

Statement by the Board of Directors on the events concerning Talenom Plc. with a material effect on the state of the Company that have occurred after the latest half-year financial report (1 January – 30 June 2025)

The Board of Directors of Talenom Plc. (the “Company” or “Talenom”) hereby states as its report pursuant to Chapter 17, Section 11 of the Finnish Companies Act, that events with a material effect on the state of the Company that have occurred after the latest half-year financial report (1 January – 30 June 2025) published on 18 July 2025 have been announced in the stock exchange releases published by the Company, which are available on the Company’s website at the address <https://sijoittajat.talenom.fi/en/releases>.

On 19 September 2025, Talenom published in a stock exchange release that the Company will initiate a strategic assessment of the potential separation of the Easor software business into an independent publicly listed company. In October 2024, Talenom published a strategy update, in which Talenom decided to separate its software business into its own company and start selling its software to external accounting firms as well.

On 17 October 2025, Talenom published its business review for the period January-September 2025. Cash flow improved significantly and Talenom initiated a review of the possible separation of the Easor software business into an independent listed company.

On 24 October 2025, Talenom published in a stock exchange release that the Board of Directors of the Company has decided on the payment of the second dividend instalment. The Annual General Meeting of the Company held on 19 March 2025 authorised the Company’s Board of Directors to decide later, at its discretion, on the distribution of a second instalment of dividend of up to EUR 0.10 per share for the financial year 1 January–31 December 2024. Based on this authorisation, the Board of Directors of Talenom Plc has on 24 October 2025 decided to distribute a dividend of EUR 0.10 per share.

On 24 October 2025, Talenom published in a stock exchange release that the Board of Directors of the Company, having assessed the strategic alternatives for the Company’s software business, has approved a demerger plan concerning a partial demerger of the Company. According to the demerger plan, the Company will demerge so that all assets, debts and liabilities of the Company relating to the software business or mainly serving the software business are transferred to a new independent company to be named Easor Plc (“Easor”).

On 21 November 2025, Talenom published in a stock exchange release that the Board of Directors of the Company proposes Juho Ahosola as the new CEO of Talenom, provided that the demerger of the Company is completed.

On 21 November 2025, Talenom published in a stock exchange release that the Board of Directors of Talenom proposes a new Board of Directors for Talenom and Easor, a new independent company to be incorporated in the demerger, provided that the demerger of the company is completed. The Board of Directors of Talenom proposes, that Harri Tahkola be elected as Chair of the Board of Directors, and that Johannes Karjula, Saara Kauppila and Taina Sipilä be elected as members of the Board of Directors of Easor. The Board of Directors of Talenom also proposes that Mikko Siuruainen, Elina Tourunen and Erik Tahkola continue to serve as members of the Board of Directors of Talenom, and that Lauri Lipsanen and Henriikka Pakarinen be elected as new members of the Board of Directors of Talenom for a term commencing on the Effective Date and expiring at the end of the next Annual General Meeting of Talenom.

Further, Talenom has published a manager’s transaction (Harri Tahkola) on 13 November 2025.

The stock exchange releases issued after the half-year financial report (1 January – 30 June 2025) are available on the Company’s website at the above address.

3 December 2025

TALENOM PLC.

The Board of Directors