

*LeadDesk Plc Press Release 4 March 2026 at 15.05 EET. Unofficial translation of the company release published on 4 March 2026 at 15.00 EET. In case the document differs from the original, the Finnish version prevails.*

## **NOTICE TO THE ANNUAL GENERAL MEETING OF LEADDESK PLC**

The shareholders of LeadDesk Plc are invited to the Annual General Meeting to be held on 25 March 2026 at 10.00 a.m. at a conference room of Borenius Attorneys at Eteläesplanadi 2, FI-00130 Helsinki. The reception of persons who have registered for the meeting will commence at 9.30 a.m.

It is possible to follow the Annual General Meeting online via webcast. Following the meeting via webcast is not considered participating in the Annual General Meeting and it is not possible to ask questions, make counterproposals, otherwise speak, or vote via webcast. Further instructions on following the meeting via webcast are available on the company's website at [https://investors.leaddesk.com/en/investors/corporate\\_governance/annual\\_general\\_meeting\\_2026](https://investors.leaddesk.com/en/investors/corporate_governance/annual_general_meeting_2026).

Shareholders may also exercise their voting rights by voting in advance. Instructions on advance voting have been provided in Part C of this notice of the General Meeting.

### **A. MATTERS ON THE AGENDA OF THE GENERAL MEETING**

The following matters shall be considered at the General Meeting:

#### **1. Opening of the meeting**

#### **2. Calling the meeting to order**

#### **3. Election of persons to scrutinise the minutes and to supervise the counting of votes**

#### **4. Recording the legality of the meeting**

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

#### **6. Presentation of the Financial Statements, Annual Report and the Auditor's Report for the year 2025**

Presentation of the CEO's report.

#### **7. Adoption of the Financial Statements, including the adoption of the Consolidated Financial Statements**

#### **8. Resolution on the use of the profit shown in the balance sheet and the payment of dividend**

The Board of Directors proposes to the General Meeting that [no dividend shall be paid based on the balance sheet adopted for the financial year 2025 and any distributable funds shall be retained in equity.

#### **9. Resolution on the discharge of the members of the Board of Directors and the CEO from liability**

#### **10. Resolution on the remuneration of the members of the Board of Directors**

The Shareholders' Nomination Board recommends that, with respect to the remuneration of the members of the Board of Directors, the shareholders address each proposal individually in the general meeting.

##### **10.a Monthly remuneration and meeting fees of the members of the Board of Directors**

The Shareholders' Nomination Board proposes that remuneration be paid to the Board members in the next term of office as follows: A monthly remuneration is paid to the Chair of the Board of Directors in the amount

of EUR 3,400 and to other members of the Board of Directors in the amount of EUR 1,700. The Chair of the Audit Committee is paid a meeting fee of EUR 1,130 per meeting, and the members of the Audit Committee are paid a meeting fee of EUR 565 per meeting. Travel expenses are proposed to be reimbursed in accordance with the company's travel guidelines.

#### 10.b Options of the members of the Board of Directors

The Shareholders' Nomination Board further proposes that members of the Board of Directors be given one (1) option right in the 2026 option program, resolved on within the restrictions described below, for each company share they acquire during the period between the 2026 Annual General Meeting and 25 September 2026. The maximum number of option rights received by members of the Board of Directors is 7,500 in total. If the total number of shares acquired by the members of the Board of Directors exceeds 7,500, the option rights are given on a pro rata basis so that the total number of option rights given does not exceed 7,500.

The Board of Directors would be authorized to decide on all other detailed terms of the option program, yet so that the exercise price of the 2026 option program must be at least the trading price of the share on the issue date of the 2026 option program; the subscription period for the shares subscribed for on the basis of the options may commence on 1 May 2029 at the earliest; and the subscription right must be conditional on the option right holder's service relationship to the company as well as conditional on that the shares on the basis of which the option rights have been issued are still held by the option right holder when the subscription period of shares related to the option rights commences.

The directed share issue and the issuance of option rights in accordance with this Proposal 10.2 of the Nomination Board would be carried out in accordance with the company's authorisations for the issuance of shares and special rights at a given time.

#### 11. Resolution on the number of members of the Board of Directors

The Nomination Board proposes that the number of members elected to the Board of Directors be five (5).

