Mincon™

NOTICE OF ANNUAL GENERAL MEETING

29 APRIL 2026

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The Driller's Choice

MINCON GROUP PLC

(incorporated and registered in Ireland under the Companies Act 2014 with registered number 531494)

NOTICE OF ANNUAL GENERAL MEETING

ANNUAL GENERAL MEETING
29 APRIL 2026 AT 10.00 A.M.
AT TREACY'S OAKWOOD HOTEL,
AIRPORT ROAD, SHANNON,
CO. CLARE, V14 NH97

Notice of the Annual General Meeting of Mincon Group plc to be held at 10.00 a.m. on 29 April 2026 is set out at the end of this document. This document should be read as a whole. Your attention is drawn to the letter from Paul Lynch, Chairman of Mincon Group plc, set out in this document, which contains a unanimous recommendation from the Board that you vote in favour of all of the Resolutions to be proposed at the Annual General Meeting.

Shareholders will find enclosed with this document a Form of Proxy for the Annual General Meeting. To be valid, the enclosed Form of Proxy should be completed and returned as soon as possible and, in any event, so as to be received by the Company's registrars, Computershare Investor Services (Ireland) Limited, 3100 Lake Drive, Citywest Business Campus, Dublin 24, D24 AK82, Ireland, by not later than 10.00 a.m. on 27 April 2026. Completion and return of a Form of Proxy will not preclude Shareholders from attending and voting at the Annual General Meeting should they so wish.

If you have sold or otherwise transferred all your Ordinary Shares, please forward this document and the accompanying documents at once to the purchaser or transferee, or to the stockbroker, bank or other agent through whom the sale or transfer was effected for transmission to the purchaser or transferee. If you have sold only part of your holding of Ordinary Shares, please immediately contact your stockbroker, bank or other agent through whom the sale or transfer was effected.

Voting

All resolutions at the AGM will be decided by way of poll (which incorporates proxy votes received within the prescribed timelines prior to the meeting) and the Company will publish the results of the poll on its website following the AGM.

Proxy voting can be carried out in advance of the AGM by availing of one of the following options:

1. If you hold ordinary shares in the Company in registered form, by postal voting by completing the Proxy Form enclosed; or

2. If you hold your interests in ordinary shares as Belgian law rights either (i) through a participant account in the Euroclear system ("**EB Participants**") or (ii) as CREST Depository Interests ("**CDIs**") through the CREST system, you are urged to consult with your custodian, stockbroker or other intermediary at the earliest opportunity for further information on the processes and timelines for submitting proxy appointments or voting instructions for the AGM.

For further instructions on proxy voting, please see the enclosed Form of Proxy and the Notes to the Notice of AGM.

Questions

Shareholders may submit questions relating to the business of the AGM in advance (so as to be received by no later than 10.00 a.m. on 27 April 2026 by email to the Company Secretary, Mark McNamara, at **investorrelations@mincon.com** or by post to the Company's registered office, marked for the attention of the Company Secretary. Questions submitted using this method will be addressed by the Chairman of the meeting.

Updates

The Board encourages Shareholders to check Regulatory Information Services and the Company's website **www.mincon.com** for any updates in relation to the AGM.

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EXPECTED TIMETABLE OF PRINCIPAL EVENTS

Latest date and time for receipt of Forms of Proxy for the Annual General Meeting	27 April 2026 at 10.00 a.m.
Date and time of Annual General Meeting	29 April 2026 at 10.00 a.m.

DEFINITIONS

The following definitions apply throughout this document, unless the context otherwise requires or unless it is otherwise specifically provided:

"Act"	the Companies Act 2014;
"AGM" or "Annual General Meeting"	the annual general meeting of the Company, to be held at Treacy's Oakwood Hotel, Airport Road, Shannon, Co. Clare, V14 NH97 at 10.00 a.m. on 29 April 2026 or any adjournment thereof, notice of which is set out at the end of this document;
"Auditors"	Grant Thornton;
"Board"	the board of Directors of Mincon;
"Company" or "Mincon"	Mincon Group plc;
"Directors"	the directors of the Company from time to time;
"Ordinary Shares"	the ordinary shares of €0.01 each in the share capital of the Company; and
"Shareholder(s)"	the holder(s) of Ordinary Shares.

