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**MINUTES FROM THE ANNUAL
GENERAL MEETING IN ENEA
AKTIEBOLAG, REG. NO. 556209-7146,
ON 6 MAY 2025 AT 4.30 P.M. IN
KISTA.**

1. OPENING OF THE ANNUAL GENERAL MEETING

The chairman of the board of directors, Kjell Duveblad, welcomed the shareholders and opened the meeting.

2. ELECTION OF CHAIRMAN OF THE ANNUAL GENERAL MEETING

It was resolved to elect the chairman of the board of directors, Kjell Duveblad, as chairman of the meeting in accordance with the proposal of the nomination committee. Lawyer Ola Grahn from Setterwalls Advokatbyrå AB was appointed to keep the minutes at the meeting.

It was furthermore resolved that guests, primarily shareholders who have their shares trustee registered, shareholders who did not notify the company of their intention to participate in the meeting on time and certain employees, were allowed to attend the meeting as audience.

3. PREPARATION AND APPROVAL OF THE VOTING LIST

A list of present shareholders, proxies, advisors and other present persons in accordance with **Schedule 1** was prepared.

The above-mentioned list in accordance with Schedule 1 was approved as the voting list at the meeting.

4. APPROVAL OF THE AGENDA

The meeting resolved to approve the agenda in accordance with the proposal from the board of directors as set out in the notice to attend the meeting, **Schedule 2.**

5. ELECTION OF ONE OR TWO PERSONS TO VERIFY THE MINUTES AND COUNT THE VOTES

It was resolved that the minutes shall be approved by one person along with the chairman. Ida Herdenberg, was elected as such person to verify the minutes.

6. DETERMINATION AS TO WHETHER THE ANNUAL GENERAL MEETING HAS BEEN PROPERLY CONVENED

It was noted that the notice to attend the meeting, in accordance with the articles of association and the provisions of the Swedish Companies Act (Sw. aktiebolagslagen (2005:551)), had been inserted in the Swedish Official Gazette (Sw. Post- och Inrikes Tidningar) on 7 April 2025, that the notice to attend the meeting had been available at the company's website since 2 April 2025, and that the advert regarding the notice to attend the meeting had been inserted in Svenska Dagbladet on 7 April 2025.

The meeting was declared properly convened.

7. PRESENTATION BY THE CEO

CEO Teemu Salmi gave a speech on the company's operations after which the shareholders were given the opportunity to ask questions with regard to the CEO's speech.

8. PRESENTATION OF THE ANNUAL REPORT, THE CONSOLIDATED ANNUAL REPORT, THE AUDIT REPORT AND THE CONSOLIDATED AUDIT REPORT, AS WELL AS THE STATEMENT BY THE AUDITOR ON THE COMPLIANCE OF THE APPLICABLE GUIDELINES FOR REMUNERATION OF SENIOR EXECUTIVES

The annual report, the consolidated annual report, the audit report and the consolidated audit report for the financial year 2024, as well as the statement by the auditor pursuant to Chapter 8, Section 54 of the Swedish Companies Act on the compliance of the applicable guidelines for remuneration to senior executives were presented.

In connection with the presentation of the accounting documents, Nicklas Kullberg from Öhrlings PricewaterhouseCoopers AB reported on the work of the auditors.

9. RESOLUTIONS REGARDING

A) ADOPTION OF THE INCOME STATEMENT AND THE BALANCE SHEET, THE CONSOLIDATED INCOME STATEMENT, AND THE CONSOLIDATED BALANCE SHEET

It was resolved to adopt the income statements and the balance sheets included in the above-mentioned annual report and consolidated annual report.

B) APPROPRIATION OF THE COMPANY'S PROFIT IN ACCORDANCE WITH THE ADOPTED BALANCE SHEET

It was resolved in accordance with the proposal from the board of directors as set out in the report from the board of directors, meaning that no dividends are paid and that the available funds of SEK 696,572,309 shall be carried forward.

C) DISCHARGE OF LIABILITY FOR THE MEMBERS OF THE BOARD OF DIRECTORS AND THE CEO

It was resolved that the members of the board of directors and the CEO should be discharged from liability for the financial year 2024.

It was noted that the members of the board of directors and the CEO did not participate in the resolution regarding their own discharge from liability.

10. DETERMINATION OF THE NUMBER OF BOARD MEMBERS AND DEPUTY MEMBERS AND THE NUMBER OF AUDITORS AND DEPUTY AUDITORS

The chairman of the nomination committee, Per Lindberg, presented the work of the nomination committee and all of the nomination committee's proposals.

It was thereafter resolved in accordance with the proposal from the nomination committee that the board of directors shall be composed of six ordinary board members with no deputy board member elected by the annual general meeting for the period up until the end of the next annual general meeting.

Finally, it was resolved in accordance with the proposal from the nomination committee that one ordinary auditor shall be appointed for the period up until the end of the next annual general meeting.

11. DETERMINATION OF THE FEES TO THE BOARD MEMBERS AND THE FEES TO THE AUDITORS

It was resolved in accordance with the proposal from the nomination committee that board remuneration shall be paid with SEK 565,000 to the chairman and with SEK 280,000 to the members elected by the general meeting, and SEK 120,000 to the chairman of the audit committee and SEK 62,000 to the member, and SEK 52,000 to the chairman of the remuneration committee and SEK 31,000 to the member, and SEK 52,000 to the chairman of the technology committee and SEK 31,000 to the member.

It was furthermore resolved in accordance with the proposal from the nomination committee that the auditor shall receive reasonable remuneration in accordance with approved invoice.

12. ELECTION OF

A) MEMBERS OF THE BOARD OF DIRECTORS

The chairman noted that information on the proposed members of the board of directors and their other assignments can be found in the annual report and on the company's website.

It was thereafter resolved in accordance with the proposal from the nomination committee to re-elect Kjell Duveblad, Anne Gynnerstedt, Thibaut Bechetoille, Åsa Schwarz, Charlotta Sund and Magnus Örnberg and as board members.

B) CHAIRMAN OF THE BOARD

It was resolved in accordance with the proposal from the nomination committee to re-elect Kjell Duveblad as chairman of the board.

C) AUDITOR

It was resolved in accordance with the proposal from the nomination committee to re-elect Öhrlings PricewaterhouseCoopers AB as auditor. It was noted that Öhrlings PricewaterhouseCoopers AB had informed that the authorized public accountant Nicklas Kullberg will continue to be appointed as the responsible auditor.

