

## Notice of annual general meeting

### THIS DOCUMENT IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION

If you are in any doubt about the action you should take, you should immediately consult your stockbroker, bank manager, solicitor, accountant or other independent financial adviser duly authorised under the Financial Services and Markets Act 2000.

If you have sold or otherwise transferred all of your shares in the capital of the Company, please forward this document to the purchaser or transferee, or to the stockbroker, bank or other person through whom the sale or transfer was effected for transmission to the purchaser or transferee.

### Fintel plc (the “Company”)

(incorporated in England and Wales with registered number 09619906)

#### Directors:

Phillip Smith (Independent Non-Executive Chair)  
Matt Timmins (Chief Executive Officer)  
David Thompson (Chief Financial Officer)  
Tim Clarke (Senior Independent Non-Executive Director)  
Ian Pickford (Independent Non-Executive Director)  
Ken Davy (Non-Executive Director)

#### Registered office:

Fintel plc  
Fintel House  
St Andrews Road  
Huddersfield  
HD1 6NA

### To the holders of Ordinary Shares

Dear shareholder

#### 2026 annual general meeting

On behalf of the Directors of Fintel plc (together, the “Directors”), it gives me great pleasure to invite you to attend the annual general meeting (“AGM”) of Fintel plc (the “Company”) which will be held at Fintel House, St Andrews Road, Huddersfield HD1 6NA, on 19 May 2026 at 10:00am (UK time).

A copy of the 2025 annual report and accounts is enclosed. This contains the financial statements for the year ended 31 December 2025. A resolution relating to the financial statements is included in the ordinary business of the AGM.

The formal Notice of AGM is set out on pages 123 to 131 of this document, detailing the resolutions that the shareholders are being asked to vote on with explanatory notes of the business to be conducted at the AGM on pages 128 to 130. Details of the arrangements for the AGM are set out on pages 124 and 126.

I, and my fellow Directors, look forward to meeting shareholders in person once more and welcoming you to our office facility in Huddersfield. Shareholders who are unable to attend in person are encouraged to send in their votes using their proxy cards and submit any questions to us at [companysecretary@fintelplc.com](mailto:companysecretary@fintelplc.com). To view a copy of any of the following documents prior to the meeting please email the Company Secretary at [companysecretary@fintelplc.com](mailto:companysecretary@fintelplc.com):

- i. the Executive Directors’ service agreements; and
- ii. the Non-Executive Directors’ letters of appointment.

#### Action to be taken

Shareholders are requested to ensure any proxy appointments are received no later than by 10:00am on 15 May 2026. The easiest way to do this is to visit [www.signalshares.com](http://www.signalshares.com) and following the instructions for electronic submission. Alternative methods are outlined in paragraph 2 of the section marked “Important Information” within the notice.

#### Recommendation

The Directors believe that the resolutions set out in the Notice of AGM are in the best interests of the Company and its shareholders as a whole and unanimously recommend that shareholders vote in favour of all of the resolutions to be proposed at the AGM. The Directors who own Ordinary Shares intend to vote in favour of the resolutions to be proposed at the AGM.

Yours faithfully

**Phil Smith**

Non-Executive Chair

## Notice of annual general meeting continued

### NOTICE OF ANNUAL GENERAL MEETING

NOTICE is hereby given that the annual general meeting of the Company will be held on 19 May 2026 at 10:00am at Fintel House, St Andrew's Road, Huddersfield HD1 6NA, for the transaction of the following business:

#### ORDINARY BUSINESS

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

##### Financial statements and reports

- 1 To receive the annual accounts of the Company and the reports of the Directors and the Auditors on those accounts for the financial year ended 31 December 2025.
- 2 To approve the Directors' Remuneration Report contained within the Company's Annual Report and Accounts for the period ended 31 December 2025.

##### Final dividend

- 3 To declare a final dividend upon the recommendation of the Directors for the year ended 31 December 2025 of 2.50 pence per Ordinary Share payable on 18 June 2026 to shareholders on the register at the close of business on 29 May 2026, with an ex-dividend date of 28 May 2026.

##### Directors' election and re-election

- 4 To re-elect Phil Smith as a Director of the Company.
- 5 To re-elect Matt Timmins as a Director of the Company.
- 6 To re-elect Tim Clarke as a Director of the Company.
- 7 To re-elect David Thompson as a Director of the Company.
- 8 To elect Ian Pickford as a Director of the Company.
- 9 To re-elect Ken Davy OBE as a Director of the Company.