Notes:

(i) Unless otherwise stated in this document, all references to statutes or other forms of legislation shall refer to statutes or forms of legislation of Ireland. Any reference to any provision of any legislation shall include any amendment, modification, re-enactment or extension thereof.

(ii) The symbols "€" and "c" refer to euro and euro cent, respectively, being the lawful currency of Ireland provided for in Council Regulation (EC) No. 974/98 of 8 May 1998.

(iii) Words importing the singular shall include the plural and vice versa, and reference to one gender includes all genders.

(iv) All references to time in this document are to Irish Standard Time (as set out in the Standard Time Act 1968 and the Standard Time (Amendment) Act 1971).

LETTER FROM THE CHAIRMAN

Registered Office

Smithstown
Industrial Estate
Shannon
Co. Clare, Ireland

Directors

Paul Lynch ([Independent Non-Executive] Chairman)
Joseph Purcell (Chief Executive Officer)
Thomas Purcell (Chief Operations Officer)
Orla O'Gorman (Senior Independent Non-Executive Director)
Pirita Mikkanen (Independent Non-Executive Director)
Jussi Rautiainen (Non-Executive Director)
Frank Heisterkamp (Independent Non-Executive Director)

26 March 2026

Dear Shareholder,

Introduction

The annual general meeting ("**AGM**") of Mincon Group plc (the "**Company**") will be held at Treacy's Oakwood Hotel, Airport Road, Shannon, Co. Clare, V14 NH97 at 10.00 a.m. on 29 April 2026. The notice of AGM is attached (the "**Notice**") and this letter explains the 15 items to be transacted at the AGM. In addition to the ordinary business to be transacted at the AGM, which is referred to in Resolutions 1 to 10 (inclusive) of the Notice, the Directors propose that special business, as set out in Resolutions 11 to 15 (inclusive) in the Notice, be transacted at the AGM. A brief explanation of these matters is set out below.

Before proceeding I would first like to pay tribute to the company's founder Paddy Purcell who passed away in December. Paddy founded the company with his late wife Mary in 1977 and while he resigned as an executive in 2012, he was a Non-Executive Director until May of last year and he remained a strong and positive influence in guiding the business to its current market leading position. He has left a tremendous legacy. I would also like to pay tribute to Hugh McCullough who chaired the board with distinction over the last six years, and I am proud to succeed him in that role.

Resolution 1 – Receipt of financial Statements

Resolution 1 is an ordinary resolution asking Shareholders to receive and consider the financial statements and the reports of the Directors and Auditors thereon for the period ended 31 December 2025 following a review of the affairs of the Company. I would encourage all Shareholders to read the review of the Company's business for 2025 contained in the Annual Report, which has been posted to Shareholders and is also available on **www.mincon.com**.

Resolutions 2 to 8 – Election and Re-election of Directors

In accordance with the Quoted Companies Alliance Corporate Governance Code issued in November 2023 and the principles therein, at the AGM Paul Lynch, Joseph Purcell, Thomas Purcell, Orla O'Gorman and Pirita Mikkanen will retire and offer themselves for re-election (Resolutions 2 to 6). Jussi Rautiainen and Frank Heisterkamp, each of whom were co-opted to the Board by the Directors during the year, will also retire and offer themselves for election by the Company's shareholders (Resolutions 7 and 8). The proposed election and re-election of each Director will be considered separately, by discrete ordinary resolutions.

Resolution 9 – Declaration of a Final Dividend

In light of the Group's performance during the 2025 financial year, the Board is pleased to recommend a final dividend of 1.05 cent per Ordinary Share which, if approved at the AGM, will give a total dividend for the year ended 31 December 2025 of 2.10 cent per Ordinary Share (2024: 2.10 cent per Ordinary Share) (Resolution 9). It is proposed that this dividend will be payable on 12 June 2026 to Shareholders on the register of members at the close of business on 22 May 2026. The declaration of a final dividend is proposed as an ordinary resolution.