13. RESOLUTION ON THE PROCEDURE ON APPOINTMENT OF THE MEMBERS OF THE NOMINATION COMMITTEE

Per Lindberg presented the proposal from the nomination committee regarding the procedure on appointment of the members of the nomination committee, **Schedule 3**.

It was thereafter resolved in accordance with the proposal in Schedule 3.

14. THE BOARD'S PROPOSAL FOR RESOLUTION ON APPROVAL OF REMUNERATION REPORT

The chairman presented the board of directors' remuneration report for the financial year 2024, **Schedule 4**.

It was thereafter resolved in accordance with the proposal in Schedule 4.

15. THE BOARD'S PROPOSAL ON AUTHORIZATION FOR THE BOARD TO ACQUIRE AND TRANSFER OWN ORDINARY SHARES

Ola Grahn presented the proposal from the board of directors regarding proposal on authorization for the board to acquire and transfer own ordinary shares, **Schedule 5**, and the board's statement pursuant to Chapter 19, Section 22 of the Swedish Companies Act.

It was thereafter resolved in accordance with the proposal in Schedule 5. It was noted that the resolution was supported by shareholders representing more than two thirds of the votes cast as well as of all shares represented at the meeting.

16. THE BOARD'S PROPOSAL ON AUTHORIZATION FOR THE BOARD TO ISSUE NEW ORDINARY SHARES TO FINANCE FURTHER GROWTH AND EXPANSION

Ola Grahn presented the proposal from the board of directors regarding authorization for the board of directors to issue new ordinary shares to finance further growth and expansion, **Schedule 6**, and the board's statement pursuant to Chapter 19, Section 22 of the Swedish Companies Act.

It was thereafter resolved in accordance with the proposal in Schedule 6. It was noted that the resolution was supported by shareholders representing more than two thirds of the votes cast as well as of all shares represented at the meeting.

17. RESOLUTION ON (A) REDUCTION OF THE SHARE CAPITAL BY WAY OF CANCELLATION OF OWN ORDINARY SHARES; AND (B) INCREASE OF THE SHARE CAPITAL BY WAY OF A BONUS ISSUE

Ola Grahn presented the proposal from the board of directors regarding resolution on (A) reduction of the share capital by way of cancellation of own ordinary shares; and (B) increase of the share capital by way of a bonus issue, **Schedule 7**, and the board's report pursuant to Chapter 20, Section 13 of the Swedish Companies Act, which is included in the board's proposal, and the auditor's statement pursuant to Chapter 20, Section 14 of the Swedish Companies Act.

It was thereafter resolved in accordance with the proposal in Schedule 7. It was noted that the resolution was unanimous.

18. RESOLUTION ON (A) LONG-TERM SHARE-BASED INCENTIVE PROGRAM BASED ON CALL OPTIONS; AND (B) TRANSFER OF OWN ORDINARY SHARES

It was noted that the board of directors had withdrawn the proposal regarding the implementation of a long-term incentive program prior to the annual general meeting.

19. CLOSING OF THE ANNUAL GENERAL MEETING

The chairman of the meeting declared the meeting closed.

(Signature page follows)

In fidem:

Confirmed by:

Ola Grahn

Kjell Duveblad
(Chairman)

Ida Herdenberg

Schedule 1

Stockholm, Sweden
2 April, 2025

Notice of Annual General Meeting in Enea Aktiebolag

The shareholders in Enea Aktiebolag, Reg. No. 556209-7146, are hereby invited to attend the Annual General Meeting to be held on Tuesday May 6, 2025, at 4.30 p.m. at Victoria Towers, Arne Beurlings Torg 3 in Kista, Stockholm.

Notice of attendance

Shareholders who wish to attend the Annual General Meeting must be recorded as shareholder in the share register maintained by Euroclear Sweden AB as of Friday April 25, 2025 and notify attendance to the company no later than Tuesday April 29, 2025, preferably before 5 p.m. Notice of attendance can be given by post to Enea Aktiebolag, P.O. Box 1033, 164 21 Kista, Sweden, by telephone +46 8 507 140 00 or by e-mail to agm@enea.com. Notice of attendance shall contain name, personal or corporate identification number, number of represented shares, address, telephone number and assistant, if any (not more than 2).

Shareholders intending to participate by proxy must issue a written, signed and dated Power of Attorney. The validity term of the Power of Attorney may not be more than one year, unless a longer validity term is specifically stated in the Power of Attorney (however at the longest five years). The Power of Attorney and other authorization documents should preferably be sent to the company well in advance on the address above. If the Power of Attorney is issued by a legal entity, an up-to-date certificate of registration or equivalent document for the legal entity must be attached. Power of Attorney forms are available on the company's website, www.enea.com and will also be sent to shareholders who so request and state their address.

Shareholders whose shares are trustee-registered in the name of a bank or other trustee must, to be able to exercise their voting rights at the Annual General Meeting, request the trustee to register their shares in their own name with Euroclear Sweden AB (so called "voting rights registration"). Such voting rights registration must be implemented by the trustee no later than as of Tuesday April 29, 2025, which means that shareholders who want such voting rights registration must notify their trustee of their request well in advance before this date.

Proposed agenda

1. Opening of the Annual General Meeting
2. Election of chairman of the Annual General Meeting
3. Preparation and approval of the voting list
4. Approval of the agenda
5. Election of one or two persons to verify the minutes and count the votes
6. Determination as to whether the Annual General Meeting has been properly convened
7. Presentation by the CEO
8. Presentation of the annual report, the consolidated annual report, the audit report and the consolidated audit report, as well as the statement by the auditor on the compliance of the applicable guidelines for remuneration of senior executives
9. Resolutions regarding
 - a) adoption of the income statement and the balance sheet, the consolidated income statement, and the consolidated balance sheet
 - b) appropriation of the company's profit in accordance with the adopted balance sheet
 - c) discharge of liability for the members of the board of directors and the CEO

10. Determination of the number of board members and deputy members and the number of auditors and deputy auditors
11. Determination of the fees to the board members and the fees to the auditors
12. Election of
 - a) members of the board of directors
 - b) chairman of the board
 - c) auditor
13. Resolution on the procedure on appointment of the members of the nomination committee
14. The board's proposal for resolution on approval of remuneration report
15. The board's proposal on authorization for the board to acquire and transfer own ordinary shares
16. The board's proposal on authorization for the board to issue new ordinary shares to finance further growth and expansion
17. Resolution on (A) reduction of the share capital by way of cancellation of own ordinary shares; and (B) increase of the share capital by way of bonus issue
18. Resolution on (A) a long-term share-based incentive program based on call options; and (B) transfer of own ordinary shares
19. Closing of the Annual General Meeting

Propositions

The board's proposition on the appropriation of the company's profit (item 9 b)

The board proposes that there will be no dividend distributed to the shareholders regarding the financial year 2024 and that the available funds at the disposal of the Annual General Meeting of SEK 696,572,309 are carried forward.

