

Organisational Document of the Annual General Meeting 2025

This document includes the information and proposals concerning the formal organisational matters in agenda items 1 to 5 of the Annual General Meeting of Anora Group Plc (“**Anora**” or the “**Company**”) to be held on 15 April 2025.

This document constitutes a part of the notice to the Annual General Meeting and has been published on Anora’s website at www.anora.com on 19 March 2025. The document will be supplemented in the Annual General Meeting as needed with such information that has not been available before the Annual General Meeting. Shareholders present at the Annual General Meeting are entitled to speak on the items during the respective agenda item.

1. Opening of the meeting

The Chairperson of the Board of Directors, Michael Holm Johansen, will open the Annual General Meeting. Should Michael Holm Johansen be prevented due to a weighty reason from opening the meeting, another member of the Board of Directors of the Company will open the Annual General Meeting.

2. Calling the meeting to order

Chair and secretary

Attorney-at-law Mikko Heinonen will act as Chair of the Annual General Meeting. Should Mikko Heinonen be prevented due to a weighty reason from acting as Chair, the person opening the Annual General Meeting will propose the person deemed most suitable to act as Chair of the Annual General Meeting.

Thomas Heinonen will act as the secretary of the Annual General Meeting. Should Thomas Heinonen be prevented due to a weighty reason from acting as secretary, the Chair of the Annual General Meeting will propose the person deemed most suitable to act as secretary of the Annual General Meeting.

Procedural matters

Language of the meeting

The meeting will be conducted in Finnish, but certain presentations will be held in English. Simultaneous interpreting to English is provided for the participants. Headphones are available at the entrance.

Right to speak

A person participating in the meeting at the meeting venue and holding a voting ticket has the right to speak at the meeting. Those exercising their right to speak are asked to state their name, the name of the company or shareholder they may represent, and the number of the respective voting ticket, and to use the microphone provided by the meeting assistants.

Following the meeting via webcast

Shareholders, who have registered for the Annual General Meeting can also follow the meeting online via webcast. It is not possible to ask questions, make counterproposals, otherwise speak or vote at the meeting via webcast. Shareholders following the meeting via webcast are requested to note that following the meeting via webcast is not considered participating in the Annual General Meeting within the meaning of the Finnish Companies Act, and it is not possible for the shareholders to exercise their shareholder rights in the Annual General Meeting via webcast. Shareholders that wish to follow the webcast can exercise their voting rights by voting on the matter on the agenda in advance. Detailed instructions on following the webcast will be available on the Company’s website at www.anora.com/en/investors before the Annual General Meeting.

Mobile phones; video recording and photography

Participants are requested to keep their mobile phones on silent mode during the meeting. Photography and videotaping in the meeting room is prohibited. The meeting will be recorded, and the Company may take photographs at the meeting venue. The Company will use the recording and photographs for its own purposes.

Meeting venue and exiting

The meeting venue is Dance House, Pannu Hall at the address Kaapeliaukio 3, FI-00180, Helsinki, Finland. Shareholders leaving the meeting venue after the opening of the meeting are requested to return their voting tickets to the Annual General Meeting personnel.

Agenda

The agenda of the items pertaining to the meeting is included in the notice of the Annual General Meeting which is available on the Company's website and available to the participants of the Annual General Meeting at the meeting venue. Unless otherwise announced by the Chair of the Annual General Meeting, the items will be addressed in the order set out in the agenda.

3. Election of persons to scrutinize the minutes and to supervise the counting of votes

One person to scrutinise the minutes and one person to supervise the counting of votes will be elected at the meeting.

It is proposed to the Annual General Meeting that Johanna Romness be elected to scrutinise the minutes, and Sofia Saarelainen be elected to supervise the counting of votes. If any of the aforementioned persons are unavailable, the Chair of the Annual General Meeting will propose another person to replace them.

The minutes of the Annual General Meeting will be available on the Company's website as of 29 April 2025 at the latest.

4. Recording the legality of the meeting

According to Article 9 of the Articles of Association the notice of the Annual General Meeting shall be published on the Company's website three (3) months at the earliest and three (3) weeks at the latest before the Annual General Meeting, and always at least nine (9) days before the record date of the Annual General Meeting in accordance with the Finnish Companies Act.

The notice has been published on the Company's website and as a stock exchange release on 19 March 2025.

The notice is available on the Company's website at www.anora.com/en/investors and a printed copy of the notice is available for viewing at the meeting. The shareholders' register of the Company is also available for inspection at the Annual General Meeting.

It is noted that the proposals to the Annual General Meeting, the financial statements and all other documents and information required under the Finnish Companies Act and the Securities Markets Act have been available to shareholders on the Company's website for the period required under the Finnish Companies Act prior to the Annual General Meeting. These documents are also available for inspection at the meeting.

It is noted that the Annual General Meeting has been convened in accordance with the Articles of Association and in compliance with the provisions of the Finnish Companies Act, and that it has therefore been duly convened and constitutes a quorum. The notice will be appended to the minutes of the meeting.

5. Recording the attendance at the meeting and adoption of the list of votes

Articles of Association and registering for the meeting

According to Article 10 of the Articles of Association, the shareholder must in order to participate in the Annual General Meeting register with the company no later than on the date specified in the notice, which can be ten (10) days prior to the general meeting at the earliest. Since the shares of the company are a part of the Book Entry System of Securities, the statements of the Finnish Companies Act concerning the right to participate in such a company's General Meeting must also be taken into consideration.

Shareholders who have duly registered for the Annual General Meeting before the end of the registration period and who have the right to participate in the Annual General Meeting pursuant to Chapter 5, Sections 6 and 6 a of the Finnish Companies Act and who have either voted in advance during the advance voting period or who attend the Annual General Meeting at the meeting venue will be deemed shareholders participating in the meeting.

Information on the list of votes

A list of all represented shareholders, their possible assistants and proxy representatives will be comprised at the Annual General Meeting, including information on the number of shares and votes said persons hold (list of votes). At the beginning of the meeting, the Chair of the Annual General Meeting will state the number of shareholders present or represented at the Annual General Meeting and the respective number of shares and votes represented at the meeting. Additionally, the Chair of the Annual General Meeting will state information on the presence of the members of the Board of Directors of the Company, the proposed members to the Board of Directors, the President and CEO and the auditor of the Company at the meeting.

A list of represented shareholders and the list of votes is available with the Secretary of the Annual General Meeting and will be appended to the minutes of the meeting. The list of votes will be adopted to correspond to the situation at the beginning of each possible vote.

Information on the advance voting and voting instructions provided by holders of nominee-registered shares

Shareholders may vote in advance on certain items on the agenda of the Annual General Meeting from 20 March 2025 at 10:00 a.m. (EET) until 10 April 2025 at 4:00 p.m. (EEST). An agenda item subject to advance voting is considered to have been presented unchanged to the Annual General Meeting in accordance with the Finnish Companies Act. The Company and the Chair of the Annual General Meeting will have a list of the advance votes and possible voting instructions provided by holders of nominee-registered shares, a summary of which will be appended to the minutes of the meeting.

If voting is not carried out on an agenda item, the opposing, and in agenda items requiring qualified majority also the abstention votes cast in advance, as well as the voting instructions, if any, will be recorded to the minutes. To the extent opposing votes have been cast without presenting a counterproposal in items which cannot be effectively opposed without a counterproposal, such votes will not technically be considered as opposing votes in a vote and will not be recorded in to the minutes.

Helsinki, 19 March 2025

Anora Group Plc

Board of Directors