



CIRCULAR TO SHAREHOLDERS – AGM 2026

This circular (the “**Circular**”) is being issued by M&Z p.l.c., a public limited liability company having Maltese company registration number C 23061 and registered office located at MMGH Complex, Industrial Estate, Marsa, MRS 3000, Malta (the “**Company**”).

The Circular is intended to provide the shareholders of the Company with the necessary information to assist them in making an informed decision with respect to three Ordinary Resolutions (Special Business) which are being proposed together with other ordinary business, for the consideration of, and if deemed fit, approval by the shareholders of the Company’s Annual General Meeting (the “AGM”) being held on 03 June 2026 at 14:30 hours.

IMPORTANT INFORMATION

This Circular, which contains information about the resolutions being proposed as special business at the AGM, is being sent to all shareholders appearing in the register of members of the Company maintained by the Malta Stock Exchange as at close of business on 6 May 2026 (the “**Shareholders**”).

This Circular is being issued and sent to Shareholders in compliance with the provisions of the Capital Markets’ Rules issued by the Malta Financial Services Authority (the “**Capital Markets Rules**” or “**CMRs**”), particularly the requirements set out in CMRs 6.2, 6.7 and 6.39. Where any or all of the shares in the Company held by a recipient of this Circular have been sold or transferred on or after the date of receipt of this document, this Circular, the notice of AGM and all other relevant documents, or copies thereof, should be passed to the person through whom the sale or transfer was effected for transmission to the purchaser or transferee. Any such purchaser or transferee should note, however, that they will not be entitled to participate in and vote at the AGM if they were not shareholders of the Company as at close of business on 6 May 2026.

This Circular is to be considered as complementary to the ‘Notice to Shareholders’ sent to Shareholders (concurrently with this Circular) and should be read in conjunction with the same.

As a Shareholder, this Circular is important and requires your immediate attention. Please consult an appropriate professional advisor should you be in doubt as to the import of this document and/or any action required of you.



INTRODUCTION

In addition to the ordinary business being proposed at the Company's forthcoming AGM, the Board of Directors (the "**Board**") are also placing before the Shareholders the following resolutions as special business:

- i) an Ordinary Resolution relating to the approval of the Remuneration Report for the Board for 2025;
- ii) an Ordinary Resolution relating to the approval of the revised Remuneration Policy; and
- iii) an Ordinary Resolution requesting the renewal of the authorisation granted to the Board to issue Equity Securities pursuant to article 5 (b) and (c) of the Articles of Association of the Company.

PROPOSED ORDINARY RESOLUTIONS (SPECIAL BUSINESS)

- i) i) Advisory vote on the Remuneration Report of the Company for the year ended 31 December 2025

Resolution 7 proposes: *"That the Remuneration Report of the Company for the year ended 31 December 2025 be and is hereby approved."*

Explanatory note:

Capital Markets Rule 12.26L provides that at the annual general meeting of a listed entity such company shall have a right to hold an advisory vote on the Company's Remuneration Report of the most recent financial year, which advisory vote grants Shareholders of the company the opportunity to express their opinion on said report.

The Remuneration Report of the Company for the financial year ended 31 December 2025 (the "**Report**") has been drawn up in accordance with Capital Markets Rule 12.26K and forms part of the Company's 2025 Annual Report and is available on the Company's website, **MZ-2025-FS-inc-AR.pdf**.

The Report contains an overview of the total remuneration paid to the individual Directors of the Company and also information on how the total compensation complies with the Company's adopted remuneration policy.

- ii) Resolution to consider and approve the revised Remuneration Policy

Resolution 8 proposes: *"That the Remuneration Policy, as revised, be and is hereby approved."*

Explanatory note:

In terms of Chapter 12 of the Capital Markets Rules, listed entities are required to have in place a remuneration policy with respect to directors and the CEO. Shareholders have the right to vote on such policy and if approved, any remuneration shall be undertaken in accordance with the approved policy. In furtherance of this requirement, the Company's Board of Directors established a remuneration policy for directors of the Company which was approved the annual general meeting of the Company held in 2022 (the "**Remuneration Policy**").

Capital Markets Rule 12.26I requires Issuers to "submit the remuneration policy to a vote by the general meeting at every material change and in any case at least every four years" and accordingly the Remuneration Policy remains valid until the AGM.

The Company is hereby updating its Remuneration Policy, amendments are limited in nature and have been introduced to ensure continued alignment with applicable statutory requirements. In this context, the revisions are intended solely to reflect minor updates to the policy and to cater for the redesignation of the role of Managing Director to that of Chief Executive Officer with effect from 1 January 2026. No substantive changes to the remuneration framework, structure or underlying principles have been introduced.

