

ANNUAL GENERAL MEETING

Time 20 April 2026, at 09:00 a.m. (EEST)

Place Sanomatalo, FLIK Event studio Eliel, Töölönlahdenkatu 2, 00100 Helsinki.

The meeting was held as a hybrid meeting in accordance with Chapter 5, Section 16, Subsection 2 of the Finnish Companies Act. As an alternative to participating in the General Meeting at the meeting venue, shareholders were able to exercise their rights fully during the meeting also remotely.

Present The shareholders set out in the list of votes adopted at the General Meeting were present or represented at the General Meeting (Schedule 3).

In addition, the members of the company's Board of Directors and the new Board member candidate Ari Virtanen, the CEO, members of the Group Leadership Team, the company's auditor and technical staff were present at the meeting.

1 OPENING THE MEETING

Mika Ståhlberg, Chair of the Board of Directors, opened the meeting.

2 CALLING THE MEETING TO ORDER

Marko Vuori, attorney-at-law, was elected as the General Meeting Chair. The General Meeting Chair invited Markus Laine, attorney-at-law, to act as secretary and to keep the minutes.

The General Meeting Chair explained the procedures for addressing the matters on the agenda of the meeting and other practical arrangements related to the meeting.

It was noted that the General Meeting was held as a hybrid meeting in accordance with Chapter 5, Section 16, Subsection 2 of the Finnish Companies Act, and as an alternative to participating in the General Meeting at the meeting venue, shareholders were able to exercise their rights fully during the meeting also remotely. The General Meeting Chair noted that shareholders, who were registered in the company's shareholders' register on the record date of the General Meeting, have had the opportunity to vote in advance on certain items on the agenda of the General Meeting. A resolution proposal that has been subject to advance voting is deemed to be presented at the General Meeting without any changes in accordance with the Finnish Companies Act. Also account managers

representing certain holders of nominee-registered shares had participated in the advance voting on behalf of the holders of nominee-registered shares whom they represent.

Due to the advance votes, the General Meeting Chair noted that if a full count of votes is not carried out on an item on the agenda, the number of opposing or blank votes in connection with such item will be recorded in the minutes.

It was noted that the summary list of the advance votes was appended to the minutes as schedule 1.

The order of business for the meeting was confirmed in accordance with the meeting agenda.

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

Anna Schuhel and Tapio Pesola were elected as scrutinizers of the minutes and to supervise the counting of votes.

4 RECORDING THE LEGALITY OF THE MEETING

It was noted that in accordance with Section 9 of the company's Articles of Association, the notice of General Meeting shall be delivered to the shareholders at the earliest three (3) months before the record date of the General Meeting referred to in the Finnish Companies Act and at the latest three (3) weeks before the General Meeting, however no later than nine days (9) before the record date of the General Meeting. The notice shall be delivered by publishing it on the company's website. The record date of this General Meeting has been 8 April 2026.

It was recorded that the Notice of General Meeting, containing proposals by the Board of Directors and the Shareholders' Nomination Board, had been published as a stock exchange release and on the company's website on 30 March 2026. Other documents required by the Finnish Companies Act to be kept available had also been available on the company's website at least three (3) weeks before the meeting.

It was noted that the meeting had been convened in accordance with the company's Articles of Association and the provisions of the Finnish Companies Act.

The notice to convene the General Meeting was appended to the minutes as schedule 2.

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

It was noted that those shareholders who have properly registered for the General Meeting before the end of the registration period and who have the right to participate in the General Meeting in accordance with Chapter 5, Sections 6 and 6a of the Finnish Companies Act and who have either voted in advance during the advance voting period or participate in the General Meeting at the meeting venue or via remote access, are considered to be the shareholders participating in the meeting.

It was noted that at the opening of the meeting, a total of 35 shareholders, representing a total of 20,370,522 shares and votes, were present at the meeting at the meeting venue, via remote access or by having voted in advance.

The list of votes, based on the attendance at the opening of the meeting, was appended to the minutes as schedule 3.