The nomination committee's propositions (items 2 and 10-13)

The nomination committee ("NC") for the Annual General Meeting 2025 consists of Per Lindberg (own mandate), Niklas Johansson (Handelsbanken Fonder) and Anna Magnusson (Första AP-fonden). The chairman of the board Kjell Duveblad has been co-opted to the NC and Per Lindberg has acted as chairman of the NC.

The NC proposes that Kjell Duveblad is elected as chairman of the Annual General Meeting 2025.

The NC proposes that the board shall consist of six ordinary members elected by the Annual General Meeting without any deputy members and that one auditor is appointed.

The NC proposes that remuneration to the board, for the period from this Annual General Meeting until the end of the next Annual General Meeting, is paid in the amount of SEK 565,000 (550,000) to the chairman and SEK 280,000 (270,000) each to the other members elected by the Annual General Meeting, in the amount of SEK 120,000 (100,000) to the chairman of the audit committee and SEK 62,000 (60,000) to the member, in the amount of SEK 52,000 (50,000) to the chairman of the remuneration committee and SEK 31,000 (30,000) to the member, and in the amount of SEK 52,000 (50,000) to the chairman of the technology committee and SEK 31,000 (30,000) to the member.

The NC proposes that the auditor shall receive reasonable remuneration in accordance with approved invoice.

The NC proposes re-election of the board members Kjell Duveblad, Anne Gynnerstedt, Thibaut Bechetoille, Åsa Schwarz, Charlotta Sund and Magnus Örnberg.

The NC proposes re-election of Kjell Duveblad as chairman of the board.

The NC proposes re-election of Öhrlings PricewaterhouseCoopers AB, with the authorized public accountant Nicklas Kullberg as auditor-in-charge until further notice, as auditor for the period until the end of the next Annual General Meeting.

The NC proposes that the NC shall consist of representatives of the three or four largest shareholders in terms of voting rights. The chairman of the board of directors shall, as soon as the registered ownership of the company as of the last day of September is known, contact the four largest registered shareholders in terms of voting rights and ask them to appoint one member each to the NC. If more than one of these shareholders does not wish to appoint a member, additional shareholders in order of size will be asked to appoint a representative of the NC. The members thus appointed are convened by the chairman of the board of directors for a constitutive meeting. The chairman of the board shall not be a member of the NC but may be co-opted to its meetings. The member who represents the largest shareholder in terms of voting rights should be appointed chairman of the NC. The names of the appointed members and information about which owner each represents shall be published on the company's website as soon as the NC has been constituted, but no later than six months before the next Annual General Meeting. The term of office of the appointed NC shall run until the new NC takes office. If there is a significant change in the ownership structure after the NC has been constituted, and no later than three months prior to the Annual General Meeting, the composition of the NC shall be changed in accordance with the principles set out above. The NC shall prepare and submit proposals to the Annual General Meeting regarding the chairman of the Annual General Meeting, the election of the chairman and other members of the company's board of directors, remuneration to the board of directors to be divided between the chairman and other board members, as well as the principles for any remuneration for committee work, election and remuneration of auditors and deputy auditors (if applicable) and resolutions regarding principles for the appointment of a new NC. The NC shall meet as often as necessary to enable the NC to carry out its duties. Notice of the meeting is issued by the chairman of the NC. If a member of the NC requests that the NC be convened, the request must be complied with. Minutes must be taken of the meetings of the NC. The NC shall be entitled to charge the company with costs for, inter alia, recruitment consultants and other costs that are required for the NC to be able to fulfil its assignment. This instruction for the NC shall be valid until further notice until a resolution on amendment is passed by a general meeting.

The board's proposal for resolution on approval of remuneration report (item 14)

The board proposes that the Annual General Meeting resolves to approve the board's remuneration report for the financial year 2024.

The board's proposal regarding authorization for the board to acquire and transfer own ordinary shares (item 15)

The board proposes that the Annual General Meeting authorizes the board to acquire and transfer own ordinary shares according to the following. Acquisition of ordinary shares may only be made on Nasdaq Stockholm (the "Marketplace") or in accordance with an offer to all shareholders in the company or all holders of ordinary shares. Acquisition may only be made of such number of ordinary shares that the company's holding of shares at each time does not exceed 10 percent of all shares in the company. Transfer of ordinary shares may be made in other ways than on the Marketplace, including a right to transfer ordinary shares with deviation from the shareholders' preferential rights and that payment may be made in cash, in kind, by set-off or otherwise with conditions. A maximum of 10 percent of the total number of shares in the company may be transferred. However, if, prior to the exercise of the authorization

regarding transfer of own ordinary shares, the board has also exercised the authorization regarding new issue of ordinary shares (item 16 on the agenda), the number of ordinary shares that may be transferred under this authorization shall be reduced by the corresponding number of ordinary shares issued pursuant to the issue authorization.

The authorizations stated above may be utilized on one or several occasions up until the Annual General Meeting 2026. Acquisition and transfer of ordinary shares on the Marketplace may only be made at a price within the registered price interval at the Marketplace. Transfer of shares in connection with acquisitions of businesses may be made at a market price estimated by the board.

The purpose of the authorizations above to acquire and transfer ordinary shares, including any deviation from the shareholders' preferential rights in connection with transfer, is to continuously be able to adjust the capital structure of the company to the capital needs of the company, to enable financing, in whole or in part, in connection with acquisitions of businesses and for financing and/or securing delivery of ordinary shares in long-term incentive programs previously adopted by the Annual General Meeting.

If the authorization regarding transfer of ordinary shares is used for transfers with deviation from the shareholders' preferential rights, the board shall, in connection with the authorization being exercised, publish the reasons for the deviation from the shareholders' preferential rights.