##### Auditor's appointment and remuneration

- 10 To re-appoint Ernst & Young LLP ("EY") as auditor of the Company to hold office from the conclusion of this meeting until such time that the appointment of a successor auditor is approved by the Directors.
- 11 To authorise the Directors to fix the remuneration of the auditor of the Company.

### Authority to allot shares

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

That, subject to and in accordance with Article 12 of the articles of association of the Company and pursuant to section 551 of the Companies Act 2006, the Directors be generally and unconditionally authorised to allot shares in the Company and grant rights to subscribe or to convert any security into shares in the Company and to grant rights to subscribe for or to convert any security into shares in the Company as follows:

- 12.1 up to an aggregate nominal amount of £694,621.90 (such amount to be reduced by the nominal amount of any allotments or grants made under resolution 12.2 below) in connection with the allotment of equity securities (within the meaning of section 560 of the Companies Act 2006) in connection with a fully pre-emptive offer open for acceptance for a period fixed by the Directors, to holders of Ordinary Shares (other than the Company) on the register on any record date fixed by the Directors in proportion (as nearly may be) to the respective number of Ordinary Shares deemed to be held by them; and
- 12.2 otherwise than pursuant to paragraph 12.1 above up to an aggregate nominal amount of £347,310.95 to such persons at such times and generally on such terms and conditions as the Directors may determine,

provided that this authority shall expire (unless previously varied as to duration, revoked or renewed by the Company in general meeting) at the end of the next annual general meeting of the Company, or, if earlier, at the close of business on the date 15 months after the date of this resolution, save that the Company may during the relevant period make any offer or agreement which would or might require shares to be allotted or rights to subscribe for or convert securities into shares to be granted after the authority expires, and the Directors may allot shares or grant such rights in pursuance of such offer or agreement as if the authority had not expired.

This resolution revokes and replaces all unexercised authorities previously granted to the Directors to allot shares in the Company and to grant rights to subscribe for or to convert any security into shares in the Company but is without prejudice to any allotment of shares or grant of rights already made, offered or agreed to be made pursuant to such authorities.

### Approval of the adoption of the Fintel plc Share Incentive Plan

- 13 To approve the adoption of the Fintel plc Share Incentive Plan 2026, a summary of the principal provisions of which is set out in the Appendix to the Notice of Annual General Meeting and a copy of which is produced to the meeting signed by the Chair for the purposes of identification.

## Notice of annual general meeting continued

### SPECIAL BUSINESS

#### Disapplication of pre-emption rights

14 To consider and, if thought fit, pass the following resolution as a special resolution:

That if resolution 12 is passed, the Directors be empowered pursuant to section 570 of the Companies Act 2006 to allot equity securities (as defined in section 560 of that Act) for cash under the authority given by that resolution and/or to sell Ordinary Shares held by the Company as treasury shares (as defined in section 724 of that Act) for cash, in each case as if section 561 of the Companies Act 2006 did not apply to any such allotment or sale, such authority to be limited to:

14.1 any such allotment and/or sale of equity securities in connection with an offer or issue by way of rights or other pre-emptive offer or issue, open for acceptance for a period fixed by the Directors, to holders of Ordinary Shares (other than the Company) on the register on any record date fixed by the Directors in proportion (as nearly as may be) to the respective number of Ordinary Shares deemed to be held by them, subject to such exclusions or other arrangements as the Directors may deem necessary or expedient in relation to fractional entitlements, legal or practical problems arising in any overseas territory, the requirements of any regulatory body or stock exchange or any other matter whatsoever; and

14.2 the allotment of equity securities or sale of treasury shares, otherwise than pursuant to paragraph 14.1 of this resolution, up to an aggregate nominal amount of £104,193.29,

such authority to expire at the end of the next annual general meeting of the Company or, if earlier, at the close of business on the date 15 months after the date of this resolution, but, in each case, prior to its expiry the Company may make offers, and enter into agreements, which would, or might, require equity securities to be allotted (and treasury shares to be sold) after the authority expires and the Board may allot equity securities (and sell treasury shares) under any such offer or agreement as if the authority had not expired.

