

A full-page background image showing a construction worker in a bright orange safety suit and helmet. The worker is using a long-handled brush to clean a grey concrete wall. They are standing on a metal scaffolding structure. The scene is outdoors, with a blurred background of a building and sky.

# CONSTI PLC

## ANNUAL GENERAL MEETING

3 April 2025

# CONSTI

# MATTERS ON THE AGENDA OF THE GENERAL MEETING

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1. Opening of the meeting
  2. Calling the meeting to order
  3. Election of persons to scrutinise the minutes and to supervise the counting of votes
  4. Recording the legality of the meeting
  5. Recording the attendance at the meeting and adoption of the list of votes
  6. Presentation of the Financial Statements, Annual Report and the Auditor's Report for the year 2024
    - Review by the CEO
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  8. Use of the profit shown in the balance sheet and resolution on the payment of dividends
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  19. Authorising the Board of Directors to resolve on a share issue and the issuance of special rights entitling to shares
  20. Closing of the meeting
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# CONSTI PLC

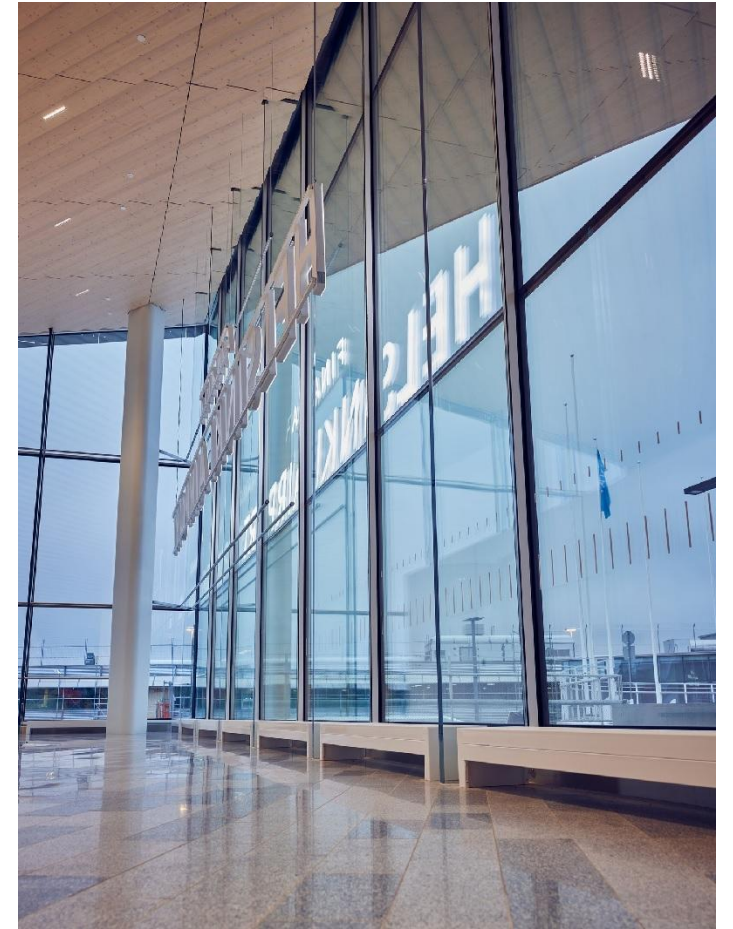
**ANNUAL GENERAL MEETING  
3 APRIL 2025**

**CEO Esa Korkeela**

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1. **Figures for FY 2024**
2. **Consti's strategy for 2024–2027**
3. **Outlook for 2025**