#### 12. Election of members of the Board of Directors

The Shareholders' Nomination Board proposes that Yrjö Närhinen, Emma Storbacka, Jostein Vik, Lauri Pukkinen and Samu Konttinen be reappointed to the Board of Directors.

The Shareholders' Nomination Board recommends that the Board of Directors elect from among themselves Yrjö Närhinen as the Chair of the Board of Directors.

All proposed persons have given their consent to the appointment. Of the Board members, Lauri Pukkinen is one of the company's largest shareholders through his personal ownership. Jostein Vik is a partner and founding member of Viking Growth, the company's largest shareholder.

The nominees for members of the Board of Directors are presented on the company's website at <https://investors.leaddesk.com/fi/sijoittajat/hallinnointi/hallitus>.

#### 13. Resolution on the remuneration of the auditor

The Board of Directors proposes to the General Meeting that the auditor to be elected be remunerated against a reasonable invoice approved by the company.

#### 14. Election of auditor

The Board of Directors proposes that authorised public accountants KPMG Oy Ab shall be elected as the auditor of the company for the following term. KPMG Oy Ab has informed that Tuomas Ilveskoski, APA, would act as the principally responsible auditor, if KPMG Oy Ab is elected as the company's auditor.

## **15. Authorising the Board of Directors to resolve on the repurchase of the company's own shares**

The Board of Directors proposes that the General Meeting would authorise the Board of Directors to resolve on the repurchase of a maximum of 582,120 of the company's own shares in one or more tranches as follows:

The proposed maximum number of own shares to be repurchased corresponds to approximately ten (10) per cent of the aggregate number of shares in the company on the date of the notice to the Annual General Meeting. However, the decision to repurchase own shares shall not be taken in such a way that the aggregate number of own shares held by the company and its subsidiaries is more than one tenth of all shares. Only the unrestricted equity of the company can be used to repurchase own shares on the basis of the authorisation, which means that the repurchases will reduce funds available for distribution of profit.

The own shares can be acquired otherwise than in proportion to the share ownership of the shareholders if the Board of Directors deems that there are weighty financial reasons for such directed repurchase. The shares can be repurchased through public trading on Nasdaq Helsinki Ltd at a price formed in trading on Nasdaq Helsinki Ltd on the date of the repurchase or at a price otherwise formed on the market.

The own shares repurchased by the company may be held, cancelled or transferred by the company. The Board of Directors shall decide on all other matters related to the acquisition of own shares.

The Board of Directors proposes that the authorisation revokes previous unused authorisations on the repurchasing of the company's own shares.

The authorisation is proposed to be valid until the following Annual General Meeting, however no longer than until 30 June 2027.

## **16. Authorising the Board of Directors to resolve on the issuance of shares as well as the issuance of options and other special rights entitling to shares**

The Board of Directors proposes that the General Meeting authorises the Board of Directors to resolve on the issuance of shares as well as the issuance of options and other special rights entitling to shares referred to in Chapter 10, Section 1 of the Finnish Limited Liability Companies Act, in one or more tranches, either against or without consideration.

The number of shares to be issued or transferred under the authorisation, including shares acquired under options and other special rights, may not exceed 582,120 shares, which corresponds to approximately ten (10) per cent of all the current shares of the company. The Board of Directors may resolve on issuing either new shares or to transfer any treasury shares held by the company.

The authorisation entitles the Board of Directors to resolve on all the conditions of the issuance of shares, options and other special rights entitling to shares, including the right to deviate from the shareholders' preemptive subscription right, if there is a weighty financial reason for doing so from the company's point of view. The Board of Director may also resolve on the issuance of shares as well as the issuance of options and other special rights entitling to shares to the members of the Board of Directors for the purpose of remuneration as decided by the Annual General Meeting in the Section 10.2.

The authorisation is proposed to be valid until the end of the following Annual General Meeting, however no longer than until 30 June 2027. If this authorisation is granted, it will revoke previous unused authorisations on the issuance of shares as well as the issuance of options and other special rights entitling to shares.