6 PRESENTATION OF THE FINANCIAL STATEMENTS, REPORT OF THE BOARD OF DIRECTORS AND AUDITOR'S REPORT FOR YEAR 2025

It was noted that the financial statements, including the consolidated statement of financial position, statement of profit and loss and other comprehensive income, statement of changes in equity, statement of cash flows and notes to the financial statements as well as the parent company's balance sheet, profit and loss statement, statement of cash flows and notes to the financial statements, together with the report of the Board of Directors (including the sustainability statement), the auditor's report and the assurance report on the sustainability statement, have been available for review by shareholders at the company's headquarters and on the company's website from 30 March 2026.

The CEO Fred Larsen presented the company's activities and results as well as key points from the report of the Board of Directors and the financial statements in his review on the ended financial year. The CEO's review was appended to the minutes as schedule 4.

The financial statements and the CEO's review were discussed.

It was noted that the financial statements and the report of the Board of Directors were presented in their entirety on the company's website, as part of the company's annual report, and that the financial statements documents were available to the shareholders through the system.

It was noted that the financial statements and the report of the Board of Directors for the year 2025 were presented and were appended to the minutes as schedule 5.

The auditor of the company, Mikko Ryttilahti, presented the key items of the audit and the auditor's report as well as the assurance report on the sustainability statement.

It was noted that the auditor's report and the assurance report on the sustainability statement were presented, and they were appended to the minutes as schedule 6.

7 ADOPTION OF THE FINANCIAL STATEMENTS

The financial statements for the financial year that ended on 31 December 2025 were adopted as presented.

It was recorded that on this item there were 7 301 984 votes in favor of the shareholders who voted in advance. There were no votes against or blank votes.

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

It was noted that the parent company's distributable funds at the end of the financial year on 31 December 2025 were EUR 8,564,572.22, of which the net loss for the financial year was EUR -3,752,624.10.

It was noted that the Board of Directors has proposed to the General Meeting that no dividend will be distributed and that the result for the financial year 2025 be entered in the retained earnings.

The resolution on the use of the profit was made in accordance with the proposal of the Board of Directors.

It was recorded that on this item there were 7 301 984 votes in favor of the shareholders who voted in advance. There were no votes against or blank votes.

9 RESOLUTION ON THE DISCHARGE OF THE MEMBERS OF THE BOARD OF DIRECTORS AND THE CEO FROM LIABILITY FOR THE FINANCIAL PERIOD OF 1 JANUARY 2025 – 31 DECEMBER 2025

It was noted that the discharge from liability for the financial year 1 January 2025 – 31 December 2025 concerned the following persons:

Mika Ståhlberg, Chair of the Board of Directors

Fred Larsen, Member of the Board of Directors

Nina Ehrnrooth, Member of the Board of Directors

Kaisa Lipponen, Member of the Board of Directors

Timo Rantanen, Member of the Board of Directors

Johan Grön, Chief Executive Officer

Shareholder Ville Keltikangas stated his opposition to the discharge from liability without demanding a vote on the matter.

It was resolved to grant discharge from liability to the persons who had acted as members of the Board of Directors or the Chief Executive Officer during the financial year, for the financial year that ended on 31 December 2025.

It was recorded that on this item there were 5 468 192 votes in favor of the shareholders who voted in advance. There were no votes against or blank votes.

10 ADVISORY DECISION ON THE ADOPTION OF THE REMUNERATION REPORT FOR GOVERNING BODIES

It was noted that the Remuneration Report for Governing Bodies has been available for review by shareholders at the company's headquarters and on the company's website from 30 March 2026, and that the Remuneration Report was also available to the shareholders through the system.

Board Member and Chair of the Remuneration Committee Nina Ehrnrooth presented the key points from the Remuneration Report for Governing Bodies.

It was noted that the Board of Directors has proposed to the General Meeting that the Remuneration Report for Governing Bodies shall be adopted. The resolution on the Remuneration Report is advisory.

The Remuneration Report was appended to the minutes as schedule 7.

It was resolved to adopt the presented Remuneration Report for Governing Bodies.

It was recorded that on this item there were 7 295 992 votes in favor of the shareholders who voted in advance. There were no votes against or blank votes.

