

PROPOSALS OF THE BOARD OF DIRECTORS AND THE NOMINATION COMMITTEE TO THE ANNUAL GENERAL MEETING OF CONSTI PLC TO BE HELD ON 9 APRIL 2026

Resolution on the use of the profit shown on the balance sheet and the distribution of dividend

The Board of Directors proposes to the General Meeting that a dividend of EUR 0.72 per share be paid for the financial year of 2025.

The Board of Directors proposes that the dividend is paid in two instalments. The first instalment, EUR 0.36 per share, will be paid to shareholders who are registered in the shareholders' register maintained by Euroclear Finland Ltd on the record date of the dividend of 13 April 2026. The Board of Directors proposes that this instalment of the dividend will be paid on 20 April 2026.

The second instalment, EUR 0.36 per share, will be to shareholders who are registered in the shareholders' register maintained by Euroclear Finland Ltd on the record date of the dividend, which, together with the dividend payment date, shall be decided by the Board of Directors in its meeting scheduled for 22 October 2026. The record date of the dividend date would then be 26 October 2026 and the dividend payment date 2 November 2026.

It is noted that the distribution of dividend proposed by the Board of Directors exceeds the amount of minority dividend as set out in Chapter 13, Section 7 of the Limited Liability Companies Act. The shareholders therefore cannot demand the minority dividend nor vote in favour of it.

Handling of the Governing Bodies' remuneration report

The company's Remuneration Report for 2025 is available on the company's website at <https://investor.consti.fi/en>.

The Board of Directors proposes the approval of the company's Remuneration Report for 2025. The resolution is advisory in accordance with the Finnish Limited Liability Companies Act.

Resolution on the remuneration of the members of the Board of Directors

The Nomination and Remuneration Committee proposes to the General Meeting that the members of the Board of Directors be paid as follows: EUR 54,000 to the Chairman of the Board of Directors and EUR 42,000 to the members of the Board of Directors. In addition, a fee of EUR 500 per member per meeting is paid for Board meetings. The travel expenses incurred from participating in the meetings of the Board of Directors are also compensated against an invoice.

The Nomination and Remuneration Committee further proposes that a member of the Board of Directors appointed as Chair or member of the Nomination and Remuneration Committee, or any other committee to be separately established, shall be entitled to receive an additional annual fee of EUR 1,500.

Resolution on the number of members of the Board of Directors

The Nomination and Remuneration Committee proposes to the General Meeting that the number of members of the Board of Directors be confirmed to be a total of six (6).

Election of members of the Board of Directors

The Nomination and Remuneration Committee proposes to the General Meeting that the current members of the Board of Directors, Petri Rignell, Erkki Norvio, Johan Westermarck, Juhani Pitkälä and Katja Pussinen,

be re-elected for the next term of office. In addition, the Nomination and Remuneration Committee proposes to the General Meeting that Elina Rahkonen be elected as a new member of the Board of Directors. The above-mentioned persons have given their consent to the election. Anne Westersund has announced that she is not available for re-election.

The personal details of all candidates for the members of the Board of Directors are available on the company's website at <https://investor.consti.fi/en>.

All the above-mentioned persons have announced that, if elected, they intend to establish an Audit Committee, the members of which will be elected by the Board of Directors from among its members.

Resolution on the remuneration of the auditor

The Board of Directors proposes to the General Meeting that the auditor is paid a remuneration against a reasonable invoice approved by the company.

Election of the auditor

The Board of Directors proposes to the General Meeting that the authorised public accounting firm KPMG Oy Ab be elected as the auditor of the company for the next term of office. KPMG Oy Ab has informed that Turo Koila, Authorised Public Accountant, would act as the responsible auditor.

Resolution on the remuneration of the sustainability reporting assurer

The Board of Directors proposes to the General Meeting that the assurer of sustainability reporting is paid a remuneration against a reasonable invoice approved by the company, provided that a sustainability report is prepared.

Election of the sustainability reporting assurer

The Board of Directors proposes to the General Meeting that KPMG Oy Ab, Authorized Sustainability Audit Firm, be elected as the company's sustainability reporting assurer for the next term of office. KPMG Oy Ab has informed that Authorised Public Accountant (KHT), Authorized Sustainability Auditor (KRT) Turo Koila would act as the sustainability reporting auditor with principal responsibility.

In connection with the directive amending the European Union's sustainability reporting obligations, a legislative amendment has been proposed, as a result of which the sustainability reporting obligations in force on the date of this notice to the General Meeting may no longer apply to the company for the financial year 2026. Therefore, the Board of Directors proposes that the election of the sustainability reporting assurer be made conditionally so that the election will only take effect if the company is obliged under the law in force at the end of the financial year 2026 to prepare a sustainability report for the financial year 2026 and to obtain assurance for it.

Authorizing the Board of Directors to decide on the acquisition of the company's own shares

The Board of Directors proposes that the General Meeting authorise the Board of Directors to resolve on the acquisition of the company's own shares in one or more tranches as follows:

The number of own shares to be acquired may not exceed 700,000 shares. The proposed number of shares corresponds to approximately nine (9) per cent of the aggregate number of shares in the company on the convocation date of the General Meeting. However, the company cannot, together with its subsidiaries, own or accept as a pledge altogether more than 10% of its own shares at any point in time.

The own shares can be acquired under the authorisation only with unrestricted equity.

The own shares can be acquired on the acquisition date at the price formed in public trading or at a price otherwise formed on the market.

The Board of Directors resolves on how the own shares are acquired. Inter alia derivatives can be used in the acquisition. The own shares can be acquired otherwise than in proportion to the share ownership of the shareholders (directed acquisition). The shares can be acquired through public trading on Nasdaq Helsinki Ltd at a price formed in public trading on the date of the acquisition.

The authorisation cancels any previous unused authorisations for the acquisition of own shares. The authorisation is valid until the following Annual General Meeting, however no longer than until 30 June 2027.

Authorizing the Board of Directors to decide on the issue of shares and the issuance of special rights entitling to shares

The Board of Directors proposes that the General Meeting authorises the Board of Directors to resolve on the issuance of shares and on the issuance of special rights entitling to shares referred to in Chapter 10, Section 1 of the Limited Liability Companies Act, in one or more tranches, either against or without consideration. The Board of Directors may, under the authorisation, resolve on the issuance of new shares and/or transfer of own shares held by the company.

The number of shares to be issued or transferred under the authorisation, including shares acquired under special rights, may not exceed 800,000 shares. The proposed number of shares corresponds to approximately ten (10) per cent of the aggregate number of shares in the company on the convocation date of the General Meeting.

The authorisation entitles the Board of Directors to resolve on all terms that apply to the share issue and to the issuance of special rights entitling to shares, including the right to deviate from the shareholders' pre-emptive subscription right. The Board of Directors may decide to either issue new shares or to transfer any treasury shares held by the company.

This authorisation revokes any previous unused authorisations to decide on a share issue and the issuance of options or other special rights entitling to shares. The proposed validity period of the authorisation is until the following Annual General Meeting, however not longer than until 30 June 2027.

In Helsinki, 27 February 2026

CONSTI PLC
Board of Directors