## **17. Closing of the Meeting**

### **B. DOCUMENTS OF THE GENERAL MEETING**

This notice, which contains all proposals for the resolutions on the matters on the agenda of the General Meeting will be available on LeadDesk Plc's website at

[https://investors.leaddesk.com/en/investors/corporate\\_governance/annual\\_general\\_meeting\\_2026](https://investors.leaddesk.com/en/investors/corporate_governance/annual_general_meeting_2026).

LeadDesk Plc's financial statements, the annual report and the auditor's report will be available on the above-mentioned website by 4 March 2026, at the latest. The proposals and the other documents mentioned above are also available at the General Meeting.

The minutes of the General Meeting will be available on the above-mentioned website by 8 April 2026, at the latest.

## **C. INSTRUCTIONS FOR THE PARTICIPANTS IN THE MEETING**

### **1. Shareholders registered in the shareholders' register**

The shareholders who have been registered on the record date of the General Meeting, on 13 March 2026, in the register of the shareholders of the company maintained by Euroclear Finland Oy have the right to participate in the General Meeting. A shareholder whose shares are registered on their personal Finnish book-entry account is registered in the shareholders' register of the company.

Registration for the General Meeting starts on 5 March 2026 at 10:00 a.m. EET. A shareholder who is entered in the shareholders' register of the company and who wishes to attend the General Meeting must register no later than 16 March 2026 at 4:00 p.m. EET, by which time the registration must be received. Shareholders can register for the General Meeting:

a) via the company's website at [https://investors.leaddesk.com/en/investors/corporate\\_governance/annual\\_general\\_meeting\\_2026](https://investors.leaddesk.com/en/investors/corporate_governance/annual_general_meeting_2026).

The electronic registration and advance voting of shareholders who are private individuals, requires the use of strong electronic identification with Finnish online banking credentials or mobile certificate. In this context, the shareholder can, if necessary, authorize a representative.

Legal entities are not required to have strong electronic identification. However, the legal entities must provide the number of share account and other required information.

b) by e-mail or mail.

A shareholder registering by e-mail or mail must send a registration form, which will be made available on the company website at [https://investors.leaddesk.com/en/investors/corporate\\_governance/annual\\_general\\_meeting\\_2026](https://investors.leaddesk.com/en/investors/corporate_governance/annual_general_meeting_2026) or corresponding information by mail to Euroclear Finland Oy, Yhtiökokous/LeadDesk Oyj, Itämerenkatu 25, FI-00180 Helsinki, Finland or by email to [yhtiokokous@euroclear.com](mailto:yhtiokokous@euroclear.com).

When registering, shareholders must provide the requested information, such as the shareholder's name, date of birth/personal identification number or business ID, address, telephone number and e-mail address and the name of any assistant or proxy representative and the proxy representative's date of birth/personal identification number. The personal data provided to LeadDesk Plc by shareholders will only be used in connection with the General Meeting and the processing of the necessary registrations related thereto.

Changes in shareholding after the record date of the General Meeting do not affect the right to participate in the General Meeting or the number of votes of the shareholder.

A shareholder, their legal representative or proxy representative arriving to the meeting must, upon request, be able to prove their identity and provide sufficient proof of their right to represent a shareholder.

### **2. Holders of nominee-registered shares**

Holders of nominee-registered shares have the right to participate in the General Meeting by virtue of such shares, based on which they on the record date of the General Meeting, 13 March 2026, would be entitled to be registered in the shareholders' register of the company maintained by Euroclear Finland Oy. The right to participate in the General Meeting requires, in addition, that the shareholder on the basis of such shares has

been temporarily registered into the shareholders' register maintained by Euroclear Finland Oy no later than on 20 March 2026 by 10.00 a.m. Finnish time. With regard to nominee-registered shares, this constitutes due registration for the General Meeting.

Holders of nominee-registered shares are advised to request without delay necessary instructions from their custodian regarding the temporary registration in the shareholders' register of the company, the issuing of proxy authorisation documents, advance voting and registration for the General Meeting. The account manager of the custodian shall temporarily register a holder of nominee-registered shares, who wants to participate in the General Meeting, into the shareholders' register of the company within the above-mentioned registration period applicable to nominee-registered shares and, if necessary, arrange for advance voting on behalf of the holder of nominee-registered shares before the end of the registration period for holders of nominee-registered shares.