The board's proposal on authorization for the board to issue new ordinary shares to finance further growth and expansion (item 16)

The board proposes that the Annual General Meeting authorizes the board until the Annual General Meeting 2026, on one or more occasions, to decide on new issues of ordinary shares as follows.

This authorization entails the right to issue a maximum of 2,056,058 ordinary shares, i.e. maximum 10 percent of the number of issued shares after the completion of the cancellation of ordinary shares proposed under item 17 on the agenda. If the board, prior to the exercise of the authorization for new issue of ordinary shares, has also exercised the authorization regarding transfers of ordinary shares (item 15 on the agenda), the number of ordinary shares that may be issued under this authorization shall be reduced by the corresponding number of ordinary shares transferred under the transfer authorization.

Share issues may be made with or without deviation from the shareholders' preferential rights. The issue price shall be based on market practice.

New ordinary shares may be paid in cash, by set-off or by contribution in kind or otherwise be subject to conditions referred to in chapter 13 section 5 first paragraph 6 of the Swedish Companies Act.

The board shall have the right to decide the other terms and conditions of the share issue.

The purpose of the authorization and any deviation from the shareholders' preferential rights is to enable financing, in whole or in part, in connection with company acquisitions and to give the board the opportunity to adapt the company's capital structure.

If the authorization is exercised for a new share issue with deviation from the shareholders' preferential rights, the board shall, in connection with the authorization being exercised, publish the reasons for the deviation from the shareholders' preferential rights.

Resolution on (A) reduction of the share capital by way of cancellation of own ordinary shares; and (B) increase of the share capital by way of a bonus issue (item 17)

A. Reduction of the share capital by way of cancellation of own ordinary shares

The board proposes that the Annual General Meeting resolves to reduce the share capital by way of cancellation of 641,903 ordinary shares repurchased within the framework of the company's buyback program. As a result of the reduction, the share capital will decrease by SEK 747,957.209376. The purpose of the reduction is allocation to unrestricted equity.

B. Increase of the share capital by way of a bonus issue

To restore the share capital after the proposed reduction of the share capital set out in A above, the board proposes that the Annual General Meeting simultaneously resolves to increase the share capital by SEK 747,957.209376 through a bonus issue, by transferring the same amount from the company's unrestricted equity without the issuance of new shares.

The board's report in accordance with Chapter 20, Section 13 of the Swedish Companies Act (2005:551)

In accordance with Chapter 20, Section 13 of the Swedish Companies Act, the board of directors reports as follows. The resolution to reduce the company's share capital by cancellation of own ordinary shares according to item A can be carried out without authorisation from the Swedish Companies Registration Office (Sw. Bolagsverket) or a general court, since the company at the same time carries out an equal increase of the share capital through a bonus issue in accordance with item B above. Thus, the company's restricted equity and share capital will remain unchanged.

The board of directors' proposal in accordance with item A and B above shall be resolved upon as one resolution by the Annual General Meeting.

Resolution on (A) a long-term share-based incentive program based on call options; and (B) transfer of own ordinary shares (item 18)

The board proposes that the Annual General Meeting resolves on (A) a long-term share-based incentive program based on call options ("LTIP 2025"); and (B) transfer of own ordinary shares.

A. Resolution on a long-term share-based incentive program based on call options

LTIP 2025 shall comprise a total of approximately 20 employees, consisting of senior executives and other key employees, and entails that the participants are given the opportunity to acquire, at market price, call options entitling to acquisition of repurchased ordinary shares in the company. LTIP 2025 has the following main terms and conditions:

- a) The number of call options issued shall not exceed 207,000. Each call option entitles the holder to acquire one (1) repurchased ordinary share in the company during the following periods:
 - i) during the period from 18 May 2028 up to and including 31 May 2028;
 - ii) during the period from 18 August 2028 up to and including 31 August 2028; and

- iii) during the period from the day following the day of publication of the company's quarterly report for the third quarter 2028 up to and including 15 November 2028.

However, acquisition of ordinary shares may not take place during such a period when trading in ordinary shares in the company is prohibited in accordance with Regulation (EU) No 596/2014 of the European Parliament and of the Council of 16 April 2014 on market abuse (the Market Abuse Regulation) or any other equivalent legislation applicable from time to time.

- b) The exercise price for ordinary shares upon exercise of call options (the "**Exercise Price**") shall correspond to 120 per cent of the volume-weighted average share price of the company's ordinary share on Nasdaq Stockholm during a period of 5 trading days immediately after the board first made an offer to participants to acquire call options under LTIP 2025 (whereby the average price thus calculated is hereinafter referred to as the "**Base Price**"). If the last price paid for the company's ordinary share at the closing of Nasdaq Stockholm on the trading day immediately preceding an exercise period in which a call option is exercised exceeds 250 per cent of the Base Price (this cap level is hereinafter referred to as the "**Ceiling Level**"), the Exercise Price shall be increased accordingly, i.e. by an amount corresponding to the amount that the said closing price exceeds the Ceiling Level, so that the participant cannot benefit from such excess profit that would otherwise have existed if the Ceiling Level had not existed. When determining the Exercise Price and the Ceiling Level as set out above, these shall be rounded to the nearest SEK 0.10.
- c) As an alternative to the acquisition of ordinary shares in accordance with b) above, the participants shall also be able to receive a reduced number of ordinary shares from the company through the exercise of call options so that the net proceeds of exercise of the call options will be the same as if the participant had instead applied the ordinary Exercise Price at the time of acquisition (the "**Net Share Settlement Method**"). The number of ordinary shares to be transferred under the Net Share Settlement Method is calculated by subtracting the Exercise Price from the volume-weighted average share price of the company's ordinary share on Nasdaq Stockholm during the first five trading days of an exercise period in accordance with a) above, after which the difference is divided by the said volume-weighted average share price. At the same time, the participant waives the value of any excess fractions of ordinary shares that arise when using the Net Share Settlement Method. When using the Net Share Settlement Method, call options shall be exercised during the exercise periods set out in a) above. The use of the Net Share Settlement Method shall never result in a greater net balance for the participant than when acquiring ordinary shares in accordance with b) above.

