

**CHARTER OF THE SHAREHOLDERS' NOMINATION BOARD OF
REVENIO GROUP CORPORATION**

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CHARTER OF THE SHAREHOLDERS' NOMINATION BOARD

1. Establishment

The General Meeting of Revenio Group Corporation (the "Company") decided on [15 April 2026] to establish a Nomination Board consisting of shareholders or representatives of shareholders to prepare annually proposals concerning the election and remuneration of the members of the Board of Directors.

2. Purpose of the Shareholders' Nomination Board

Revenio Group Corporation 's Shareholders' Nomination Board (hereinafter the "Nomination Board") is a body appointed by the Company's shareholders, responsible for preparing proposals to the Annual General Meeting, and, if necessary, to an Extraordinary General Meeting, for the election and remuneration of the members of the Board of Directors.

The Nomination Board's duty is to ensure that the Board of Directors and its members have the expertise, knowledge and competence corresponding to the needs of the Company while having regard to diversity.

This Charter regulates the principles governing the appointment and composition of the Nomination Board as well as defines the tasks and duties of the Nomination Board.

3. Tasks

The tasks of the Nomination Board are:

- To prepare a proposal for the Annual General Meeting regarding the composition of the Board of Directors;
- To prepare a proposal for the Annual General Meeting regarding the remuneration and coverage of expenses of the Board of Directors and its possible committees in accordance with the remuneration policy presented to the General Meeting;
- To search for successor candidates for the Board of Directors;
- To present a proposal to the Annual General Meeting regarding the composition and remuneration of the Board of Directors;
- To participate in the development of the principles concerning diversity of the Board of Directors.

When planning the composition of the Board of Directors, the Nomination Board evaluates the composition from the perspective of the Company's current and future business needs and considers the diversity of the Board of Directors in accordance with the principles concerning the diversity of the Company's Board of Directors.

In its activities, the Nomination Board takes into account the Finnish Corporate Governance Code for listed companies, relevant regulations and recommendations, as well as the Company's remuneration principles, shareholders' expectations, and the Company's interest.

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

4. Composition and Nomination Process

The Nomination Board consists of four members, each of whom is entitled to be appointed by the four largest shareholders of the Company. The Chair of the Board of Directors of the Company acts as an expert member of the Nomination Board without membership or voting right and he/she shall not be counted in the quorum of the Nomination Board. Members of the Company's operative management or its employees may not personally be members of the Nomination Board but may, in their capacity as shareholders, nominate members to the Nomination Board.

The right to appoint a member belongs to the four shareholders who hold the largest number of votes conferred by all shares of 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 Securities Markets Act 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.

When appointing the Nomination Board, the Company is under no obligation to, on its own initiative, examine or consider nominee-registered holdings or holdings which have been aggregated in connection with flagging notifications. Such holdings will be taken into account in the appointment of the Nomination Board upon request made within the aforementioned time limit.

A shareholder has the right to change its representative during the term by notifying the Chair of the Nomination Board.

If a shareholder has relinquished the shareholding that entitled the shareholder to the right to appoint a member and as a result no longer belongs to the ten largest shareholders of the Company, the representative of such a shareholder must resign on their own initiative. The Nomination Board may, at its sole discretion, invite the next largest shareholder based on the shareholder register on the date of the invitation to appoint a new member to replace the prematurely vacated position or, at its discretion, leave the position vacant.

The first meeting of each term of the Nomination Board shall be convened by the Chair of the Board of Directors. The representative of the largest shareholder shall be elected as the Chair of the Nomination Board unless the Nomination Board expressly decides otherwise. The Chair

of the Board of Directors cannot act as the Chair of the Nomination Board. The following meetings shall be convened by the Chair of the Nomination Board. When the Nomination Board has been elected, the company shall publish the composition in a release.

The members of the Nomination Board elect the Chair of the Nomination Board at their first meeting.

The 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.

5. Meetings. Meeting Practices and Responsibilities of the Chair

The Nomination Board meets at least once a year and more often if necessary. The first meeting of the Nomination Board is convened by the Chair of the Board of Directors. Subsequent meetings are convened by the Chair of the Nomination Board at their discretion. Meetings can also be held as remote meetings.

The agendas for the meetings must be prepared and distributed to the members in advance, along with relevant presentation materials. Minutes shall be kept of all meetings of the Nomination Board. The minutes must be reviewed at the next meeting of the Nomination Board.

The minutes shall be dated, numbered and signed by the Chair and the secretary of the Nomination Board. The minutes are archived in a reliable manner.

The Chair of the Nomination Board shall direct the activities of the Nomination Board in such way that the Nomination Board achieves its objectives and observes the expectations of the shareholders and interests of the Company.

The Chair of the Nomination Board supervises that the meetings of the Nomination Board set out in the timetable are convened as scheduled. In addition, the Chair convenes unscheduled meetings when necessary, or in any event if requested by a Nomination Board member, to be held within 14 days of the date of request.

6. Rights of the Nomination Board

The Nomination Board has the right to access the results of evaluations made on the work of the Board of Directors and assessments of the independence of each member of the Board of Directors from the Company and significant shareholders. The Company's management assists the Nomination Board in its tasks by providing it with the necessary information and other support.

7. Decision-Making Power

The Nomination Board is quorate when all members are present. No decision shall be made unless all members have been reserved the possibility to consider the matter and to participate in the meeting. Decisions of the Nomination Board are made unanimously. If unanimity is not achieved, the Nomination Board must inform the Board of Directors that it will not make a proposal to the General Meeting.

8. Costs, Fees, and Compensation

The Company is responsible for the reasonable costs of the Nomination Board, deemed necessary by the Company's management and the Nomination Board. Members of the Nomination Board are not entitled to receive fees for their membership. Members' travel expenses are reimbursed in accordance with the Company's current travel policy.

9. Confidentiality

Members of the Nomination Board and the shareholders they represent must keep information related to the proposals to the General Meeting confidential until the Nomination Board has made its final proposals, and the Company has published these proposals.

The Nomination Board must also keep all confidential information related to the Company or the Board of Directors, which they receive in connection with the work of the Nomination Board, confidential. The obligation to maintain confidentiality remains in effect for each piece of information until the Company has published the information. The activities of the Nomination Board follow, where applicable, the Company's disclosure policy and insider guidelines.

10. Amendment of the Charter

The Nomination Board proposes any changes it deems necessary to this Charter to the General Meeting for approval. However, the Nomination Board is entitled to make technical updates and changes to the Charter. Changes to the number of members of the Nomination Board or the criteria for their selection must always be decided at the General Meeting.

11. Miscellaneous

In case any fixed date prescribed in this Charter does not fall on a working day, the Charter shall be construed to refer to the working day immediately preceding such fixed date.

This Charter has been drafted in both Finnish and English language versions. In the event of any discrepancies, the Finnish language version shall prevail.