Resolution 10 – Remuneration of Auditors

Resolution 10 is proposed as an ordinary resolution and seeks authority for the Directors to fix the remuneration of the Auditors for the year ending 31 December 2026.

Resolution 11 – Allotment of shares

Resolution 11 seeks to renew the Directors' authority to allot and issue new shares in the Company up to an aggregate nominal value equivalent to one third of the issued share capital of the Company at the close of business on the date of the AGM. This authority will expire on the earlier of the date of the Company's next annual general meeting and the date which is 15 months after the passing of this Resolution, unless previously renewed, revoked or varied. This resolution is being proposed as an ordinary resolution.

Resolution 12 – Disapplication of pre-emption rights

The effect of Resolution 12 is to renew the existing authority of the Directors to allot new Ordinary Shares for cash without reference to the statutory pre-emption rights of Shareholders. This renewed authority will be limited to the allotment of Ordinary Shares in connection with any rights issue or open offer to Shareholders and, in addition, the allotment of Ordinary Shares for cash up to a maximum aggregate nominal value of 10% of the issued share capital of the Company at the close of business on the date of the AGM. This authority will expire on the earlier of the date of the Company's next annual general meeting and the date which is 15 months after the passing of this Resolution, unless previously renewed, revoked or varied. This resolution is being proposed as a special resolution.

Resolutions 13 and 14 – Purchase of own shares and re-issue

The effect of Resolutions 13 and 14 is to grant authority to the Company to undertake market purchases and re-issuance of its own shares in accordance with the provisions contained in the Company's Articles of Association. The authority will expire on the earlier of the date of the Company's next annual general meeting and the date which is 15 months after the passing of these Resolutions, unless previously renewed, revoked or varied. The maximum amount of shares that may be purchased by the Company under this authority is 10% of the Ordinary Shares in issue at the close of business on the date of the AGM. Resolutions 13 and 14 are being proposed as special resolutions.

Resolution 15 – Amendment of Articles of Association

Resolution 15 is proposed as a special resolution and seeks to amend the Company's Articles of Association to allow the use of the Company's website as a means of communicating with shareholders who have not requested documentation in paper form. The Company will consult with its shareholders individually as to whether they wish to receive information through the Company's website. If a shareholder agrees, then communications with that shareholder are made by electronic means. A shareholder who fails to respond to the consultation within 28 days will, under the provision proposed to be included in the Company's Articles of Association, be deemed to have agreed to receive communications by electronic means. Notwithstanding any prior request or deemed consent to receive communications electronically, a shareholder may at any time tell the Company that they wish to receive information in paper form.

Representation at the AGM

Your vote is important, regardless of the number of shares you own. You are strongly encouraged to vote your shares at the AGM.

If you hold Ordinary Shares in registered form, voting can occur by way of postal voting, by completing the Proxy Form enclosed. You are requested to complete, sign and return the Proxy Form as soon as possible. To be valid, the Proxy Form should be returned to the registrars of the Company, Computershare Investor Services (Ireland) Limited, 3100 Lake Drive, Citywest Business Campus, Dublin 24, D24 AK82, Ireland (if delivered by hand), or to PO Box 13030, Dublin 24, Ireland (if delivered by post), to arrive no later than 10.00 a.m. on 27 April 2026.

If you hold institutional Ordinary Shares, those Ordinary Shares are held in the system operated by Euroclear Bank SA/NV ("**Euroclear Bank**") (the "**Euroclear system**"). I would urge those of you who hold your interests in Ordinary Shares as Belgian law rights either (i) through a participant account in the Euroclear system ("**EB Participants**") or (ii) as CREST Depository Interests ("**CDIs**") through the CREST system to consult with your custodian, stockbroker or other intermediary at the earliest opportunity for further information on the processes and timelines for submitting proxy appointments or voting instructions for the AGM.

Recommendation

The Board considers the approval of the Resolutions set out in the Notice to be in the best interests of the Company and its Shareholders as a whole. Accordingly, the Board recommends that you vote in favour of the Resolutions, as the Directors intend to do in respect of their own beneficial holdings, being in aggregate 119,919,260 Ordinary Shares, representing approximately 56.43% of the existing issued ordinary share capital as at the latest practicable date immediately prior to issue of this letter. The Resolutions on which you are being asked to vote at the Annual General Meeting are set out in the Notice included in this document.