#### Additional disapplication of pre-emption rights – acquisitions or capital investments

15 To consider and, if thought fit, pass the following resolution as a special resolution:

That if resolution 12 is passed, the Directors be empowered in addition to any authority granted under resolution 14 pursuant to section 570 of the Companies Act 2006 to allot equity securities (as defined in section 560 of that Act) for cash pursuant to the authority given by that resolution and/or to sell Ordinary Shares held by the Company as treasury shares (as defined in section 724 of that Act) for cash, in each case as if section 561 of the Companies Act 2006 did not apply to any such allotment or sale, such authority to be:

15.1 limited to the allotment of equity securities or sale of treasury shares up to an aggregate nominal amount of £104,193.29; and

15.2 used only for the purposes of financing (or refinancing, if the authority is to be used within six months after the original transaction) a transaction which the Directors of the Company determine to be an acquisition or other capital investment of a kind contemplated by the Statement of Principles on Disapplying Pre-emption Rights most recently published by the Pre-emption Group prior to the date of this notice,

such authority to expire at the end of the next annual general meeting of the Company or, if earlier, at the close of business on the date 15 months after the date of this resolution, but, in each case, prior to its expiry the Company may make offers, and enter into agreements, which would, or might, require equity securities to be allotted (and treasury shares to be sold) after the authority expires and the Board may allot equity securities (and sell treasury shares) under any such offer or agreement as if the authority had not expired.

#### Purchase of own shares

16 To consider and, if thought fit, pass the following resolution as a special resolution:

That the Company is generally and unconditionally authorised for the purpose of section 701 of the Companies Act 2006 to make market purchases (within the meaning of section 693(4) of that Act) of Ordinary Shares of £0.01 each in the capital of the Company, on such terms and in such manner as the Directors may from time to time determine, provided that:

16.1 the maximum aggregate number of Ordinary Shares of 1 pence each that may be purchased is 10,419,329, representing approximately 10% of the Company's issued Ordinary Share capital (excluding treasury shares) as at 16 March 2026 (the latest practicable date prior to publication of this notice);

16.2 the minimum price (excluding expenses) that may be paid for each Ordinary Share is £0.01;

16.3 the maximum price (excluding expenses) that may be paid for each Ordinary Share is the higher of:

16.3.1 105% of the middle market quotation of an Ordinary Share in the capital of the Company for the five business days immediately prior to the day the purchase is made, the middle market quotation being derived from the AIM Appendix to the Daily Official List of the London Stock Exchange; and

16.3.2 the value of an Ordinary Share in the capital of the Company, being the higher of:

(a) the price of the last independent trade in such a share on the trading venue where the purchase is carried out; and

(b) the highest current independent bid for such a share on such trading venue;

## Notice of annual general meeting continued

### **SPECIAL BUSINESS** continued

- 16.4 this authority shall expire on the earlier of the conclusion of the Company's next annual general meeting after the passing of this resolution and the date 15 months after the date of this resolution; and
- 16.5 the Company may make a contract for the purchase of Ordinary Shares under this authority before it expires, notwithstanding that such contract will, or might, have its terms executed wholly or partly after this authority expires, and the Company may make a purchase pursuant to such a contract after the expiry of this authority.

### Shorter notice of general meetings

17 To consider and, if thought fit, pass the following resolution as a special resolution:

That a general meeting other than an annual general meeting may be called on not less than 14 clear days' notice.

By order of the Board

**Russell Naglis**

Company Secretary

### **IMPORTANT INFORMATION:**

The following notes explain your general rights as a shareholder and your right to attend and vote at the AGM or to appoint someone else to vote on your behalf.

- 1 A shareholder entitled to attend and vote at the AGM may appoint a proxy or proxies (who need not be a shareholder or shareholders of the Company) to exercise all or any of that shareholder's rights to attend, speak and vote at the AGM. Where more than one proxy is appointed, each proxy must be appointed for different shares.
- 2 Proxies may only be appointed by:
  - 2.1 making an online proxy appointment by going to [www.signalshares.com](http://www.signalshares.com) and following the instructions for electronic submission provided there; or
  - 2.2 requesting a paper form of proxy card from the Company's registrars, MUFG Corporate Markets, via email at [shareholderenquiries@cm.mpms.mufg.com](mailto:shareholderenquiries@cm.mpms.mufg.com) or on 0371 664 0300 if calling from the UK, or +44 (0)371 664 0300 if calling from outside of the UK. Calls to 0371 are charged at the standard geographic rate and will vary by provider. Calls outside the United Kingdom are charged at the applicable international rate. Lines are open between 9:00am and 5:30pm, Monday to Friday excluding public holidays in England and Wales. Forms must be completed and returned, together with the power of attorney or other authority, if any, under which it is signed or a certified copy of such power or authority, to the Company's registrars, MUFG Corporate Markets, at PXS 1, Central Square, 29 Wellington Street, Leeds LS1 4DL, by post or (during normal business hours only) by hand;
  - 2.3 having an appropriate CREST message transmitted through the CREST electronic proxy appointment service as described in the CREST Manual (a CREST Proxy Instruction). CREST personal members or other CREST sponsored members, and those CREST members who have appointed a service provider(s), should refer to their CREST sponsor or voting service provider(s), who will be able to take the appropriate action on their behalf (see note 3 below). Please refer to the CREST Manual on the Euroclear website ([www.euroclear.com](http://www.euroclear.com)) for further information; or
  - 2.4 if you are an institutional investor you may also be able to appoint a proxy electronically via the Proxymity platform, a process which has been agreed by the Company and approved by the registrars. For further information regarding Proxymity, please go to [www.proxymity.io](http://www.proxymity.io) (see note 4).

