENT: The shareholders set out in the list of votes adopted at the meeting were present or represented at the meeting ([Appendix 1](#)).

The Chairman of the Board Markku Teräsvasara, Board Members Harri Sjöholm, Lasse Aho, Mikko Kuitunen, Kai Telanne, Eeva-Liisa Virkkunen, Chief Executive Officer Arto Halonen and a Candidate of Board Member Helena Kauppinen, the Company's Auditor with the principal responsibility for the financial year 2024 Markku Katajisto, Authorised Public Accountant, and Mikko Järventausta, Authorised Public Accountant, as the representative of Ernst & Young Oy, the audit firm proposed as the company's auditor, were present at the meeting. In addition, some other members of the management of the company, including Ari Suokas, who will begin serving as the company's CFO on 14 April 2024, as well as technical meeting staff and Attorneys at Law Tuomas Tikkanen and Jari Gadd were present at the General Meeting.

1 OPENING OF THE MEETING

The Chairman of the Board Markku Teräsvasara opened the meeting.

2 CALLING THE MEETING TO ORDER

Attorney-at-Law Tuomas Tikkanen was elected as Chairman of the Meeting and called Attorney-at-Law Jari Gadd to act as secretary of the Meeting.

The Chairman of the Meeting explained the procedures for discussing the matters on the Meeting agenda.

It was noted that the meeting will be held in Finnish.

It was noted that the meeting's agenda had been published in the summons to the meeting, and that the matters would be addressed in accordance with the agenda.

3 ELECTION OF PERSONS TO SCRUTINISE THE MINUTES AND TO SUPERVISE THE COUNTING OF VOTES

Seppo Palkola was elected as Scrutiniser of the Minutes and as Supervisor of Counting of the Votes.

4 RECORDING THE LEGALITY OF THE MEETING

It was noted that the summons to the Annual General Meeting had been published on the Company's website and as a stock exchange release on 18 February 2025, and that in

accordance with the summons, the advance registration should have been completed by 1 April 2025 at 16.00 a.m. at the latest.

It was noted that the documents of the General Meeting have been available on the company's website from 14 March 2025. It was noted that the proposals to the General Meeting had been published in their entirety on the Company's website on 18 February 2025.

It was noted that the documents required to be kept available for inspection under the Finnish Limited Liability Companies Act had been available on the company's website at least three weeks prior to the meeting.

It was noted that the General Meeting was duly convened in accordance with the Company's articles of association and the Finnish Limited Liability Companies Act and, thus, the General Meeting constituted a quorum.

5 RECORDING ATTENDANCE AT THE MEETING AND ADOPTION OF THE LIST OF VOTES

The Register of Attendance and Votes at the beginning of the General Meeting was presented and based on the record, 35 shareholders were represented at the General Meeting either in person or by a proxy representative or a power of attorney ([Appendix 1](#)).

At the beginning of the General Meeting 10 991 486 shares, representing 10 991 486 votes and approximately 52.19 % of all votes were represented at the General Meeting.

It was noted that the Register of Votes will be re-confirmed to represent the current attendance in case of a vote.

It was noted that certain nominee registered shareholders had provided the company with voting instructions prior to the Meeting and that a summary list of these instructions will be kept at the company as a separate attachment, apart from the minutes. The representative of Skandinaviska Enskilda Banken AB (publ), Helsinki branch, Mr. Johan Enström, separately confirmed that no vote or full counting of votes would be required if, based on the positions expressed at the meeting, the Chair of the General Meeting can clearly ascertain that the required majority of votes (and shares represented at the meeting) in the matter supports the proposal made to the General Meeting. It was noted that if no full counting of votes is carried out on a particular item, the number of votes opposing and abstentions will be recorded in the minutes in connection with that item.

It was further noted that if no objections are recorded under an agenda item, or if the adoption of the decision results from a full counting of votes, those present shall be deemed to have supported the proposal and the decision is made unanimously without a vote. It was also noted that to the extent that the voting instructions included opposing votes that had been presented without any a counterproposal under such agenda items where it is not possible to vote against

the proposal without presenting a counterproposal, such votes would not be formally acknowledged as opposing votes, nor would they be recorded under the relevant agenda items.