Yours sincerely,

Paul Lynch
Chairman

MINCON GROUP PLC
(THE "COMPANY")

NOTICE OF ANNUAL GENERAL MEETING

Year ended 31 December 2025

NOTICE is hereby given that the Annual General Meeting of the Company will be held at Treacy's Oakwood Hotel, Airport Road, Shannon, Co. Clare, V14 NH97 on 29 April 2026 at 10.00 a.m. to consider and, if thought fit, pass the following resolutions:

ORDINARY BUSINESS

To consider and, if thought fit, to pass the following resolutions as **ordinary resolutions:**

1. To receive and consider the financial statements of the Company for the financial year ended 31 December 2025, together with the reports of the Directors and Auditors thereon, and to review the Company's affairs.

2. To re-elect Paul Lynch as Director, who retires in accordance with Principle 6 of the Quoted Companies Alliance Corporate Governance Code and, being eligible, offers himself for re-election, and who is recommended by the Board of Directors.

3. To re-elect Joseph Purcell as Director, who retires in accordance with Principle 6 of the Quoted Companies Alliance Corporate Governance Code and, being eligible, offers himself for re-election, and who is recommended by the Board of Directors.

4. To re-elect Thomas Purcell as Director, who retires in accordance with Principle 6 of the Quoted Companies Alliance Corporate Governance Code and, being eligible, offers himself for re-election, and who is recommended by the Board of Directors.

5. To re-elect Pirita Mikkanen as Director, who retires in accordance with Principle 6 of the Quoted Companies Alliance Corporate Governance Code and, being eligible, offers herself for re-election, and who is recommended by the Board of Directors.

6. To re-elect Orla O'Gorman as Director, who retires in accordance with Principle 6 of the Quoted Companies Alliance Corporate Governance Code and, being eligible, offers herself for re-election, and who is recommended by the Board of Directors.

7. To elect Jussi Rautiainen as Director, who retires in accordance with Article 91.2 of the Articles of Association of the Company and, being eligible, offers himself for election, and who is recommended by the Board of Directors.

8. To elect Frank Heisterkamp as Director, who retires in accordance with Article 91.2 of the Articles of Association of the Company and, being eligible, offers himself for election, and who is recommended by the Board of Directors.

9. To declare a final dividend for the year ended 31 December 2025 of 1.05 cent per Ordinary Share, which shall be payable on 12 June 2026 to Shareholders on the register of members at the close of business on 22 May 2026.

10. To authorise the Directors to fix the remuneration of the Auditors for the year ending 31 December 2026.

SPECIAL BUSINESS

To consider and, if thought fit, to pass the following resolution as an **ordinary resolution:**

11. That the Directors of the Company be and are hereby generally and unconditionally authorised pursuant to Section 1021 of the Companies Act 2014 to exercise all the powers of the Company to allot and issue relevant securities (as defined by Section 1021 of the Companies Act 2014) up to an aggregate nominal value equivalent to one third of the issued share capital of the Company at the close of business on the date of this meeting.

The authority conferred by this Resolution shall expire on the earlier of (i) the date which is fifteen months from the date of the passing of this Resolution and (ii) the close of business on the date of the Company's next annual general meeting after the passing of this Resolution, unless previously varied, revoked or renewed by the Company in general meeting. The Company may before any such expiry make an offer or agreement which would or might require any such relevant securities to be allotted in pursuance of such offer or agreement after such expiry and the Directors of the Company may allot relevant securities pursuant to such offer or agreement as if the powers conferred hereby had not expired.