To be effective the form of proxy or other instrument appointing a proxy must be received by the Company's registrars, or received electronically via [www.signalshares.com](http://www.signalshares.com), in the case of shares held through CREST, via the Euroclear website, or via the Proxymity platform, in each case not later than 10:00am on 15 May 2026.

Completion of a form of proxy, online proxy appointment or CREST Proxy Instruction, or appointing a proxy via Proxymity will not prevent a shareholder from attending and voting in person at the meeting.

## Notice of annual general meeting continued

### **IMPORTANT INFORMATION:** continued

Unless otherwise indicated on the form of proxy, CREST, Proxymity or any other electronic voting instruction, the proxy will vote as they think fit or at their discretion or withhold from voting.

- 3 CREST members who wish to appoint a proxy or proxies through the CREST electronic proxy appointment service may do so for the AGM and any adjournment(s) by using the procedures described in the CREST Manual (available at [www.euroclear.com](http://www.euroclear.com)). CREST personal members or other CREST sponsored members and those CREST members who have appointed a voting service provider should refer to their CREST sponsor or voting service provider who will be able to take the appropriate action on their behalf.

In order for a proxy appointment or instruction made using the CREST service to be valid, the appropriate CREST message must be properly authenticated in accordance with Euroclear's specifications and must contain the information required for such instructions, as described in the CREST Manual. The message, regardless of whether it constitutes the appointment of a proxy or an amendment to the instruction given to a previously appointed proxy, must, in order to be valid, be transmitted so as to be received by the Company's agent (ID RA10) by the latest time for receipt of proxy appointments set out in paragraph 2 above. For this purpose, the time of the receipt will be taken to be the time (as determined by the timestamp applied to the message by the CREST application host) from which the Company's agent is able to retrieve the message by enquiry to CREST in the manner prescribed by CREST. After this time, any change of instructions to proxies appointed through CREST should be communicated by other means.

CREST members and, where applicable, their CREST sponsors or voting service providers should note that Euroclear does not make available special procedures in CREST for any particular messages. Normal system timings and limitations will therefore apply in relation to the input of CREST Proxy Instructions. It is the responsibility of the CREST member concerned to take (or, if the CREST member is a CREST personal member or sponsored member or has appointed any voting service providers, to procure that his CREST sponsor or voting service provider takes) such action as is necessary to ensure that a message is transmitted by means of the CREST system by any particular time. In this connection, CREST members and, where applicable, their CREST sponsors or voting service providers are referred in particular to those sections of the CREST Manual concerning practical limitations of the CREST system and timings.

The Company may treat as invalid a CREST Proxy Instruction in the circumstances set out in Regulation 35(3)(a) of the Uncertificated Securities Regulations 2001,

- 4 Proxymity voting – if you are an institutional investor, you may also be able to appoint a proxy electronically via the Proxymity platform, a process which has been agreed by the Company and approved by the registrars. For further information regarding Proxymity, please go to [www.proxymity.io](http://www.proxymity.io). Your proxy must be lodged by 10:00am on 15 May 2026 in order to be considered valid or, if the meeting is adjourned, by the time which is 48 hours before the time of the adjourned meeting. Before you can appoint a proxy via this process you will need to have agreed to Proxymity's associated terms and conditions. It is important that you read these carefully as you will be bound by them and they will govern the electronic appointment of your proxy. An electronic proxy appointment via the Proxymity platform may be revoked completely by sending an authenticated message via the platform instructing the removal of your proxy vote.
- 5 Only those shareholders included in the register of members of the Company at close of business on 15 May 2026, or if the meeting is adjourned, on the day which is two working days before the time for holding the adjourned meeting, will be entitled to attend and to vote at the AGM in respect of the number of shares registered in their names at that time. Changes to entries on the share register after the relevant deadline will be disregarded in determining the rights of any person to attend or vote at the meeting.
- 6 To view a copy of the service contracts of the Executive Directors and the letters of appointment of the Non-Executive Directors prior to the meeting please email the Company Secretary at [companysecretary@fintelplc.com](mailto:companysecretary@fintelplc.com).
- 7 The electronic addresses provided in this notice are provided solely for the purpose of enabling shareholders to register the appointment of a proxy or proxies for the meeting or to submit their voting directions electronically. You may not use any electronic address provided in this notice to communicate with the Company for any purposes other than those expressly stated.
- 8 A copy of this notice, and other information required by the Companies Act 2006, can be found at [www.wearefintel.com/investors/aim-rule-26/](http://www.wearefintel.com/investors/aim-rule-26/).
- 9 Shareholders have a right to ask questions relating to the business being dealt with at the meeting. The Company must answer such questions unless:
  - 9.1 answering would interfere unduly with the preparation for the meeting or would involve the disclosure of confidential information;
  - 9.2 the answer has already been given on a website in the form of an answer to a question; or
  - 9.3 it is undesirable in the interests of the Company or the good order of the meeting that the question be answered.

