

To the Board of Directors of Apetit Plc

PROPOSALS TO THE ANNUAL GENERAL MEETING OF APETIT PLC 15 APRIL 2026

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 on 5 February 2026, the Supervisory Board has decided to propose to the Annual General Meeting 2026 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 is EUR 500 and for the Deputy Chairman and the members of the Supervisory Board EUR 300. In addition, an annual fee of EUR 15,000 has been paid to the Chairman and a monthly fee of 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. 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. 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 fees and annual fees remain unchanged. The meeting fee of the Chairman of the Supervisory Board is proposed to be EUR 500 and for the other members of the Supervisory board EUR 300. The annual fee for the Chairman of the Supervisory Board is proposed to be EUR 15,000 and a monthly fee of EUR 665 to the Deputy Chairman. 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 the Articles of Association, 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 Chairman and Deputy Chairman of the Board of Directors, and the remuneration to be paid to them.

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 six (6) 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 60,000 has been paid to the Chairman and EUR 38,000 to the Deputy Chairman of the Board. The annual fee for other members of the Board of Directors has been 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.

Supervisory Board proposes to the Annual General Meeting that the annual fee for the Chairman of the Board of Directors is EUR 65,000 and the annual fee for the Deputy Chairman of the Board of Directors EUR 40,000 and the annual fee for other members of the Board of Directors is EUR 36,000. The meeting fees remain unchanged. 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

The current Chairman of the Board of Directors is Erkki Järvinen and Deputy Chairman the Board of Directors is Niko Simula.

Supervisory Board proposes to the Annual General Meeting, that Kai Seikku 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

The current other members of the Board of Directors are Heli Arantola, Antti Korpiniemi and Kati Sulin.

Supervisory Board proposes to the Annual General Meeting, that Antti Korpiniemi is re-elected and Nora Hortling, Lenita Ingelin and Jari Laaninen are elected as new to the other members of the Board of Directors.

5 February 2026
Apetit Plc Supervisory Board

Harri Eela, Chairman