To consider and, if thought fit, to pass the following resolutions as **special resolutions:**

12. That, subject to the passing of Resolution 11 above, the Directors of the Company be and are hereby empowered pursuant to Sections 1022 and 1023 of the Companies Act 2014 to allot equity securities (as defined by Section 1023 of the Companies Act 2014) for cash pursuant to the authority conferred on the Directors of the Company by Resolution 11 above as if sub-section (1) of Section 1022 of the Companies Act 2014 did not apply to any such allotment, provided that the powers conferred by this Resolution shall be limited to:

    (a) the allotment of equity securities (including, without limitation, any shares purchased by the Company pursuant to the provisions of the Companies Act 2014 and held as treasury shares) in connection with any offer of securities, open for a period fixed by the Directors of the Company, by way of rights issue, open offer or otherwise in favour of the holders of ordinary shares in the capital of the Company ("**Ordinary Shares**") and/or any persons having a right to subscribe for or convert securities into Ordinary Shares (including without limitation, any person entitled to options under any of the Company's share option schemes for the time being) and subject to such exclusions or other arrangements as the Directors of the Company may deem necessary or expedient to deal with any regulatory, legal or practical problems under the laws of, or the requirements of any recognised body or stock exchange in, any territory; and

    (b) (in addition to the power conferred by paragraph (a) of this Resolution) the allotment of equity securities (including without limitation, any shares purchased by the Company pursuant to the provisions of the Companies Act 2014 and held as treasury shares) up to a maximum aggregate nominal value of 10 per cent. of the aggregate nominal value of the issued share capital of the Company at the close of business on the date of this meeting.

    The authority hereby conferred shall expire on the earlier of (i) the date which is fifteen months from the date of the passing of this Resolution and (ii) the close of business on the date of the Company's next annual general meeting after the passing of this Resolution, unless previously varied, revoked or renewed by the Company by special resolution. The Company may before any such expiry make an offer or agreement which would or might require any such equity securities to be allotted in pursuance of such offer or agreement after such expiry and the Directors of the Company may allot equity securities pursuant to such offer or agreement as if the powers conferred hereby had not expired.

13. That the Company and/or any of its subsidiaries (as such expression is defined by Section 7 of the Companies Act 2014) be generally authorised to make market purchases or overseas market purchases (each as defined in Section 1072 the Companies Act 2014) of shares of any class of the Company on such terms and conditions and in such manner as the Directors of the Company may from time to time determine in accordance with and subject to the provisions of the Companies Act 2014 and to the following provisions:

    (a) the maximum number of shares authorised to be acquired by the Company and/or any of its subsidiaries pursuant to this Resolution shall not exceed, in the aggregate, 10 per cent. of the Company's issued share capital as at close of business on the date of this meeting;

    (b) the maximum price which may be paid for any share purchased pursuant to the authority hereby conferred (a "**Relevant Share**") shall be an amount equal to the highest of:

        (i) the nominal value of such share;

        (ii) the higher of the price of the last independent trade and the highest current bid for shares of the same class as the Relevant Share on the trading venue where the purchase pursuant to the authority conferred by this Resolution will be carried out;

        (iii) 105 per cent. of the average of the Relevant Price (as defined below) for shares of the same class as the Relevant Share in respect of each of the five business days immediately preceding the day on which the Relevant Share is purchased; and

(iv) (if there shall be any) 105 per cent. of the average of the middle market prices for shares of the same class as the Relevant Share, as derived from the London Stock Exchange Daily Official List (or any successor publication thereto) for the five business days immediately preceding the day on which the Relevant Share is purchased,

where the expression "**Relevant Price**", shall mean, in respect of any business day on which there shall be a dealing on The Irish Stock Exchange plc (trading as "**Euronext Dublin**") in respect of shares of the same class as the Relevant Share, the closing quotation price in respect of such shares for such business day as published in the Euronext Dublin Daily Official List (or any successor publication thereto) and, in respect of any business day on which there shall be no such dealing, the price which is equal to (x) the mid-point between the high and low market guide prices in respect of such shares for such business day as published in the Euronext Dublin Daily Official List (or any successor publication thereto), or (y) if there shall be only one such market guide price so published, the market guide price so published, provided that if there shall not be any market guide price published for any particular day then that day shall not count as one of the said five business days for the purposes of determining the maximum price. If the means of providing the foregoing information as to dealings and prices, by reference to which the maximum price is to be determined, is altered or is replaced by some other means, then the maximum price shall be determined on the basis of the equivalent information published by the relevant authority in relation to dealings on the Euronext Growth Market of Euronext Dublin or its equivalent;