Any such questions must be emailed to the Company Secretary at [companysecretary@fintelplc.com](mailto:companysecretary@fintelplc.com) in advance of the meeting.

## Notice of annual general meeting continued

### IMPORTANT INFORMATION: continued

- 10 As at 16 March 2026, being the last business day prior to publication of this AGM notice, the Company's issued share capital comprised 104,193,285 Ordinary Shares of £0.01 each. Each Ordinary Share carries the right to one vote at a general meeting of the Company and, therefore, the total number of voting rights in the Company as at 16 March 2026 is 104,193,285.
- 11 The right to appoint a proxy does not apply to persons whose shares are held on their behalf by another person and who have been nominated to receive communications from the Company in accordance with section 146 of the Companies Act 2006 ("nominated persons"). Nominated persons may have a right under an agreement with the registered shareholder who holds the shares on their behalf to be appointed (or to have someone else appointed) as proxy. Alternatively, if nominated persons do not have such a right, or do not wish to exercise it, they may have a right under such an agreement to give instructions to the person holding the shares as to the exercise of voting rights.
- 12 If you have been nominated to receive general shareholder communications directly from the Company, it is important to remember that your main contact in terms of your investment remains as it was (i.e. the registered shareholder, or perhaps custodian or broker, who administers the investment on your behalf). Therefore, any changes or queries relating to your personal details and holding (including any administration thereof) must continue to be directed to your existing contact at your investment manager or custodian. The Company cannot guarantee dealing with matters that are directed to it in error. The only exception to this is where the Company, in exercising one of its powers under the Companies Act 2006, writes to you directly for a response.
- 13 Voting on all resolutions at the AGM will be conducted by a poll rather than a show of hands. As soon as practicable following the AGM, the results of the voting and the numbers of proxy votes cast for and against and the number of votes actively withheld in respect of each of the resolutions will be announced via a Regulatory Information Service and also placed on the Company's website at [www.wearefintel.com/investors/aim-rule-26/](http://www.wearefintel.com/investors/aim-rule-26/).

### EXPLANATORY NOTES TO THE RESOLUTIONS PROPOSED AT THE ANNUAL GENERAL MEETING

The resolutions to be proposed at the AGM of the Company to be held on 19 May 2026 at 10:00am are set out in the Notice of AGM. The following notes provide an explanation to the resolutions being put to shareholders.

#### ORDINARY RESOLUTIONS

Resolutions 1 to 13 are proposed as ordinary resolutions. These resolutions will be passed if more than 50% of the votes are cast in favour of them.

##### Resolution 1 – Financial statements and accounts

The Directors are required to present to shareholders at the AGM the reports of the Directors and auditor and the audited accounts of the Company for the year ended 31 December 2025.

##### Resolution 2 – Directors' Remuneration Report

The Directors will present the remuneration report for the period ended 31 December 2025 for approval. This vote is not mandatory but is proposed on an advisory basis in accordance with best corporate governance practice.

##### Resolution 3 – Final dividend

A final dividend can only be paid after the shareholders have approved it at a general meeting. The Directors are recommending a final dividend of 2.50 pence per Ordinary Share, payable to shareholders on the register at the close of business on 29 May 2026, with an ex-dividend date of 28 May 2026. If approved, the final dividend will be paid on 18 June 2026.

##### Resolutions 4 to 9 – Election of Directors

Each of Phil Smith, Matt Timmins, Tim Clarke, Ken Davy and David Thompson are being put forward for re-election and Ian Pickford is being put forward for election. Having considered the performance of and contribution made by each of the Directors and following performance evaluation of those Directors standing for re-election, the Board of Directors is satisfied that, and the Chair confirms that, the performance of each of the Directors proposed for election or re-election continues to be effective and to demonstrate commitment to the role and as such the Board recommends their election or re-election. The Board reaffirms its assessment that Phil Smith, Non-Executive Chair, Tim Clarke, Senior Independent Non-Executive Director, and Ian Pickford, Non-Executive Director, remain independent.

