Board of Directors' proposals to the Annual General Meeting 2026 of Revenio Group Corporation

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

The Board of Directors proposes that the Annual General Meeting authorize the Board of Directors to decide, at its discretion, on the payment of a dividend of up to EUR 0.44 per share by December 31, 2026. The dividend may be paid in one or more instalments. Based on the authorization granted to the Board of Directors, the Board of Directors shall determine the record date and the payment date of the dividend when resolving on the payment of the dividend.

Consideration of the remuneration report for governing bodies

The remuneration report is available on Revenio Group Corporation's website at https://www.reveniogroup.fi/en/investors/corporate_governance/annual_general_meeting_2026. The resolution on the remuneration report is advisory.

Resolution on the remuneration of the members of the Board of Directors and on the grounds for compensation for travel expenses

On the recommendation of the Nomination and Remuneration Committee, the Board of Directors proposes, that the annual fees to be paid to the members of the Board elected at the General Meeting for the term of office ending at the 2027 Annual General Meeting be as follows: EUR 70,000 for the Chair of the Board, EUR 45,000 for the possible Deputy Chair of the Board, EUR 35,000 for the members of the Board, EUR 15,000 for the Chair of the Audit Committee, EUR 10,000 for the Chair of the Nomination and Remuneration Committee and EUR 5,000 for members of the Board Committees.

On the recommendation of the Nomination and Remuneration Committee, the Board of Directors proposes, that approximately 40 per cent of the annual remuneration (gross) be settled in the form of the company's shares held in its treasury, however, at most 7,500 shares, while the remaining 60 per cent will consist of a monetary payment. Tax will be deducted from the monetary payment, calculated on the amount of the entire annual remuneration. The shares will be assigned to the Board members within two weeks of the release of Revenio Group Corporation's interim report for the period of January 1 to March 31, 2026, using the trade volume weighted average price on the day following the release of the interim report as the share value.

On the recommendation of the Nomination and Remuneration Committee, the Board of Directors additionally proposes that the chairs of the Board of Directors and the Board Committees be paid an attendance allowance of EUR 1,000 for Board and Board Committee meetings and EUR 600 for short teleconferences, Board members EUR 600 for Board and Board Committee meetings and EUR 300 for short teleconferences per meeting, yet so that the aforementioned attendance allowance for the Board and Board Committee meetings for Board and Committee chairs who live outside of Finland and travel to Finland for the meeting is EUR 2,000 and the aforementioned attendance allowance for the Board and Board Committee meetings for members is EUR 1,200.

Any travel expenses of the members of the Board of Directors and Board Committees will be compensated in accordance with the company's travel expense regulations.

Resolution on the number of members of the Board of Directors

The Board of Directors proposes on the recommendation of the Nomination and Remuneration Committee that 5 full members be elected to the Board of Directors.

Election of the members of the Board of Directors

The Board proposes, on the recommendation of the Nomination and Remuneration Committee, that the current members of the Board of Directors Arne Boye Nielsen, Bill Östman, Riad Sherif, Anat Loewenstein and Heli Lindfors be re-elected to the Board of Directors.

Resolution on the remuneration of the auditor

The Board of Directors proposes on the recommendation of the Board's Audit Committee that remuneration for the auditor be paid against the auditor's invoice approved by the company.

Election of the auditor

The Board of Directors proposes, on the recommendation of the Board's Audit Committee, that authorized public accountants Deloitte Ltd, who have named Authorized Public Accountant Mikko Lahtinen as the principal auditor, be elected as the auditor.

Authorizing the Board of Directors to decide on the acquisition of own shares

The Board of Directors proposes that the General Meeting authorize the Board of Directors to resolve on the acquisition of a maximum of 1,334,055 of the company's own shares in one or more tranches using the company's unrestricted equity.

The company may buy back shares in order to develop its capital structure, finance or implement any corporate acquisitions or other transactions, implement share-based incentive plans, pay board fees or otherwise transfer or cancel them.

The company may buy back shares in public trading on marketplaces whose rules and regulations allow the company to trade in its own shares. In such a case, the company buys back shares through a directed purchase, i.e. in a proportion other than its shareholders' holdings of company shares, with the consideration paid for the shares based on their publicly quoted market price so that the minimum price of the purchased shares equals the lowest market price quoted in public trading during the authorization period and their maximum price equals the highest market price quoted in public trading during that period.

The authorization is proposed to be effective until the closing of the Annual General Meeting to be held in 2027, yet no further than until June 30, 2027. This authorization will supersede the buyback authorization granted at the Annual General Meeting of April 10, 2025.