(c) the minimum price to be paid for any Relevant Share shall be the nominal value thereof; and

(d) the authority hereby conferred shall expire on the earlier of (i) the date which is fifteen months from the date of the passing of this Resolution and (ii) the close of business on the date of the Company's next annual general meeting after the passing of this Resolution, unless previously varied, revoked or renewed by special resolution in accordance with the provisions of Section 1074 of the Companies Act 2014. The Company or any such subsidiary may, before such expiration enter into a contract for the purchase of shares which would or might be executed wholly or partly after such expiration and may complete any such contract as if the authority conferred hereby had not expired.

For the purposes of the authority hereby conferred, neither the Company nor the Directors shall be required to select the shares to be purchased on a pro rata basis or in any particular manner as between the holders of shares of the same class or as between the holders of shares of different classes or in accordance with the rights as to dividends or capital attached to any class of shares.

14. That, subject to the passing of Resolution 13 above, for the purposes of Section 1078 of the Companies Act 2014, the re-issue price range at which any treasury shares (as defined by Section 106 of the Companies Act 2014) for the time being held by the Company may be re-issued off-market shall be as follows:

(a) the maximum price at which a treasury share may be re-issued off-market shall be an amount equal to 120 per cent. of the Appropriate Price (as defined below);

(b) the minimum price at which a treasury share may be re-issued off-market shall be an amount equal to 95 per cent. of the Appropriate Price; and

(c) the re-issue price range as determined by the preceding paragraphs shall expire on the earlier of (i) the date which is fifteen months from the date of the passing of this Resolution, and (ii) the close of business on the date of the Company's next annual general meeting after the passing of this Resolution, unless previously varied, revoked or renewed by special resolution in accordance with the provisions of Section 1078 of the Companies Act 2014.

For the purposes of this Resolution, the expression "**Appropriate Price**" shall mean the higher of:

(a) the average of the Relevant Price (as defined below) for shares of the class of which such treasury share is to be re-issued in respect of each of the five business days immediately preceding the day on which the treasury share is re-issued; and

(b) (if there shall be any), the average of the middle market prices for shares of the class of which such treasury share is to be re-issued, as derived from the London Stock Exchange Daily Official List (or any successor publication thereto), for the five business days immediately preceding the day on which such treasury share is reissued,

where the expression "**Relevant Price**" shall mean, in respect of any business day on which there shall be a dealing on the Euronext Growth Market of Euronext Dublin in respect of shares of the class of which the treasury share is to be reissued, the closing quotation price in respect of such shares for such business day as published in the Euronext Dublin Daily Official List (or any successor publication thereto) and, in respect of any business day on which there shall be no such dealing, the price which is equal to (x) the mid-point between the high and low market guide prices in respect of such shares for such business day as published in the Euronext Dublin Daily Official List (or any successor publication thereto), or (y) if there shall be only one such market guide price so published, the market guide price so published, provided that if there shall not be any market guide price published for any particular day then that day shall not count as one of the said five business days for the purposes of determining the maximum price.

15. That the Articles of Association of the Company be amended by:

    (a) the insertion of the following sentence at the end of Article 124.1: *"A member shall be deemed to have agreed that the Company may give, serve or deliver a notice, document or information by means of a website where the Company has written to the member informing them of its intention to use electronic communications for such purposes and the member has not, within 28 days of the issue of such notice, served an objection in writing on the Company to such proposal. Where a member has given, or is deemed to have given, their consent to the receipt by such member of notices, documents or information by means of a website, the member may revoke such consent at any time by requesting the Company to communicate with the member in paper copy provided that the accidental omission to give notice of a meeting in paper copy to any such member shall not invalidate the proceedings at the meeting and that such request shall not take effect until five days after written notice of the request is received by the Company"*; and

    (b) the deletion of the existing Article 124.4A and the insertion of the following sentence in its place: "*Where a notice, document or information is given, served or delivered pursuant to 124.1.5, the giving, service or delivery thereof shall be deemed to have been effected at the expiration of 24 hours after the time when it was first made available on the website.*"

BY ORDER OF THE BOARD

Mark McNamara
Company Secretary

Registered Office:
Smithstown Industrial Estate
Shannon
Co. Clare
Ireland

Dated: 26 March 2026

Notes:

1. Shareholders are entitled to attend and vote at the Annual General Meeting of the Company. A Shareholder may appoint one or more proxies to attend, speak and vote on their behalf in respect of separate Ordinary Shares held by them. Shareholders may appoint the Chairman of the meeting or another individual that will attend the meeting as their proxy. A proxy need not be a member of the Company.

