

To the Board of Directors of Apetit Plc

PROPOSALS TO THE ANNUAL GENERAL MEETING OF APETIT PLC 10 APRIL 2025

In accordance with the Apetit Plc's articles of association article 9 (Function of the Supervisory Board), the Supervisory Board together with the Nomination Committee, prepares a proposal to the Annual General Meeting on the number of members of the Board of Directors, the persons to be elected to the Board of Directors, the Chair and the Deputy Chair of the Board of Directors and the remuneration paid to them.

The Nomination Committee of the Supervisory Board is also tasked with preparing proposals for the General Meeting on the remuneration of Supervisory Board members.

In its meeting 26 February, the Supervisory Board has decided to propose to the Annual General Meeting 2025 of Apetit Plc to decide the following:

1. **Resolution on the remuneration of members of the Supervisory Board**

The current meeting fee for the Chairman and members of the Supervisory Board is EUR 300. In addition, a monthly fee of EUR 1,000 has been paid to the Chairman and EUR 665 to the Deputy Chairman. The meeting fee is also paid to the members of the Nomination Committee for attending the meetings of the Nomination Committee and to the Chairman and Deputy Chairman of the Supervisory Board when they attend the Board meetings. Daily allowance and travel allowances for attending a meeting are paid in accordance with the company's travel rules.

Supervisory Board's Nomination Committee proposes to the Annual General Meeting that the meeting fee of the Chairman of the Supervisory Board is EUR 500 and the annual fee is EUR 15,000 and that the remuneration of the members of Supervisory Board remains unchanged. Meeting allowances are paid to the members of the Supervisory Board also when they attend meetings of the Supervisory Board's Nomination Committee or the company's other governing bodies. For the members of the Supervisory Board's Nomination Committee who are not members of the Supervisory Board, the meeting allowance is EUR 300 for their attendance in the meetings of the Supervisory Board or the Supervisory Board's Nomination Committee.

2. **Resolution on the number of members of the Board of Directors**

According to Section 4 of the Articles of Association, the Board of Directors shall consist of a minimum of 5 and a maximum of 7 members elected at the Annual General Meeting. The number of members of the Board of Directors is currently 5.

The Supervisory Board proposes to the General Meeting that five (5) members are to be elected to the Board of Directors.

3. **Resolution on the remuneration of members of Chairman, Deputy Chairman and members of the Board of Directors**

The current meeting fee for the Chairman, Deputy Chairman and members of Committee members of Board of Directors has been EUR 700. The meeting fee for other members of Board of Directors has

been EUR 500. In addition, an annual fee of EUR 55,000 has been paid to the Chairman and EUR 35,000 to the Deputy Chairman of the Board. The annual fee for other members of the Board of Directors has been EUR 30,000. Daily allowance and travel allowances for attending a meeting are paid in accordance with the company's travel rules.

Supervisory Board proposes to the Annual General Meeting that the meeting allowances remain unchanged. Supervisory Board proposes raises to the annual fees in a way, that the annual fee for the Chairman of the Board of Directors is EUR 60,000 and the annual fee for the Deputy Chairman of the Board of Directors EUR 38,000 and the annual fee for other members of the Board of Directors is EUR 33,000. Meeting allowances are also paid to the members of the Board of Directors when they attend the meetings of the Supervisory Board or the Supervisory Board's Nomination Committee. Daily allowance and travel allowances for attending a meeting are paid in accordance with the company's travel rules.

4. Election of the Chairman and Deputy Chairman of the Board of Directors

Supervisory Board proposes to the Annual General Meeting, that Erkki Järvinen is elected as new to the Chairman of the Board of Directors and Niko Simula re-elected as the Deputy Chairman of the Board of Directors.

5. Election of other members of the Board of Directors

Supervisory Board proposes to the Annual General Meeting, that Heli Arantola, Antti Korpiniemi and Kati Sulin are re-elected as the other members of the Board of Directors.

26 February 2025

Apetit Plc Supervisory Board

Harri Eela, Chairman