Authorizing the Board of Directors to decide on a share issue and on granting stock options and other special rights entitling to shares

The Board of Directors proposes that the Annual General Meeting authorize the Board of Directors to decide on issuing a maximum of 2,668,111 shares in a share issue or on granting special rights (including stock options) entitling holders to shares as referred to in Chapter 10 Section 1 of the Finnish Limited Liability Companies Act, in one or more tranches.

This authorization is proposed to be used to finance and implement any prospective corporate acquisitions or other transactions, to implement the company's share-based incentive plans, or for other purposes determined by the Board.

The authorization is proposed to grant the Board the right to decide on all terms and conditions governing the share issue and the granting of said special rights, including on the recipi-ents of the shares or special rights and the amount of payable consideration. The authorization also includes the right to issue shares by deviating from the shareholders' pre-emptive rights, i.e. in a directed manner. The authorization of the Board covers both the issue of new shares and the assignment of any shares that may be held in the company's treasury.

The authorization is proposed to be effective until the closing of the Annual General Meeting to be held in 2027, yet no further than until June 30, 2027. This authorization shall supersede the issue authorization decided on at the Annual General Meeting of April 10, 2025.

Establishment of a Shareholders' Nomination Board

The Board of Directors proposes that the Annual General Meeting resolve to establish a Shareholders' Nomination Board, whose responsibility shall going forward be to prepare proposals to the Annual General Meeting for the election of the members of the Board of Directors and the remuneration of the members of the Board of Directors. Additionally, the Board of Directors proposes that the Annual General Meeting approve the charter of the Shareholders' Nomination Board. The charter of the Shareholders' Nomination Board proposed by the Board of Directors is available on Revenio Group Corporation's website at https://www.reveniogroup.fi/en/investors/corporate_governance/annual_general_meeting_2026.

In accordance with the main provisions of the proposed charter, the Shareholders' Nomination Board shall consist of one representative of each of the company's four largest shareholders and the Chair of the Board of Directors of the company, who shall act as an expert member. The right to appoint a member belongs to the four shareholders who hold the largest number of votes conferred by all shares in the Company, based on the Company's shareholder register on June 30th of the calendar year preceding the next calendar year's Annual General Meeting. The Chair of the Board of Directors shall request the aforesaid four largest shareholders to each nominate one member to the Nomination Board. In case two shareholders own an equal amount of shares and votes and representatives of both shareholders cannot be appointed to the Nomination Board, the decision shall be made by drawing lots.

If a shareholder does not wish to use their right to appoint a member, the right transfers to the next largest shareholder.

If a shareholder, who has an obligation under the Finnish Securities Markets Act (arvopaperi-markkinalaki) to notify certain changes in ownership (flagging obligation), submits a written request to the Chair of the Board of Directors by June 30th of the calendar year preceding the next calendar year's Annual General Meeting, the holdings registered in various funds or registers of such a shareholder are combined when calculating the voting rights.

Should a holder of nominee-registered shares wish to use its nomination right, the shareholder shall present a credible report of the number of shares held on June 30th of the calendar year preceding the next calendar year's Annual General Meeting. The report must be submitted to the Chair of the Board of Directors no later than the eighth banking day of the relevant calendar year in July.

The Shareholders’ Nomination Board must submit its proposals to the Board of Directors by January 31st prior to the Annual General Meeting.

The Shareholders' Nomination Board shall be established for the time being, until the General Meeting decides otherwise. The term of the members of the Nomination Board expires annually when the next Nomination Board has been appointed.

Consideration of the remuneration policy of the governing bodies (conditional)

The remuneration policy is available on Revenio Group Corporation’s website at https://www.reveniogroup.fi/en/investors/corporate_governance/annual_general_meeting_2026. The resolution on the remuneration policy is advisory.

The updates made to the remuneration policy relate in practice primarily to the establishment of the Shareholders’ Nomination Board considered above in item 18, and therefore the consideration of the new remuneration policy is conditional on the Annual General Meeting having decided, in item 18 above, to establish a Shareholders’ Nomination Board.

Amendment of Article 4 of the Articles of Association

The Board of Directors proposes that Article 4 of the Articles of Association be amended so that the maximum number of ordinary members of the Board of Directors is increased from seven (7) to eight (8). Following the amendment, the new Article 4 of the Articles of Associa-tion would read as follows:

> ”4 Board of Directors
>
> A Board of Directors comprising no fewer than three (3) and no more than eight (8) ordinary members elected by the Annual General Meeting is responsible for the management of the company and the appropriate organization of its business operations.
>
> A Board member’s term of office ends at the close of the Annual General Meeting following his or her election.
>
> The Board of Directors will elect a Chair from among its members. The Board of Directors is quorate when more than half of its members are present.”

Vantaa on March 23, 2026

REVENIO GROUP CORPORATION

BOARD OF DIRECTORS