A biography of each Director appears on pages 58 and 59 of the Company's annual report and on the Company's website at [www.wearefintel.com/who-we-are/about-us](http://www.wearefintel.com/who-we-are/about-us).

##### Resolution 10 – Appointment of auditor

The Companies Act 2006 requires that an auditor be appointed at each general meeting at which accounts are laid to hold office until the next such meeting. Resolution 10 proposes the re-appointment of the Company's existing auditor, EY.

## Notice of annual general meeting continued

### **EXPLANATORY NOTES TO THE RESOLUTIONS PROPOSED AT THE ANNUAL GENERAL MEETING** continued

#### **Resolution 11 – Authorising the Board to determine the remuneration of the auditor**

It is normal practice for shareholders to resolve at the annual general meeting that the Directors decide on the level of remuneration of the auditor for the audit work to be carried out by it in the next financial year. The amount of the remuneration paid to the auditor for the next financial year will be disclosed in the next audited accounts of the Company.

#### **Resolution 12 – Authority to allot shares**

The Directors may only allot shares or grant rights over shares if authorised to do so by shareholders.

The Investment Association (“IA”) guidelines on authority to allot shares state that IA members will permit, and treat as routine, resolutions seeking authority to allot shares representing up to one-third of a company’s issued share capital. In addition, they will treat as routine a request for authority to allot shares representing an additional one-third of the Company’s issued share capital provided that it is only used to allot shares for the purpose of a fully pre-emptive rights issue.

Accordingly, resolution 12.1, if passed, would authorise the Directors under section 551 of the CA 2006 to allot new shares or grant rights to subscribe for, or convert any security into, new shares (subject to shareholders’ pre-emption rights) up to a maximum nominal amount of £694,621.90, representing the IA guideline limit of approximately two-thirds of the Company’s issued Ordinary Share capital as at 16 March 2026 (being the latest practicable date prior to the publication of this document). The authority under resolution 12.1 is reduced by any shares allotted using the authority granted pursuant to resolution 12.2 in order to ensure that no more than two-thirds of the Company’s issued share capital may be allotted pursuant to the authorities to be granted under resolution 12.

Resolution 12.2, if passed, would give the Directors general authority to allot new shares or grant rights to subscribe for, or convert any security into, new shares, up to an aggregate nominal value of £347,310.95, representing approximately one-third of the Company’s existing issued share capital. The exercise of the authority to be granted under resolution 12.2 will reduce the authority granted in resolution 12.1 in order to ensure that no more than two-thirds of the Company’s issued share capital may be allotted pursuant to the authorities to be granted under resolution 12.

The authority will expire at the earlier of the conclusion of the next annual general meeting of the Company and the date 15 months after the date of the resolution.

Passing this resolution will ensure that the Directors continue to have the flexibility to act in the best interests of shareholders, when opportunities arise, by issuing new shares. There are no current plans to issue new shares except in connection with employee share schemes.

The Company does not at present hold any shares in treasury.

#### **Resolution 13 – Approval of the adoption of the Fintel plc Share Incentive Plan**

This resolution relates to the proposed introduction of a new tax-advantaged, all-employee share incentive plan by the Company, named the Fintel plc Share Incentive Plan 2026.

The Company has previously adopted two “Save As You Earn” schemes in 2018 and 2021 to facilitate the participation by all employees in the Company shares on a tax advantaged basis.

Following a review of employee share participation, the Company’s Remuneration Committee has resolved that the Company should now implement a Share Incentive Plan and that such plan should be implemented in such a way so as to comply with current legislative requirements to ensure that shares delivered under the plan receive appropriate tax treatment.

A summary of the principal terms of the proposed Fintel plc Share Incentive Plan 2026 are set out in the Appendix to this Notice of AGM.

## Notice of annual general meeting continued

### SPECIAL RESOLUTIONS

Resolutions 14 to 17 are special resolutions. These resolutions will be passed if not less than 75% of the votes are cast in favour of them.

#### Resolution 14 – Disapplication of pre-emption rights and Resolution 15 – Additional disapplication of pre-emption rights for acquisitions or capital investments

The CA 2006 requires that if the Company issues new shares or grants rights to subscribe for or to convert any security into shares for cash, or sells any treasury shares, it must first offer them to existing shareholders in proportion to their current holdings. In certain circumstances, it may be in the best interests of the Company to allot shares (or to grant rights over shares) for cash without first offering them proportionately to existing shareholders. This cannot be done under the CA 2006 unless the shareholders have first waived their pre-emption rights. In accordance with investor guidelines, therefore, the Directors seek approval to issue a limited number of Ordinary Shares for cash (or sell Ordinary Shares held in treasury for cash) without first offering them to existing shareholders.