It was noted that the above procedures would be adhered to during the meeting and that opposing or abstaining votes would be recorded in the minutes under each agenda item concerned.

6 PRESENTATION OF THE FINANCIAL STATEMENTS AND CONSOLIDATED FINANCIAL STATEMENTS, THE ANNUAL REPORT AND THE AUDITOR'S REPORT FOR THE YEAR 2024

The Chairman of the Board of Directors Markku Teräsvasara gave a presentation on the governance and activities of the Company during the financial year 2024.

The Company's Financial Statements and the Report of the Board of Directors for the financial year 1 January–31 December 2024 were presented.

It was noted that the documents concerning the Company's Financial Statements and audit had been available on the Company's website for the time period leading up to the General Meeting as required by the Finnish Limited Liability Companies Act.

The Financial Statements were attached to the Minutes ([Appendix 2](#)).

The Company's Auditor with the principal responsibility Markku Katajisto, Authorised Public Accountant, presented the main items in the Auditor's report.

The Auditor's Report was presented and attached to the Minutes ([Appendix 3](#)).

7 THE ADOPTION OF THE FINANCIAL STATEMENTS, WHICH ALSO INCLUDES THE ADOPTION OF CONSOLIDATED FINANCIAL STATEMENTS

The General Meeting adopted the Financial Statements and the Consolidated Financial Statements for the financial year 1 January–31 December 2024.

8 RESOLUTION ON THE USE OF THE PROFIT SHOWN IN THE BALANCE SHEET AND DISTRIBUTION OF DIVIDEND

It was noted that the Board of Directors has proposed to the General Meeting that based on the adopted balance sheet for the financial period ended 31 December 2024, no dividend be paid, and that the profit for the financial year 2024 be transferred to the Profit/Loss Account.

The General Meeting resolved that no dividend be paid based on the adopted balance sheet of Robit Plc for the financial year 2024 and that the profit for the financial year 2024 be transferred to the Profit/Loss Account.

9 RESOLUTION ON THE DISCHARGE OF THE MEMBERS OF THE BOARD OF DIRECTORS AND THE CEO FROM LIABILITY

It was resolved to discharge of the members of the Board of Directors and the Chief Executive Officer from liability for the financial year ended on 31 December 2024.

10 HANDLING OF REMUNERATION REPORT FOR GOVERNING BODIES

The Chairman of the Board of Directors Markku Teräsvasara gave a presentation on the remuneration report of the Company's governing bodies.

The remuneration report of the Company's governing bodies was attached to the Minutes (Appendix 4).

It was recorded that the remuneration report for governing bodies was handled. The General Meeting resolved to accept the remuneration report for governing bodies. The decision is advisory under the Finnish Limited Liability Companies Act.

A total of 11 620 opposing votes of the nominee registered shareholders were recorded under this agenda item.

11 RESOLUTION ON THE NUMBER OF BOARD MEMBERS

It was recorded that the Shareholders' Nomination Board had proposed to the General Meeting that six (6) members be elected to the Board of Directors.

It was resolved in accordance with the proposal of the Shareholders' Nomination Board that six (6) members are elected to the Board of Directors.

12 RESOLUTION ON THE REMUNERATION OF THE BOARD MEMBERS

It was noted that the Shareholders' Nomination Board had proposed to the General Meeting that the annual remuneration payable to the Chairman of the Board is EUR 60,000, and to each Board Member EUR 30,000, of which 40 % be paid as shares and the remaining 60 % as an advance tax withheld and paid to the Finnish Tax Administration by the company.

The Shareholders' Nomination Board had also proposed to the General Meeting that the additional compensation of EUR 500 be paid to the Chairman of the Board and the Board Members for each board meeting or committee meeting they have attended. Additionally, other costs such as travel, and lodging expenses shall also be compensated.

The annual remuneration for the entire term of office will be paid to the Chairman of the Board and to the Board Members in December 2025. The shares that form part of the remuneration payable to the Chairman of the Board and to the Board Members can be new shares issued by the company or shares acquired thereby pursuant to an authorisation provided to the Board of Directors by the General Meeting. The receiver of the remuneration will pay the applicable transfer tax.