Illustrative example of the Net Share Settlement Method

A participant in LTIP 2025 wishes to exercise 1,000 call options. The calculated volume-weighted average share price is SEK 150 and the Exercise Price is SEK 120. The difference between the volume-weighted average share price and the Exercise Price is thus SEK 30. Instead of the participant paying the Exercise Price of SEK 120 multiplied by the number of call options for delivery of 1,000 ordinary shares (i.e. SEK 120,000), with a market value of SEK 150,000, the Net Share Settlement Method is used. When using the Net Share Settlement Method, the following is given: $(30 \cdot 1,000) / 150 = 200$, i.e. the company shall deliver 200 ordinary shares. Any excess ordinary shares arising from the application of the Net Settlement Method are conceded by the participant.

- d) The board of directors of the company resolves on allotment to participants in LTIP 2025, whereby participants in each category as set out below may be offered up to the maximum number of call options set out in the table:

Position	Number of call options per participant
CEO	Not more than 22,750
Other members of the management team (currently 7 people)	Not more than 13,750
Other key employees (currently about 11 people)	Not more than 6,750

A first allotment of the call options is expected to take place in close connection with the Annual General Meeting.

- e) If a participant refrains from acquiring all or part of the offered call options, such unacquired call options shall be distributed pro rata among participants who have notified their written interest in acquiring additional call options. Participants who acquire additional call options in this way, cannot acquire more than an additional 50 percent of the originally offered number of call options.
- f) The board of directors shall be authorized to resolve on the detailed terms and conditions for the execution of LTIP 2025. The board of directors shall be authorized to make minor adjustments to the Annual General Meeting's resolution if the board of directors deems that there are special reasons in individual cases. The issuance of call options to employees outside Sweden is dependent on tax effects, that there are no legal impediments and that the board of directors deems that such allocation can be made with reasonable administrative and financial resources. The board of directors shall be authorized to, for the benefit of certain participants, make adjustments to the program or to convert the program into a cash-based program or a program based on synthetic options, if in the opinion of the board of directors, this is justified for tax and/or legal reasons abroad.
- g) Transfer of call options to participants in LTIP 2025 shall be made against cash consideration corresponding to the market value of the call option calculated in accordance with the "Black Scholes" formula, in connection with the allotment to the participants. According to a preliminary valuation, the market value of the call options corresponds to approximately SEK 6.91 per call option (assuming a share price of SEK 85.30, an Exercise Price of SEK 102.40 and a Ceiling Level of SEK 213.30 per ordinary share, a risk-free interest rate of 2.31 percent and a volatility of 32.50 percent and dividends according to analyst estimates (consensus)), and calculated in accordance with the "Black Scholes" formula.
- h) Call options may also be offered to future employees or employees who have been promoted. In the case of such acquisitions, the terms and conditions shall be the same or equivalent to what is stated in this resolution. This means, among other things, that acquisitions must be made on the basis of the current market value in accordance with what is stated in g) above. Transfers to future employees or employees that have been promoted may however not occur after 31 December 2025. The reason for the transfer of call options to future employees or promoted employees potentially occurring at such a time that the period between the transfer and the commencement of the exercise period may be less than three years is to enable the company to offer competitive

compensation to attract employees. The board of directors considers it important that future employees are given the opportunity to participate in the value increase in the company's shares from the beginning of their employment.

- i) The number of ordinary shares that the call options entitle the holder to acquire, the Exercise Price and the Ceiling Level, as well as the time for transfer of ordinary shares, may be recalculated in accordance with the recalculation terms set out in the complete terms and conditions for the call options.
- j) The call options are freely transferable, however, the company shall, if it does not entail negative tax consequences for the company or the participant, reserve the right, to, subject to customary so-called "good and bad leaver" terms, repurchase call options if the participant's employment or assignment within the group is terminated or if the participant wishes to transfer the call options.

B. Resolution on transfer of own ordinary shares

In order to fulfil the company's obligations towards participants in LTIP 2025, the board of directors proposes that the Annual General Meeting resolves that the company shall be able to transfer own ordinary shares in accordance with the following:

- The company shall have the right to transfer the number of ordinary shares that the company has a maximum obligation to issue to the participants in LTIP 2025, i.e. a maximum of 207,000 ordinary shares.
- The number of ordinary shares transferred under LTIP 2025 may be subject to recalculation in the event of a bonus issue, share split or reverse share split, rights issue or similar corporate actions that affect the number of shares in the company.
- The right to acquire ordinary shares shall, with deviation from the shareholders' preferential rights, vest in participants in LTIP 2025 who are entitled to receive ordinary shares in accordance with the terms and conditions of the program.
- Transfer of ordinary shares to participants in LTIP 2025 shall be made in accordance with the terms and conditions of LTIP 2025.

The reason for the deviation from the shareholders' preferential rights in connection with transfers of own ordinary shares is to enable delivery of ordinary shares to participants in LTIP 2025.

Costs, impact on key ratios, dilution, previous incentive programs, etc.

As the call options in LTIP 2025 are issued to the participants at market value, it is the company's assessment that no social security costs will arise for the company as a result of LTIP 2025. The costs for LTIP 2025 will thus only consist of limited costs for implementation and administration of the program.

There are a total of 21,202,484 outstanding ordinary shares in the company. As of the date of this notice, the company holds 1,516,349 own ordinary shares that will be partially used for delivery of ordinary shares within the framework of LTIP 2025. Upon full exercise of the maximum number of call options under LTIP 2025, a maximum of 207,000 ordinary shares, corresponding to approximately 0.98 percent of the total number of outstanding shares in the company, may be acquired by the participants. LTIP 2025 does not entail any dilution of existing shareholders' share of the votes and capital in the company as it is based on call options regarding already issued ordinary shares in the company. LTIP 2025 would only have had a marginal impact on relevant key ratios for the full year 2024. There are currently no share-based incentive programs in the company that can lead to dilution for the shareholders.

The reason for the deviation from the shareholders' preferential rights and the board of directors' motive for the implementation of LTIP 2025 is that senior executives within the company shall, through their own investment, be able to participate in and work for a positive value development of the company's shares and thereby achieve an increased community of interest between them and the company's shareholders. The purpose of LTIP 2025 is also to contribute to a long-term increase in the shareholding in the company for senior executives. Furthermore, LTIP 2025 is expected to create conditions for retaining and recruiting competent personnel and provide competitive remuneration. Against this background, the board of directors considers that the implementation of LTIP 2025 has a positive effect on the company's continued development and that LTIP 2025 is beneficial for both the shareholders and the company.