11 ADVISORY DECISION ON THE ADOPTION OF THE REMUNERATION POLICY FOR GOVERNING BODIES

It was noted that the Remuneration Policy for Governing Bodies was last adopted as an advisory resolution by the Annual General Meeting of the company in 2022. The Remuneration Policy for Governing Bodies must be presented to the General Meeting at least every four years or every time a material change is made to the policy.

It was noted that the Remuneration Policy for Governing Bodies has been available for review by shareholders at the company's headquarters and on the company's website from 30 March 2026, and that the Remuneration Policy was also available to the shareholders through the system.

Board Member and Chair of the Remuneration Committee Nina Ehrnrooth presented the key points from the Remuneration Policy for Governing Bodies.

It was noted that the Board of Directors has proposed to the General Meeting that the Remuneration Policy for Governing Bodies shall be adopted. The resolution on the Remuneration Policy is advisory.

The Remuneration Policy was appended to the minutes as schedule 8.

It was resolved to adopt the presented Remuneration Policy for Governing Bodies.

It was recorded that on this item there were 7 295 992 votes in favor of the shareholders who voted in advance. There were no votes against or blank votes.

12 RESOLUTION ON THE REMUNERATION OF THE MEMBERS OF THE BOARD OF DIRECTORS

It was noted that the Shareholders' Nomination Board has proposed that the remuneration to the Board members for the following term shall be as follows:

Board members would be paid the following fixed annual fees:

- for the Chair of the Board EUR 50,000
- for the potential Vice Chair of the Board EUR 45,000

- for a Board member EUR 20,000

It is recommended that a member of the Board of Directors acquires shares in the company at the price paid in public trading with 40 per cent of her/his gross fixed annual fee until the value of the shares in the company owned by the respective member of the Board of Directors equals to two times her/his gross fixed annual fee.

In addition to the fixed annual Board fees mentioned above, fixed annual fees for committee work would be paid as follows:

Audit Committee

- for the Chair EUR 10,000
- for a member EUR 5,000

Remuneration Committee

- for the Chair EUR 5,000
- for a member EUR 2,500

If the Chair of the Audit Committee or the Chair of the Remuneration Committee acts as the Chair or as the Vice Chair of the Board of Directors, no remuneration related to the committee work would be paid.

In addition to the fixed annual fees mentioned above, the following meeting fees would be paid for participation in the Board meetings:

- EUR 1,000 for the Chair and members for each participated Board meeting
- No separate meeting fee would be paid for Committee meetings.

Reasonable accrued travel expenses and other potential costs related to Board and committee work would be reimbursed in accordance with the company's travel policy.

The Board members' remuneration share acquisitions were discussed.

It was resolved that the remuneration for the Board of Directors shall be as proposed by the Shareholders' Nomination Board.

It was recorded that on this item there were 7 295 992 votes in favor of the shareholders who voted in advance. There were no votes against or blank votes.

13

RESOLUTION ON THE NUMBER OF MEMBERS OF THE BOARD OF DIRECTORS

It was noted that according to Section 5 of the company's Articles of Association, the Board of Directors shall comprise a minimum of three (3) and a maximum of eight (8) ordinary members. The Shareholders' Nomination Board has proposed that the number of the members of the Board of Directors shall be confirmed to be five (5).

It was resolved that the number of members of the Board of Directors shall be as proposed by the Shareholders' Nomination Board.

It was recorded that on this item there were 7 295 992 votes in favor of the shareholders who voted in advance. There were no votes against or blank votes.

14 ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS

It was noted that the Shareholders' Nomination Board has proposed that Nina Ehrnrooth, Kaisa Lipponen, Timo Rantanen and Mika Ståhlberg shall be re-elected as Board members and Ari Virtanen shall be elected as a new Board member for a term of office which will commence at the end of the Annual General Meeting 2026 and continue up until the next Annual General Meeting has ended.

It was resolved to elect the members of the Board of Directors as proposed by the Shareholders' Nomination Board.

It was recorded that on this item there were 7 295 992 votes in favor of the shareholders who voted in advance. There were no votes against or blank votes.

15 RESOLUTION ON THE REMUNERATION OF THE AUDITOR

It was noted that based on the proposal prepared by the Audit Committee, the Board of Directors has proposed that the auditor shall be paid reasonable remuneration and pre-agreed travel expenses in accordance with the invoice approved by the company.