The General Meeting resolved to pay remuneration to the Board Members in accordance with the proposal made to the General Meeting.

13 ELECTION OF BOARD MEMBERS

It was recorded that the Shareholders' Nomination Board had proposed to the General Meeting that current Board Members Mikko Kuitunen, Harri Sjöholm, Kai Telanne, Markku Teräsvasara, and Eeva-Liisa Virkkunen be re-elected. Furthermore, it was recorded that the Shareholders' Nomination Board had proposed to the General Meeting that Helena Kauppinen be elected as new member of the Board of Directors.

The current Board Member Lasse Aho had announced that he will no longer be available for re-election to the Board of Directors.

It was recorded that the Shareholders' Nomination Board had proposed to the General Meeting that Markku Teräsvasara be re-elected as the Chair of the Board and Harri Sjöholm be re-elected as the Vice Chair of the Board.

It was noted that all candidates have given their consent to the election and are independent from the Company and its significant shareholders apart from Harri Sjöholm and Helena Kauppinen, who are dependent on a significant shareholder. Harri Sjöholm is a major shareholder in Five Alliance Oy, which is a major shareholder of the company. Helena Kauppinen is a CEO and a Member of the Board of Directors of Five Alliance Oy.

The General Meeting resolved, in accordance with the proposal of the Shareholders' Nomination Board, that current Board Members Mikko Kuitunen, Harri Sjöholm, Kai Telanne, Markku Teräsvasara, and Eeva-Liisa Virkkunen be re-elected, and Helena Kauppinen be elected as new member of the Board of Directors for a term of office, which will continue until the end of the following Annual General Meeting. Furthermore, the General Meeting decided, in accordance with the proposal of the Shareholders' Nomination Board, that Markku Teräsvasara be re-elected as the Chair of the Board of Directors, and that Harri Sjöholm be re-elected as Vice Chair of the Board of Directors.

14 RESOLUTION ON THE REMUNERATION OF THE AUDITOR

It was noted that the Board of Directors had proposed to the General Meeting that the remuneration of the auditor be paid in accordance with a reasonable invoice approved by the Company.

It was resolved, in accordance with the proposal by the Board of Directors to pay remuneration to the auditor in accordance with a reasonable invoice approved by the Company.

15 ELECTION OF THE AUDITOR

It was noted that the Board of Directors had proposed to the General Meeting that audit firm Ernst & Young Oy (EY) be elected as the Company's auditor for a term of office expiring at the

end of the following Annual General Meeting. Ernst & Young Oy has announced that it intends to appoint Mikko Järventausta, Authorised Public Accountant, to act as the company's auditor with principal responsibility. It was also noted that the company shall prepare its first statutory sustainability report for the financial year 2025. If Ernst & Young is elected as the company's auditor, it shall provide the assurance for the statutory sustainability report in 2025 in accordance with the transitional provisions of the amended Finnish Companies Act (1252/2023) and for this the auditor shall be paid a fee in accordance with an invoice approved by the company. Ernst & Young Oy has informed the company that the sustainability reporting auditor with principal responsibility would be Mikko Järventausta, Authorized Sustainability Auditor.

It was resolved, in accordance with the proposal by the Board, that audit firm Ernst & Young Oy be elected as the Company's auditor for a term of office expiring at the end of the following Annual General Meeting. Mikko Järventausta, Authorised Public Accountant, will act as the company's auditor with principal responsibility appointed by Ernst & Young Oy.

16 AUTHORISING THE BOARD OF DIRECTORS TO DECIDE ON THE ACQUISITION OF THE COMPANY'S OWN SHARES AND/OR ACCEPTING THEM AS A PLEDGE

It was recorded that the Board of Directors had proposed that the General Meeting authorise the Board of Directors to decide upon the acquisition of a maximum of 2,117,990 of the company's own shares and/or accepting the same number of the company's own shares as a pledge, in one or several tranches, by using the company's unrestricted equity. The maximum total of shares that will be acquired and/or accepted as a pledge corresponds to 10 % of all shares in the company as of the date of the notice to the General Meeting. However, the company cannot, together with its subsidiary companies, own or accept as a pledge altogether more than 10% of its own shares at any point in time. The company's shares may be purchased under this authorisation solely by using unrestricted equity.