Resolution 14 contains a two-part disapplication of pre-emption rights which seeks the Directors' authority to issue equity securities of the Company for cash without application of pre-emption rights pursuant to section 561 of the CA 2006.

Resolution 14 seeks a disapplication of the pre-emption rights on a rights issue or other pre-emptive offer so as to allow the Directors to make exclusions or such other arrangements as may be appropriate to resolve legal or practical problems which might arise, for example, with overseas shareholders.

Other than in connection with a rights or other pre-emptive issue, scrip dividend or other similar issue, the authority contained in resolution 14 would be limited to a maximum nominal amount of £104,193.29 (which would equate to 10,419,329 Ordinary Shares of £0.01 each), representing approximately 10% of the Company's issued share capital as at 16 March 2026, being the latest practicable date prior to the publication of this AGM notice.

Resolution 15 is an optional disapplication of pre-emption rights limited to an additional 10% of issued Ordinary Share capital to be used for transactions which the Directors determine to be an acquisition or specified capital investment. The authority contained in the resolution would be limited to a maximum nominal amount of £104,193.29 (which would equate to 10,419,329 Ordinary Shares of £0.01 each), representing approximately 10% of the Company's issued share capital as at 16 March 2026, being the latest practicable date prior to the publication of this AGM notice.

If passed, these authorities will expire at the same time as the authority to allot shares given pursuant to resolution 12 (authority to allot shares).

Save for share issues in respect of employee share schemes and any share dividend alternatives, the Directors have no current plans to utilise either of the authorities sought by resolutions 14 (disapplication of pre-emption rights) and 15 (additional disapplication of pre-emption rights – acquisitions), although they consider their renewal appropriate in order to retain maximum flexibility to take advantage of business opportunities as they arise.

#### Resolution 16 – Purchase of own shares

This resolution seeks authority for the Company to make market purchases of its own shares and is proposed as a special resolution. If passed, the resolution gives authority for the Company to purchase a maximum of 10,419,329 of its Ordinary Shares (having an aggregate nominal value of £104,193.29) in aggregate, representing approximately 10% of the Company's issued Ordinary Share capital (excluding treasury shares) as at 16 March 2026, being the latest practicable date prior to publication of this AGM notice.

The resolution specifies the minimum and maximum prices (excluding expenses) that may be paid for any Ordinary Shares purchased under this authority. This authority will expire on the earlier of the conclusion of the Company's next annual general meeting and the date 15 months after the date of this resolution.

The Directors have no present intention of exercising the authority granted by this resolution, but will keep the matter under review, taking into account the financial resources of the Company, the Company's share price and future funding opportunities. The Directors will only exercise the authority granted by this resolution to purchase Ordinary Shares if they consider that such purchases will be in the best interests of shareholders generally and will result in an increase in earnings per Ordinary Share for the remaining shareholders.

#### Resolution 17 – Shorter notice of general meetings

Under the Companies Act 2006 all traded company general meetings must be held on at least 21 days' notice, but companies may reduce this period to 14 days (other than for annual general meetings) if shareholders agree to a shorter notice period and the Company has met certain requirements for electronic voting. Resolution 17 is therefore being proposed as a special resolution to renew the authority granted by shareholders at last year's annual general meeting which permitted the Company to call general meetings, other than AGMs, on 14 clear days' notice. If the resolution is passed, the authority conferred would be effective until the Company's next annual general meeting, when it is intended that the approval be renewed.

The Directors confirm that the shorter notice period would not be used as a matter of routine. The Directors will consider on a case-by-case basis whether the use of the flexibility offered by the shorter notice period is merited taking into account all the circumstances, including whether the business of the meeting is time sensitive. An electronic voting facility will be made available to all shareholders for any meeting held on 14 clear days' notice.



## Notice of annual general meeting continued

### APPENDIX

#### Summary of Principal Terms of the Fintel plc Share Incentive Plan 2026 (the “Plan”)

Under the Plan, eligible employees may be granted or acquire shares in the Company on a tax-qualified basis. The terms of the Plan have been designed to comply with current legislative requirements in order to ensure that shares can be delivered under the Plan on a tax-qualified basis.

#### 1. Operation

The Remuneration Committee (the “RemCo”) of the Board will supervise the operation of the Plan. The Plan has been designed to comply with the legislative requirements of Schedule 2 to the Income Tax (Earnings and Pensions Act) 2023 and the requirements of HM Revenue and Customs to award shares under the Plan on a tax-qualifying basis.