LTIP 2025 has been prepared in consultation with external advisors and has been reviewed by the Remuneration Committee and at board meetings in the spring of 2025.

The Annual General Meeting's resolution in accordance with the board of directors' proposals under items A-B above shall be made as a joint resolution.

Majority requirement

For valid resolutions in accordance with items 15-17, the proposals must be supported by shareholders representing at least two-thirds of both the votes cast and the shares represented at the Annual General Meeting, and for a valid resolution in accordance with item 18, the proposal must be supported by shareholders representing at least nine-tenths of both the votes cast and the shares represented at the Annual General Meeting.

Disclosures at the Annual General Meeting

The board and the CEO shall, if any shareholder so requests and the board believes that it can be done without material harm to the company, provide information about circumstances that may affect the assessment of an item on the agenda, circumstances that may affect the assessment of the company's or its subsidiaries' financial situation and the company's relation to another company within the Group.

Documentation

The annual report and the auditor's report, as well as the board's remuneration report and the statement by the auditor on the compliance of the applicable guideline for remuneration of senior executives, a compilation of the proposed board members' other engagements, the board's complete proposals for resolutions and other documents for the Annual General Meeting, are presented by keeping them available at the company's office, Jan Stenbecks Torg 17, SE-164 21 Kista, Sweden and at the company's website, www.enea.com, as from no later than three weeks before the Annual General Meeting, and will also be sent to shareholders who request it and provide their address. The share register of the Annual General Meeting will also be available at the company's office. Copies of the documents will be sent to shareholders who request it and provide their postal address and will be available at the Annual General Meeting.

Amount of shares and votes

The total amount of shares in the company at the time of the issuance of this notice is 21,202,484 ordinary shares with one vote each. The total number of votes in the company amount to 21,202,484 votes. The company holds 1,516,349 ordinary shares, corresponding to 1,516,349 votes, that cannot be represented at the Annual General Meeting.

Processing of personal data

For information on how your personal data is processed, please see
<https://www.euroclear.com/dam/ESw/Legal/Privacy-notice-bolagsstammor-engelska.pdf>

Kista, April 2025
Enea Aktiebolag (publ)
The Board of Directors

For more information contact:

Kjell Duveblad, Chairman of the board
Phone: +46 8 507 140 00

Teemu Salmi, President & CEO
Phone: +46 8 507 140 00
E-mail: ir@enea.com

About Enea

We are a world-leading specialist in advanced telecom and cybersecurity software with a vision to make the world's communications safer and more efficient. Our solutions connect, optimize and protect communications between companies, people, devices and things worldwide. We are present in over 80 markets and billions of people rely on our technology every day when they connect to mobile networks or use the Internet. Enea is headquartered in Stockholm, Sweden and is listed on NASDAQ Stockholm. Visit us at enea.com

The English text is an unofficial translation. In case of any discrepancies between the Swedish text and the English translation, the Swedish text shall prevail.

The Nomination Committee's proposals for resolutions and reasoned statement for the Annual General Meeting 2025 in Enea Aktiebolag

THE NOMINATION COMMITTEE

The Nomination Committee for the 2025 Annual General Meeting consists of Per Lindberg (own mandate), Niklas Johansson (Handelsbanken Fonder) and Anna Magnusson (Första AP-fonden). The chairman of the board Kjell Duveblad has been co-opted to the Nomination Committee and Per Lindberg has acted as chairman of the Nomination Committee. The Nomination Committee's composition was published via the company's interim report for the third quarter on October 25, 2024.

Ahead of the 2025 Annual General Meeting, the Nomination Committee has held three (3) recorded meetings and has been in regular contact in-between. As a basis for its work, the Nomination Committee has had individual discussions with all members of the board. The Nomination Committee has been informed about the company's strategy, risk management and control functions, among other things and has also taken note of the board's own oral evaluation.

PROPOSALS FOR RESOLUTIONS

The Nomination Committee proposes:

- that Kjell Duveblad is elected as chairman of the Annual General Meeting 2025,
- that the board shall consist of six (6) ordinary members elected by the Annual General Meeting without any deputy members and that one (1) auditor is appointed,
- re-election of the board members Kjell Duveblad, Anne Gynnerstedt, Thibaut Bechetoille, Åsa Schwarz, Charlotta Sund and Magnus Örnberg,
- re-election of Kjell Duveblad as chairman of the board,
- that remuneration to the board, for the period from this Annual General Meeting until the end of the next Annual General Meeting, is paid in the amount of SEK 565,000 (550,000) to the chairman and SEK 280,000 (270,000) each to the other members elected by the Annual General Meeting, in the amount of SEK 120,000 (100,000) to the chairman of the audit committee and SEK 62,000 (60,000) to the member, in the amount of SEK 52,000 (50,000) to the chairman of the remuneration committee and SEK 31,000 (30,000) to the member, and in the amount of SEK 52,000 (50,000) to the chairman of the technology committee and SEK 31,000 (30,000) to the member,
- re-election of Öhrlings PricewaterhouseCoopers AB, with the authorized public accountant Nicklas Kullberg as auditor-in-charge until further notice, as auditor for the period until the end of the next Annual General Meeting, and
- that the auditor shall receive reasonable remuneration in accordance with approved invoice.

THE NOMINATION COMMITTEES REASONED STATEMENT

In its evaluation of the board, as described above, the Nomination Committee has found that the existing board is well-functioning and that the members of the board represent a broad spectrum of experience and expertise that is relevant to Enea's continued development. The members' commitment has been substantial, and the attendance rate is high. During the year, Mats Lindoff resigned from the board at his own request.

It is the opinion of the Nomination Committee, that the proposed board continues to have a composition that is appropriate in view of the company's operations, stage of development and other circumstances, characterised by versatility and breadth in terms of the members' expertise, experience and background. The Nomination Committee has applied rule 4.1 of the Swedish Corporate Governance Code as its diversity policy, and the Nomination Committee concludes that the current and proposed composition of the board fulfils the requirement for gender balance. The proposed board fulfils the applicable requirements regarding the independence of the members in relation to the company and its management and in relation to the company's major shareholders. The Nomination Committee has also found that the number of other assignments held by each member does not prevent the members from actively participating in the work of the board of Enea.