2. Only those shareholders registered on the Company's register of members at the close of business on the day before the day that falls 72 hours before the date of the AGM or, if the AGM is adjourned, at the close of business on the day before the day that falls 72 hours before the date of the adjourned AGM shall be entitled to attend and vote at the AGM or, if relevant, any adjournment thereof. Changes to entries on the Company's register of members after that time will be disregarded in determining the rights of any person to attend and vote at the AGM.

3. If you hold Ordinary Shares in registered form, voting can occur by way of postal voting, by completing the Proxy Form enclosed. You are requested to complete, sign and return the Proxy Form as soon as possible. To be valid, the Proxy Form should be returned to the registrars of the Company, Computershare Investor Services (Ireland) Limited, 3100 Lake Drive, Citywest Business Campus, Dublin 24, D24 AK82, Ireland (if delivered by hand), or to PO Box 13030, Dublin 24, Ireland (if delivered by post), to arrive no later than 10.00 a.m. on 27 April 2026.

4. Persons who hold their interests in Ordinary Shares as Belgian law rights through the Euroclear system or as CDIs through the CREST system should see notes 5 to 7 below and consult with their custodian, stockbroker or other intermediary at the earliest opportunity for further information on the processes and timelines for submitting proxy appointments and voting instructions for the AGM through the respective systems.

Further information for EB Participants

5. Holders of interests in Ordinary Shares as Belgian law rights through the Euroclear system (other than via CDIs) are advised to consult with their custodian, stockbroker or other intermediary at the earliest opportunity for further information on the processes and timelines for submitting proxy appointments or voting instructions for the AGM.

Further information for holders of CDIs

6. Euroclear UK & Ireland Limited ("**EUI**"), the operator of the CREST system, has arranged for holders of CDIs to issue voting instructions relating to Ordinary Shares via a third-party service provider, Broadridge Financial Solutions Limited ("**Broadridge**"). CDI holders can complete and submit electronic voting instructions or proxy appointment instructions electronically through Broadridge.

   If you hold CDIs and wish to submit electronic voting instructions or proxy appointment instructions, you must use the Broadridge Global Proxy Voting service. To avail of the voting service, you will need to complete the Meetings and Voting Client Set-up Form (CRT408) prescribed by Broadridge. Completed application forms should be returned to EUI (signed by an authorised signatory with another relevant authorised signatory copied for verification purposes) to the following email address **uk-membership@euroclear.com**. Fully completed application forms will be shared by EUI with Broadridge. This will enable Broadridge to contact you and share further detailed information on the service offering and initiate the process for granting your access to the Broadridge platform.

   Broadridge will set a voting deadline by which time electronic voting instructions or proxy appointment instructions must be received by it for use at the AGM. Broadridge's voting deadline will be earlier than Euroclear Bank's voting instruction deadline. Voting instructions cannot be changed or cancelled after Broadridge's voting deadline.

   CDI holders are strongly encouraged to familiarise themselves with the arrangements with Broadridge, including the voting deadlines and procedures and to take, as soon as possible, any further actions required by Broadridge in order that they may avail of this voting service.

7. All proxy voting instructions (whether submitted directly or through the Euroclear system or via a holding of CDIs in the CREST system must be received by the Company's registrars not less than 48 hours before the time appointed for the AGM or any adjournment of the AGM. However, persons holding through the Euroclear

system or via a holding of CDIs in the CREST system will also need to comply with any additional voting deadlines imposed by the respective service offerings. Again, all persons affected are recommended to consult with their stockbroker or other intermediary at the earliest opportunity.

MINCON GROUP PLC
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