### **3. Proxy representative and powers of attorney**

Shareholders may participate in the General Meeting and exercise their rights at the meeting by way of proxy representation. A shareholder's proxy representative may also elect to vote in advance as described in this notice if they so wish. The proxy representative of the shareholder shall produce a proxy document or otherwise demonstrate in a reliable manner their right to represent the shareholder at the General Meeting. If a shareholder participates in the General Meeting by means of several proxy representatives representing the shareholder with shares in different book-entry accounts, the shares, by which each proxy representative represents the shareholder, shall be identified in connection with the registration for the General Meeting.

Any proxy documents must be submitted by mail to LeadDesk Plc, Eveliina Puustjärvi, Hämeentie 15, FI-00500 Helsinki and copies by email to [eveliina.puustjarvi@leaddesk.com](mailto:eveliina.puustjarvi@leaddesk.com) prior to the end of the registration period. In addition to submitting the proxy documents, the shareholder or their proxy representative must register for the General Meeting as described above in this notice.

Shareholders that are legal entities can also use the suomi.fi e-Authorizations service instead of a traditional proxy document. The proxy representative will be authorised in the suomi.fi e-Authorizations service at [www.suomi.fi/e-authorizations](http://www.suomi.fi/e-authorizations) (mandate "Representation at the General Meeting"). In the general meeting service, the authorised person must in connection with the registration identify themselves by using strong electronic identification, after which the electronic mandate is automatically checked. Strong electronic identification requires Finnish online banking codes or a mobile certificate. More information on the electronic authorisation is available at [www.suomi.fi/e-authorizations](http://www.suomi.fi/e-authorizations).

### **4. Advance voting**

A shareholder who has a Finnish book-entry account may vote in advance between 5 March 2026 at 10:00 a.m. EET and 16 March 2026 at 4:00 p.m. EET on certain items on the agenda of the General Meeting

a) via the company's website at [https://investors.leaddesk.com/en/investors/corporate\\_governance/annual\\_general\\_meeting\\_2026](https://investors.leaddesk.com/en/investors/corporate_governance/annual_general_meeting_2026); or

b) by submitting the advance voting form available on the company's website or equivalent information to Euroclear Finland Oy by e-mail to [yhtiokokous@euroclear.com](mailto:yhtiokokous@euroclear.com).

Advance votes must be received by the time the advance voting ends. The submission of votes in this way before the end of the registration and advance voting period constitutes due registration for the General Meeting, provided that it contains the above information required for registration.

A shareholder who has voted in advance cannot exercise the right to ask questions under the Finnish Companies Act or demand a vote unless they attend the General Meeting in person or by proxy remotely.

With respect to nominee-registered shareholders, the advance voting is carried out via the account manager. The account manager may vote in advance on behalf of the holders of nominee-registered shares whom they

represent in accordance with the voting instructions given by such holders of nominee-registered shares during the registration period set for the nominee-registered shareholders.

Proposals for resolutions that are subject to advance voting are deemed to have been presented at the General Meeting without any changes. The conditions and other instructions regarding electronic advance voting are available on the company's website at [https://investors.leaddesk.com/en/investors/corporate\\_governance/annual\\_general\\_meeting\\_2026](https://investors.leaddesk.com/en/investors/corporate_governance/annual_general_meeting_2026).

## **5. Other instructions/information**

Pursuant to Chapter 5, Section 25 of the Finnish Limited Liability Companies Act, a shareholder who is present at the General Meeting has the right to request information with respect to the matters to be considered at the General Meeting.

On the date of this notice, LeadDesk Plc has a total of 5,821,207 shares entitling to an equal number of votes.

In Helsinki, on 4 March 2026

### **LEADDESK PLC**

Board of Directors

### **ADDITIONAL INFORMATION**

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### **Certified Adviser**

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### **LeadDesk in brief**

LeadDesk is a leading European provider of cloud-based contact centre software. The LeadDesk cloud service, powered by artificial intelligence, improves customer experience and sales productivity. Over 20,000 customer service and sales professionals work more efficiently with LeadDesk weekly. In 2024, the Group's revenue was EUR 31.6 million, most of which came from outside Finland. The Group has offices in eight European countries. LeadDesk Plc's shares are traded on the Nasdaq First North Finland marketplace under the ticker LEADD. [www.leaddesk.com](http://www.leaddesk.com)