The shares will be acquired otherwise than in proportion to the share ownership of the shareholders via public trading arranged by Nasdaq Helsinki Ltd at the market price on the date on which the acquisition is made or otherwise at a price formed on the market. The Board of Directors had proposed that this authorisation be used e.g. for the purposes of implementing the company's share-based compensation, the company's share-based incentive systems or for other purposes as decided by the Board of Directors.

The Board of Directors had proposed that this authorisation be considered to cancel the authorisation granted by the General Meeting on 3 April 2024 to decide on the acquisition of the company's own shares.

The Board of Directors had proposed that the authorisation remain in force until the end of the following Annual General Meeting, however, no longer than 30 June 2026.

It was noted that a valid resolution at this agenda item requires a qualified majority in accordance with Chapter 5, Section 27 of the Limited Liability Companies Act, meaning that the resolution must be supported by at least two thirds of the votes cast and shares represented.

The General Meeting resolved, in accordance with the proposal of the Board of Directors that the Board of Directors be authorised to decide on the acquisition of own shares and/or accepting them as pledge in accordance with the terms proposed by the Board of Directors.

17 AUTHORISATION OF THE BOARD OF DIRECTORS TO DECIDE ON A SHARE ISSUE AND THE ISSUANCE OF SPECIAL RIGHTS ENTITLING TO SHARES

It was noted that the Board of Directors had proposed that the General Meeting authorise the Board of Directors to decide on a share issue and on 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, with or without consideration.

The number of shares to be issued, including shares to be issued on the basis of special rights, may not exceed 2,117,990, which amounts to 10 % of all shares in the company as of the date of the notice to the General Meeting. The Board of Directors may decide to either issue new shares or to transfer any treasury shares held by the company.

The authorisation entitles the Board of Directors to decide on all terms that apply to the share issue and to the issuance of special rights entitling to shares, including the right to derogate from the shareholders' pre-emptive right. The Board of Directors had proposed that this authorisation be used e.g. for the purposes of strengthening the company's balance sheet and improving its financial status or for other purposes as decided by the Board of Directors.

The Board of Directors had proposed that the authorisation remain in force until the end of the following Annual General Meeting, however, no longer than 30 June 2026. This authorisation cancels any previously granted, unused authorisations to decide on a share issue and the issuance of options or other special rights entitling to shares.

It was noted that a valid resolution at this agenda item requires a qualified majority in accordance with Chapter 5, Section 27 of the Finnish Limited Liability Companies Act, meaning that the resolution has to be supported by at least two thirds of the votes cast and shares represented.

The General Meeting resolved, in accordance with the proposal of the Board of Directors that the Board of Directors be authorised to resolve on the issuance of shares as well as the issuance of other special rights entitling to shares in accordance with the terms proposed by the Board of Directors.

18 CLOSING OF THE MEETING

The Chairman stated that all items on the agenda has been considered, that no other matters had been presented for consideration, and that the minutes of the meeting would be available on the Company's website on 22 April 2025 at the latest.

It was recorded that, unless otherwise stated in the minutes of the meeting, all shareholders present at the general meeting had supported the resolutions made at the general meeting.



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OF THE MINUTES N:O 1/2025

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The Chairman closed the meeting at 2.56 p.m.



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Chairman of the Meeting

Name: [See original minutes for signatures]
Tuomas Tikkanen
Title: attorney at law

In Fidem

Name: [See original minutes for signatures]
Jari Gadd
Title: attorney at law

**The minutes have been scrutinised
and approved**

Name: [See original minutes for signatures]
Seppo Palkola



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Appendices:

Appendix 1	Attendance status and list of votes
Appendix 2	Financial Statements
Appendix 3	Auditor's Report
Appendix 4	Remuneration Report for Governing Bodies
Appendix 5	Summary of voting instructions for nominee registered shareholders