INSTRUCTION TO THE NOMINATION COMMITTEE

The Nomination Committee proposes that the Nomination Committee shall consist of representatives of the three or four largest shareholders in terms of voting rights. The chairman of the board of directors shall, as soon as the registered ownership of the company as of the last day of September is known, contact the four largest registered shareholders in terms of voting rights and ask them to appoint one member each to the Nomination Committee. If more than one of these shareholders does not wish to appoint a member, additional shareholders in order of size will be asked to appoint a representative of the Nomination Committee. The members thus appointed are convened by the chairman of the board of directors for a constitutive meeting. The chairman of the board shall not be a member of the Nomination Committee but may be co-opted to its meetings. The member who represents the largest shareholder in terms of voting rights should be appointed chairman of the Nomination Committee. The names of the appointed members and information about which owner each represents shall be published on the company's website as soon as the Nomination Committee has been constituted, but no later than six months before the next Annual General Meeting. The term of office of the appointed Nomination Committee shall run until the new Nomination Committee takes office. If there is a significant change in the ownership structure after the Nomination Committee has been constituted, and no later than three months prior to the Annual General Meeting, the composition of the Nomination Committee shall be changed in accordance with the principles set out above. The Nomination Committee shall prepare and submit proposals to the Annual General Meeting regarding the chairman of the Annual General Meeting, the election of the chairman and other members of the company's board of directors, remuneration to the board of directors to be divided between the chairman and other board members, as well as the principles for any remuneration for committee work, election and remuneration of auditors and deputy auditors (if applicable) and resolutions regarding principles for the appointment of a new Nomination Committee. The Nomination Committee shall meet as often as necessary to enable the Nomination Committee to carry out its duties. Notice of the meeting is issued by the chairman of the Nomination Committee. If a member of the Nomination Committee requests that the Nomination Committee be convened, the request must be complied with. Minutes must be taken of the meetings of the Nomination Committee. The Nomination Committee shall be entitled to charge the company with costs for, inter alia, recruitment consultants and other costs that are required for the Nomination Committee to be able to fulfil its assignment. This instruction for the Nomination Committee shall be valid until further notice until a resolution on amendment is passed by a general meeting.

Kista in March 2025

Nomination Committee Enea Aktiebolag

Further information about the proposed board members can be found in the Presentation of proposed board members, Annual General Meeting 2025, www.enea.com.

Schedule 4

Enea AB Remuneration Report 2024

Introduction

This report describes how the guidelines for remuneration to senior executives of Enea AB ("Enea"), adopted by the 2024 Annual General Meeting, were applied during the year 2024. The report also contains information on remuneration to the CEO. The report has been prepared in accordance with the Swedish Companies Act and the Swedish Stock Market Self-Regulation Committee's *Rules on Remuneration to Senior Executives and on Incentive Programs*.

Further information on remuneration to senior executives can be found in Note 4 (Employees and personnel costs) on pages 45-49 of the Annual Report for 2024. Information about the Remuneration Committee's work in 2024 can be found in the Corporate Governance Report on pages 89-93 of the Annual Report for 2024.

Board fees are not covered by this report. Such fees are resolved annually by the Annual General Meeting and are reported in Note 4 on page 48 of the Annual Report for 2024.

Development in 2024

The CEO summarizes Enea's overall results in his report on pages 8-9 of the Annual Report 2024.

Enea's Remuneration Guidelines: scope, purpose and deviations

A prerequisite for the successful implementation of Enea's business strategy and the safeguarding of its long-term interests, including its sustainability, is that Enea can attract, motivate and retain high-performing employees and leaders. This requires that Enea can offer a competitive compensation package. Enea's remuneration guidelines enable senior executives to be offered a competitive total remuneration. According to the remuneration guidelines, remuneration to senior executives shall be in line with market conditions and may consist of the following components: base salary, variable remuneration and pension. The variable remuneration shall be linked to financial or non-financial criteria. They can consist of individualised quantitative or qualitative objectives. The criteria should be designed so that they promote Enea's business strategy, long-term interests and sustainability and thereby Enea's long-term value creation, by, for example, having a clear link to the business strategy or promoting the executive's long-term development.

The guidelines can be found on pages 45-46 of the Annual Report for 2024. During 2024, Enea has complied with the applicable remuneration guidelines adopted by the Annual General Meeting. No deviations from the guidelines have been made and no deviations have been made from the decision-making process that according to the guidelines should be applied to determine the remuneration. The auditor's opinion on Enea's compliance with the guidelines is available on www.enea.se/investerare/bolagsstyrning. No compensation has been claimed. In addition to the remuneration covered by the remuneration guidelines, Enea's Annual General Meetings have resolved to implement long-term share-based incentive programs.

Remuneration for Anders Lidbeck has been made through a consultancy fee through his own company.

Table 1 – Total remuneration of acting CEO (kSEK)

Name (position)	Consultant	Fixed/Variable
Anders Lidbeck (tf VD)	7 000	86%/14%

Application of performance criteria

The performance criteria for the CEO's variable remuneration have been chosen to realize Enea's strategy and to encourage actions that are in Enea's long-term interest. The selection of performance criteria has considered the strategic objectives and short- and long-term business priorities for 2024.

Table 2 – Managing Director's performance during the financial year: variable remuneration

Namn (position)	Replacement component	Relative weighting	Measured performance	Compensation outcome
Anders Lidbeck (tf VD)	Revenue Group	50%	904.3 MSEK	500 000 SEK
	Group EBITDA	50%	305.5 MSEK ¹⁾	500 000 SEK

1/ EBITDA Profit adjusted for non-recurring items.

Comparative information regarding changes in remuneration and Enea's results

Table 3 – Changes in remuneration and Enea's results during the last 5 financial years (kSEK)

	2024	2023	2022	2021	2020
Remuneration for the CEO part of the year until 3 July		3 339			
Remuneration for acting CEO ^{1/}	5 395	2 340			
Total Remuneration to the CEO	5 395	5 679	7 264	5 725	5 148
	-284 (-5,0%)	-1 585 (-21,8%)	+1 539(+26,9%)	+577(+11,2%)	
Group operating profit	122 364	-499 470	118 103	215 963	188 603
	+621 834 (N/A)	-617 573(-522%)	-97 860(-45,3%)	+27 360(+14,5%)	
Compensation per average FTE ^{2/}	490	473	559	477	468
	+17 (+3,6%)	-86(-15,4%)	+82(+17,2%)	+9(+1,9%)	

1/ The consulting fee to the acting CEO is converted to comparable remuneration to an employed CEO

2/ Remuneration per average FTE (Full-time equivalent), based on the average remuneration of the number of employees in the parent company (excluding members of the Group Executive Management).