It was resolved that the remuneration for the auditor will be as proposed by the Board of Directors.

It was recorded that on this item there were 7 301 984 votes in favor of the shareholders who voted in advance. There were no votes against or blank votes.

16 ELECTION OF THE AUDITOR

It was noted that according to Section 8 of the company's Articles of Association, the company shall have one (1) auditor who shall be an auditing firm approved by the Finnish Patent and Registration Office. The auditor's term of office begins from the General Meeting deciding on the auditor's election and ends at the close of the next Annual General Meeting following the election.

It was noted that based on the proposal prepared by the Audit Committee, the Board of Directors has proposed that the firm of authorized public accountants Ernst & Young Oy, which has appointed APA Mikko Ryttilahti as responsible auditor, be re-appointed as auditor to serve for a term ending at the end of the next Annual General Meeting. It was noted that the proposed auditor has given their consent to be elected.

It was resolved to elect the auditor as proposed by the Board of Directors.

It was recorded that on this item there were 7 271 984 votes in favor of the shareholders who voted in advance. There were no votes against or blank votes.

17 RESOLUTION ON THE REMUNERATION OF THE SUSTAINABILITY REPORTING ASSURANCE PROVIDER

It was noted that based on the proposal prepared by the Audit Committee, the Board of Directors has proposed that the sustainability reporting assurance provider shall be paid reasonable remuneration and pre-agreed travel expenses in accordance with the invoice approved by the company.

It was resolved that the remuneration for the sustainability reporting assurance provider will be as proposed by the Board of Directors.

It was recorded that on this item there were 7 271 984 votes in favor of the shareholders who voted in advance. There were no votes against or blank votes.

18 ELECTION OF THE SUSTAINABILITY REPORTING ASSURANCE PROVIDER

It was noted that based on the proposal prepared by the Audit Committee, the Board of Directors has proposed that the firm of authorized public accountants Ernst & Young Oy, which has appointed ASA Mikko Ryttilahti as responsible sustainability reporting assurance provider, be re-appointed as sustainability reporting assurance provider to serve for a term ending at the end of the next Annual General Meeting. It was noted that the proposed sustainability reporting assurance provider has given their consent to be elected.

It was resolved to elect the sustainability reporting assurance provider as proposed by the Board of Directors.

It was recorded that on this item there were 7 271 734 votes in favor of the shareholders who voted in advance. There were no votes against or blank votes.

19 AUTHORIZING THE BOARD OF DIRECTORS TO DECIDE ON THE ISSUANCE OF SHARES

It was noted that the Board of Directors has proposed that the Annual General Meeting authorize the Board of Directors to decide on the issuance of shares as follows:

The shares issued under the authorization may be new shares or treasury shares. Under the authorization, a maximum of 2,500,000 shares, which corresponds to approximately nine (9) per cent of all of the shares of the company at the time of this proposal, may be issued. The shares may be issued in one or more tranches.

Under the authorization, the Board of Directors may resolve upon issuing new shares to the company itself. However, the company, together with its subsidiaries, may not at any time hold more than 10 per cent of all its shares.

The Board of Directors is authorized to resolve on all terms of the share issue. The Board of Directors is authorized to resolve on a directed share issue in deviation from the shareholders' pre-emptive rights, provided that there is a weighty financial reason for the company to do so, such as using the shares to develop the company's capital structure, as compensation in connection with possible acquisitions or other corporate transactions,

to finance investments or to be used as part of the company's incentive scheme, provided that a directed share issue is in the interest of the company and its shareholders.

The authorization is valid until the close of the next Annual General Meeting, however no longer than until 30 June 2027.

It was resolved to authorize the Board of Directors to decide on the issuance of shares as proposed by the Board of Directors.

It was recorded that on this item there were 7 271 984 votes in favor of the shareholders who voted in advance. There were no votes against or blank votes.

20

AUTHORIZING THE BOARD OF DIRECTORS TO DECIDE ON THE ACQUISITION OF THE COMPANY'S OWN SHARES

It was noted that the Board of Directors has proposed that the Annual General Meeting authorize the Board of Directors to decide on the acquisition of the company's own shares as follows:

The number of own shares to be repurchased shall not exceed 2,500,000 shares. However, the company together with its subsidiaries cannot at any moment own and/or hold as pledge more than 10 per cent of all the shares in the company. Only the unrestricted equity of the company may be used to repurchase own shares on the basis of the authorization.