The Plan has three elements and it is at the discretion of the RemCo to decide which of these to offer to eligible employees:

- a. **“Free Shares”** are free shares which may be allocated to an employee. The market value of the Free Shares allocated to any employee in any tax year may not exceed £3,600 or such other limit as may be permitted by the relevant legislation. Free Shares may be allocated to employees equally or on the basis of salary, length of service or hours worked, or on the basis of performance.
- b. **“Partnership Shares”** are shares which an employee may purchase out of their pre-tax earnings. The market value of Partnership Shares which an employee can buy in any tax year may not exceed £1,800 (or 10% of the employee’s salary, if lower), or such other limit as may be permitted by the relevant legislation. The funds used to purchase Partnership Shares will be deducted from the employee’s pre-tax salary. Salary deductions may be made and applied in the acquisition of Partnership Shares on a monthly basis or, alternatively, accumulated over a period of up to 12 months and then used to buy Partnership Shares at the market value of Fintel plc shares at either the start or end of the accumulation period (or the lower of the two prices).
- c. **“Matching Shares”** are shares which may allocated to an employee who purchases Partnership Shares. The Board may allocate Matching Shares to an employee who purchases Partnership Shares on a ratio of up to a maximum of two Matching Shares for each Partnership Share purchased (or such other maximum ration as may be permitted by relevant legislation).

#### 2. Eligibility

Employees of the Company and any designated participating subsidiary who are UK resident taxpayers are eligible to participate in the Plan. If appropriate, the RemCo may allow non-UK tax resident taxpayers to participate. The RemCo may require employees to have completed a qualifying period of employment of up to 18 months in order to be eligible to participate. All eligible employees must be invited to participate.

#### 3. Retention of shares

The trustee of the SIP trust (the “Trustee”) will award Free Shares and Matching Shares to employees and hold those shares on behalf of participants. Free Shares and Matching Shares must usually be retained by the Trustee for a period of at least three years after

award. The Trustee will acquire Partnership Shares on behalf of participants and hold those shares on behalf of the participants. Participants can withdraw Partnership Shares from the SIP Trust (the “Trust”) at any time. A participant will be treated as the beneficial owner of the shares held on their behalf by the Trustee.

The Board may decide that awards of Free Shares and/or Matching Shares will be forfeited if participants cease to be employed by a company in the Company’s group within three years from the grant of those awards unless they leave by reason of death, injury, disability, redundancy, retirement, or if the business or company for which they work ceases to be part of the Company’s group. In those circumstances, the participants will be required to withdraw their shares from the Plan.

If a participant ceases to be employed by the Company’s group at any time after acquiring Partnership Shares, they will be required to withdraw the shares from the Trust.

#### 4. Corporate Events

In the event of a general offer being made to shareholders of the Company, participants will be able to direct the Trustee how to act in relation to their shares. In the event of a corporate reorganisation, any shares held by participants may be replaced by equivalent shares in a new holding company.

#### 5. Dividends on Shares held by the trustee of the Trust

Any dividends paid on shares held by the Trustee on behalf of participants may be either used to acquire additional shares for employees or distributed to participants.

#### 6. Plan Limits

In any 10-year period, not more than 10% of the issued ordinary capital of the Company may be issued or be issuable under the Plan and any other employee share plan operated by the Company.

Treasury shares transferred in connection with the Plan will be counted as if new shares had been issued for so long as it is considered best practice to do so.

#### 7. General

New shares may be issued, treasury shares may be transferred and/or existing shares may be purchased in the market in connection with the Plan. Any shares issued in connection with the Plan will rank equally with shares of the same class in issue on the date of allotment except in respect of rights arising by reference to a prior record date.

#### 8. Amendments

The RemCo retains discretion to amend the Plan in any way. The RemCo may make amendments to benefit the administration of the Plan, to take account of a change in legislation or to obtain or maintain favourable tax, exchange control or regulatory treatment, or to comply with the requirements of the legislation setting out the basis on which the shares are to be acquired or transferred in connection with the Plan on a tax-qualified basis.

This summary does not form part of the rules of the Plan and should not be taken as affecting the interpretation of the detailed terms and conditions of the Plan.



## Company information

### FINANCIAL CALENDAR

Capital Markets Event	April 2026
Trading statement for 6 months ending 30 June 2026	To be published July 2026
Interim results for 6 months ending 30 June 2026	To be published September 2026
Full-year results for 12 months ending 31 December 2026	To be published March 2027
Annual report publication	To be published April 2027

### Russell Naglis

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