Kista, March 2025
Enea AB (publ)
Board



The English text is an unofficial translation. In case of any discrepancies between the Swedish text and the English translation, the Swedish text shall prevail.

The board's proposal regarding authorization for the board to acquire and transfer own ordinary shares (item 15)

The board proposes that the Annual General Meeting authorizes the board to acquire and transfer own ordinary shares according to the following. Acquisition of ordinary shares may only be made on Nasdaq Stockholm (the "**Marketplace**") or in accordance with an offer to all shareholders in the company or all holders of ordinary shares. Acquisition may only be made of such number of ordinary shares that the company's holding of shares at each time does not exceed 10 percent of all shares in the company. Transfer of ordinary shares may be made in other ways than on the Marketplace, including a right to transfer ordinary shares with deviation from the shareholders' preferential rights and that payment may be made in cash, in kind, by set-off or otherwise with conditions. A maximum of 10 percent of the total number of shares in the company may be transferred. However, if, prior to the exercise of the authorization regarding transfer of own ordinary shares, the board has also exercised the authorization regarding new issue of ordinary shares (item 16 on the agenda), the number of ordinary shares that may be transferred under this authorization shall be reduced by the corresponding number of ordinary shares issued pursuant to the issue authorization.

The authorizations stated above may be utilized on one or several occasions up until the Annual General Meeting 2026. Acquisition and transfer of ordinary shares on the Marketplace may only be made at a price within the registered price interval at the Marketplace. Transfer of shares in connection with acquisitions of businesses may be made at a market price estimated by the board.

The purpose of the authorizations above to acquire and transfer ordinary shares, including any deviation from the shareholders' preferential rights in connection with transfer, is to continuously be able to adjust the capital structure of the company to the capital needs of the company, to enable financing, in whole or in part, in connection with acquisitions of businesses and for financing and/or securing delivery of ordinary shares in long-term incentive programs previously adopted by the Annual General Meeting.

If the authorization regarding transfer of ordinary shares is used for transfers with deviation from the shareholders' preferential rights, the board shall, in connection with the authorization being exercised, publish the reasons for the deviation from the shareholders' preferential rights.

The board proposes that the CEO, or a person appointed by the CEO, be authorized to make necessary and minor changes in order to enable registration of the resolution with the Swedish Companies Registration Office.

A resolution in accordance with this item requires approval of shareholders representing at least two-thirds of both the votes cast and the shares represented at the Annual General Meeting.

The board's proposal on authorization for the board to issue new ordinary shares to finance further growth and expansion (item 16)

The board proposes that the Annual General Meeting authorizes the board until the Annual General Meeting 2026, on one or more occasions, to decide on new issues of ordinary shares as follows.

This authorization entails the right to issue a maximum of 2,056,058 ordinary shares, i.e. maximum 10 percent of the number of issued shares after the completion of the cancellation of ordinary shares proposed under item 17 on the agenda. If the board, prior to the exercise of the authorization for new issue of ordinary shares, has also exercised the authorization regarding transfers of ordinary shares (item 15 on the agenda), the number of ordinary shares that may be issued under this authorization shall be reduced by the corresponding number of ordinary shares transferred under the transfer authorization.

Share issues may be made with or without deviation from the shareholders' preferential rights. The issue price shall be based on market practice.

New ordinary shares may be paid in cash, by set-off or by contribution in kind or otherwise be subject to conditions referred to in chapter 13 section 5 first paragraph 6 of the Swedish Companies Act.

The board shall have the right to decide the other terms and conditions of the share issue.

The purpose of the authorization and any deviation from the shareholders' preferential rights is to enable financing, in whole or in part, in connection with company acquisitions and to give the board the opportunity to adapt the company's capital structure.

If the authorization is exercised for a new share issue with deviation from the shareholders' preferential rights, the board shall, in connection with the authorization being exercised, publish the reasons for the deviation from the shareholders' preferential rights.

The board proposes that the CEO, or a person appointed by the CEO, be authorized to make necessary and minor changes in order to enable registration of the resolution with the Swedish Companies Registration Office.

A resolution in accordance with this item requires approval of shareholders representing at least two-thirds of both the votes cast and the shares represented at the Annual General Meeting.

Resolution on (A) reduction of the share capital by way of cancellation of own ordinary shares; and (B) increase of the share capital by way of a bonus issue (item 17)

A. REDUCTION OF THE SHARE CAPITAL BY WAY OF CANCELLATION OF OWN ORDINARY SHARES

The board proposes that the Annual General Meeting resolves to reduce the share capital by way of cancellation of 641,903 ordinary shares repurchased within the framework of the company's buyback program. As a result of the reduction, the share capital will decrease by SEK 747,957.209376. The purpose of the reduction is allocation to unrestricted equity.

B. INCREASE OF THE SHARE CAPITAL BY WAY OF A BONUS ISSUE

To restore the share capital after the proposed reduction of the share capital set out in A above, the board proposes that the Annual General Meeting simultaneously resolves to increase the share capital by SEK 747,957.209376 through a bonus issue, by transferring the same amount from the company's unrestricted equity without the issuance of new shares.

The board's report in accordance with Chapter 20, Section 13 of the Swedish Companies Act (2005:551)

In accordance with Chapter 20, Section 13 of the Swedish Companies Act, the board of directors reports as follows. The resolution to reduce the company's share capital by cancellation of own ordinary shares according to item A can be carried out without authorisation from the Swedish Companies Registration Office (Sw. Bolagsverket) or a general court, since the company at the same time carries out an equal increase of the share capital through a bonus issue in accordance with item B above. Thus, the company's restricted equity and share capital will remain unchanged.

The board of directors' proposal in accordance with item A and B above shall be resolved upon as one resolution by the Annual General Meeting.

The board proposes that the CEO, or a person appointed by the CEO, be authorized to make necessary and minor changes in order to enable registration of the resolution with the Swedish Companies Registration Office.

A resolution in accordance with this item requires approval of shareholders representing at least two-thirds of both the votes cast and the shares represented at the Annual General Meeting.