Own shares may be repurchased at a price formed in public trading on the date of the repurchase or otherwise at a price formed on the market.

The Board of Directors decides how own shares will be repurchased and accepted as pledge. Own shares may be repurchased using, inter alia, derivatives. Own shares may be repurchased otherwise than in proportion to the shareholdings of the shareholders (directed repurchase). The shares may be repurchased in one or more tranches.

Own shares may be repurchased, inter alia, to limit the dilutive effects of share issues carried out in connection with possible acquisitions, to develop the company's capital structure, to be transferred in connection with possible acquisitions, to be used in incentive schemes or to be cancelled, provided that the repurchase is in the interest of the company and its shareholders.

The authorization is valid until the close of the next Annual General Meeting, however no longer than until 30 June 2027.

The acquisition of the company's own shares was discussed.

It was resolved to authorize the Board of Directors to decide on the acquisition of the company's own shares as proposed by the Board of Directors.

It was recorded that on this item there were 7 271 984 votes in favor of the shareholders who voted in advance. There were no votes against or blank votes.

AUTHORIZING THE BOARD OF DIRECTORS TO DECIDE ON THE ISSUANCE OF SHARES OR OPTION RIGHTS AND OTHER SPECIAL RIGHTS ENTITLING TO SHARES

It was noted that the Board of Directors has proposed that the Annual General Meeting authorize 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 pursuant to Chapter 10 of the Finnish Companies Act, as follows:

Under the authorization, shares, option rights and other special rights entitling to shares may be issued in such a way that the shares to be issued either directly or on the basis of option rights and other special rights under the authorization shall not exceed 300,000 shares in aggregate, which would correspond to approximately one (1) per cent of all the company's shares at the time of this proposal. The shares issued under the authorization may be new shares or treasury shares. The shares, option rights and other special rights entitling to shares may be issued in one or more tranches against payment or without consideration.

The authorization may be used to issue shares, option rights and other special rights as part of the management and employee incentive schemes of the company.

The Board of Directors is authorized to resolve on all terms for the issuance of the shares, option rights and special rights entitling to shares. The Board of Directors is authorized to resolve on a directed issue of the shares, option rights and special rights entitling to shares in deviation from the shareholders' pre-emptive right, provided that there is a weighty financial reason for the company to do so.

The authorization is valid until the close of the next Annual General Meeting, however no longer than until 30 June 2027.

The proposal of the Board of Directors was discussed.

It was resolved to authorize the Board of Directors to decide on the issuance of shares as well as option rights and other special rights entitling to shares referred to in Chapter 10 of the Finnish Companies Act as proposed by the Board of Directors.

It was recorded that on this item there were 7 271 984 votes in favor of the shareholders who voted in advance. There were no votes against or blank votes.

CLOSING THE MEETING

The General Meeting Chair noted that all the matters mentioned in the Notice of General Meeting, the order of business and in Chapter 5, Section 3 of the Finnish Companies Act were dealt with by the Annual General Meeting.

The General Meeting Chair noted that minutes of the meeting will be drafted and made available at the company's headquarters and on the company's website within two weeks from the General Meeting at the latest.

The General Meeting Chair thanked all the participants on behalf of the company and declared Lamor Corporation Plc's Annual General Meeting closed at 10:06 a.m. (EEST).

signatures on the following page

In fidem

Marko Vuori

Chair

Markus Laine

Secretary

**The minutes have been scrutinized
and approved**

Anna Schuhel

Scrutinizer of the minutes

Tapio Pesola

Scrutinizer of the minutes

SCHEDULES

Schedule 1	A summary list of the advance votes
Schedule 2	The Notice of General Meeting
Schedule 3	The list of votes
Schedule 4	The CEO's review
Schedule 5	Report of the Board of Directors and Financial Statements 31 December 2025
Schedule 6	Auditor's report
Schedule 7	Remuneration Report for the year 2025
Schedule 8	Remuneration Policy