The Remuneration Policy is being attached to this Circular as Appendix 1. This Remuneration Policy supersedes any remuneration policies for directors which the Company had in place and will remain in effect for a period of four years, that is, until the Annual General Meeting in 2030, unless in the case of material changes it is brought earlier to the General Meeting for shareholders' approval.

After the Annual General Meeting, subsequent to the approval of the Remuneration Policy by the Shareholders a copy of said policy shall be available on the Company's website at mz.com.mt/agm-2026/, together with the date and the results of the binding vote on the amendments to the Remuneration Policy, for as long as the amended Remuneration Policy is applicable.

iii. Resolution to renew the authorisation of the Board to issue shares in specified instances

Resolution 9 proposes: *"(a) That the authorisation granted to the Board of Directors to issue shares pursuant to article 5(b) and 5(c) of the Articles (or grant options and/or warrants in relation to them) be renewed and extended until the date of the Company's annual general meeting to be held in 2027;*

(b) That any one director and/or the company secretary, each acting singly, be, and hereby are, authorised to issue a certified extract of the minutes kept at the Meeting (including, inter alia the immediately preceding resolution) and to file same with the Malta Business Registry as required."

Explanatory note:

In terms of article 5 of the M&As and subject to the provisions of article 85 of the Maltese Companies Act, the Board is authorised to issue a specific number of Equity Securities of the Company in any of the cases specified therein. Specifically, articles 5(b) and 5(c) provide the power to issue Equity Securities in the following cases (the "**Board Authorisation**"):

(b) one or more issuances of Shares as payment for an acquisition of assets by the Company or by any of its subsidiaries, up to an aggregate maximum of 3,000,000 Shares (or Equity Securities convertible into 3,000,000 Shares) in respect of one or more such issuances; and/or

(c) one or more issuances of Shares to strategic investors, if the Directors in their sole discretion believe that any such issuance is in the interest of the Company, up to an aggregate maximum of 3,000,000 Shares (or Equity Securities convertible into 3,000,000 Shares) in respect of one or more such issuances.

The Board Authorisation is currently valid until the date of this AGM, but the Company in general meeting may by ordinary resolution renew this permission for further maximum periods of 5 years each.

Resolution 8 is therefore being proposed to renew the Board Authorisation to issue shares until the date of the Company's annual general meeting to be held in 2027, up to the number of shares specified above in each particular case, in order for the Company to further its growth strategy in the acquisition of additional businesses (and issue shares as consideration, or part consideration, for the same), and to be in a position to issue shares to strategic investors (where it is in the interest of the Company to do so).

The Board Authorisation provides the Board of Directors with the authority to allot a maximum of 6,000,000 Shares (or Equity Securities convertible into 6,000,000 Shares), which represents approximately 13.6% of the total ordinary share capital of the Company as at the date of this Circular.

The Board of Directors do not presently have any intention of exercising the foregoing authority.



DECLARATION BY DIRECTORS

All the Directors of the Company, whose names appear below accept responsibility for the information contained in this Circular. To the best knowledge and belief of the Directors, who have taken all reasonable care to ensure that such is the case, the information contained in this Circular is in accordance with the facts and does not omit anything which is likely to affect the import of such information.

The Directors of the Company as at the date of this Circular are the following:

- Mr Paul Camilleri
- Mrs Greta Camilleri Avallone
- Mrs Erika Pace Bonello
- Mrs Emma Pullicino
- Mr Matthew Camilleri
- Mr Thomas Agius Vadala
- Mr Charles J. Farrugia
- Mr Kevin Rapinett
- Mrs Frances Fenech

DOCUMENTS AVAILABLE FOR INSPECTION

The following documents or certified copies thereof will be available for inspection at the Company's registered office at MMGH Complex, Industrial Estate, Marsa, MRS 3000, Malta for at least fourteen (14) days from the date of publication of this Circular:

- a. The Company's current Memorandum and Articles of Association;
- b. The Company's Annual Financial Report for the year ended 31 December 2025;
- c. The Remuneration Policy; and
- d. The Report.

DIRECTORS' RECOMMENDATION

To the best of their knowledge and belief and to the extent of the circumstances and facts known to them, the Directors' express the view that the above proposed resolutions are in the best interest of the Company and of its Shareholders. Therefore, the Directors recommend that the Shareholders vote in favour of all of the resolutions at the forthcoming AGM.

For the purposes of article 2(1)(b)(i) of Commission Implementing Regulation (EU) 2016/1055, the Company hereby announces that this Circular includes 'inside information' in terms of Regulation (EU) 596/2014 (the Market Abuse Regulation).

11 May 2026

Approved and issued by M&Z p.l.c., MMGH Complex, Industrial Estate, Marsa, MRS 3000, Malta