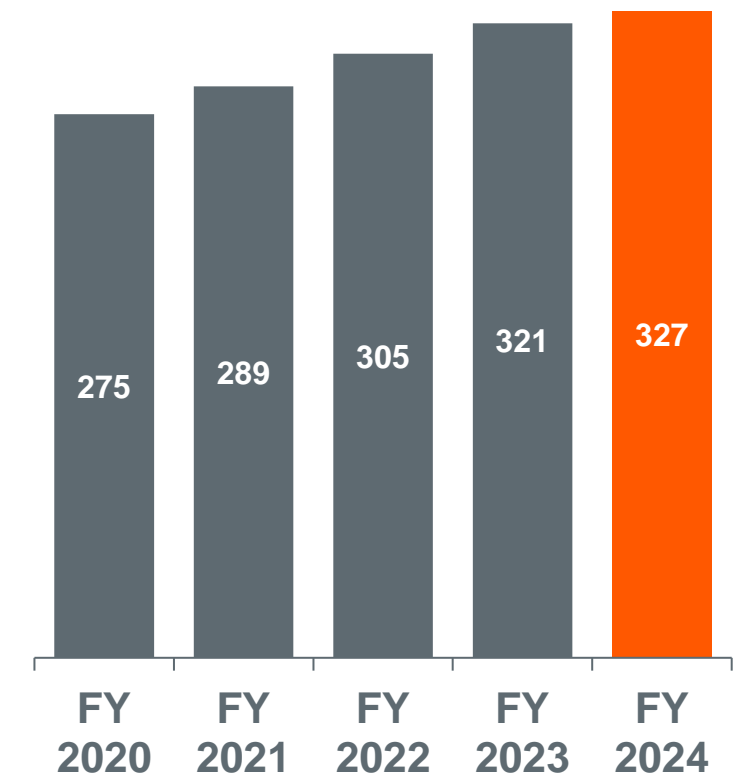




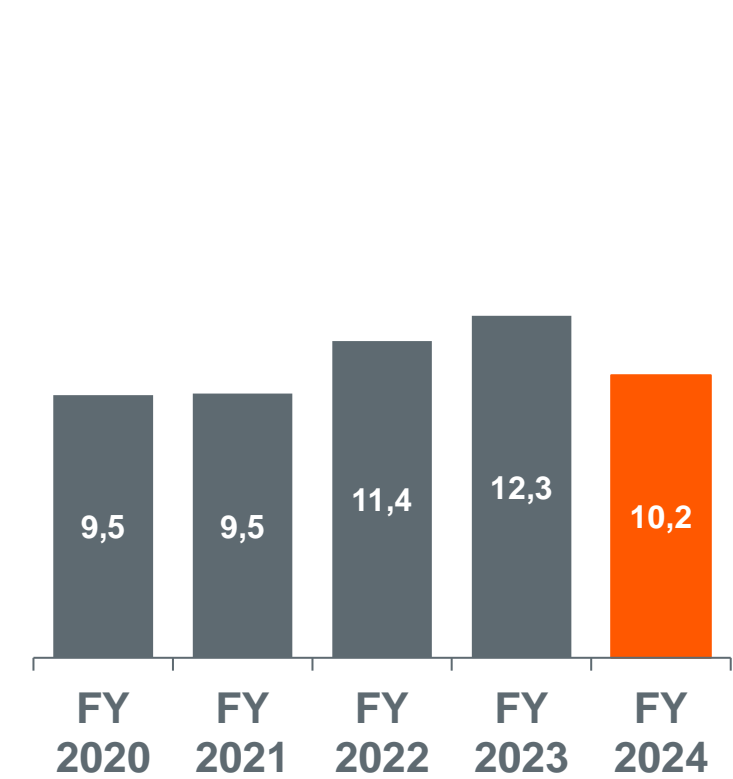
# Consti is one of Finland's leading companies focused on renovation and TBS

Regardless of the prevailing market conditions and sharply intensified competition the level of profitability was reasonable in 2024

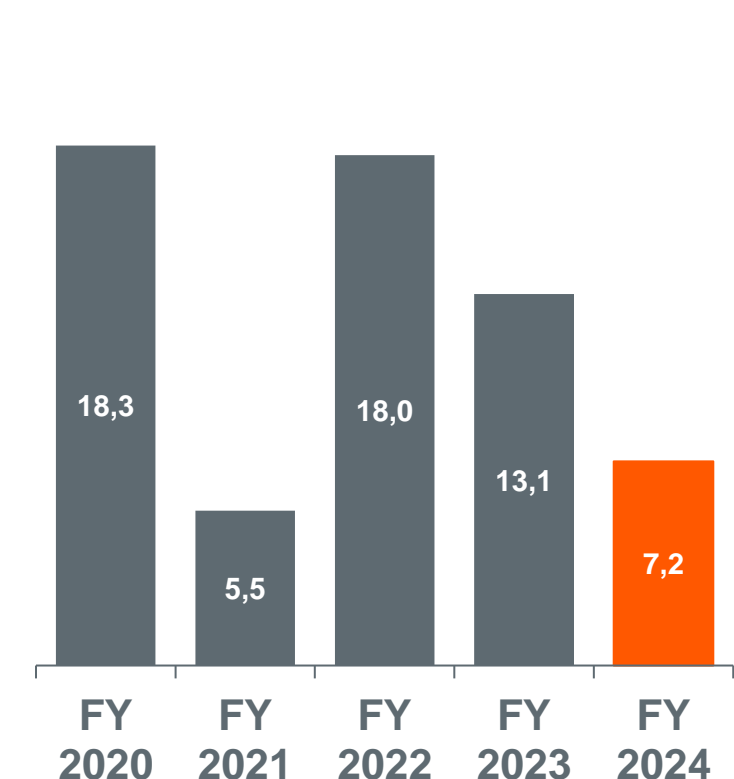
NET SALES (MEUR)  
2020–2024



ADJUSTED EBIT (MEUR)  
2020–2024



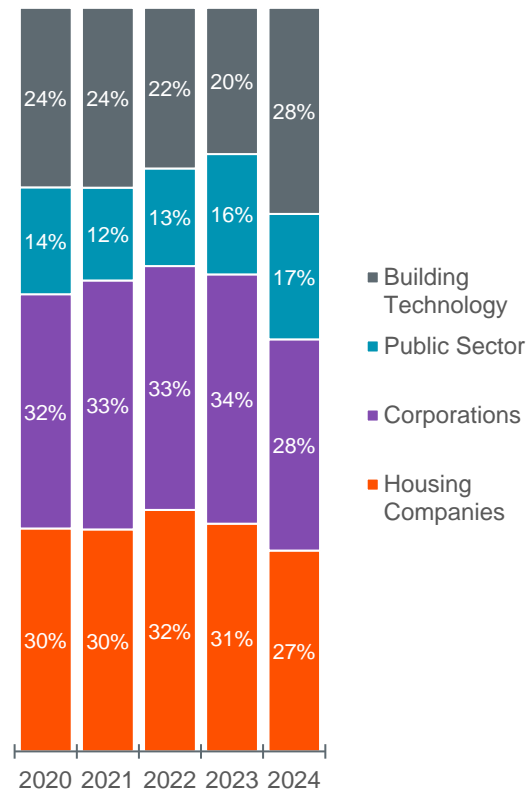
FREE CASH FLOW (MEUR)  
2020–2024



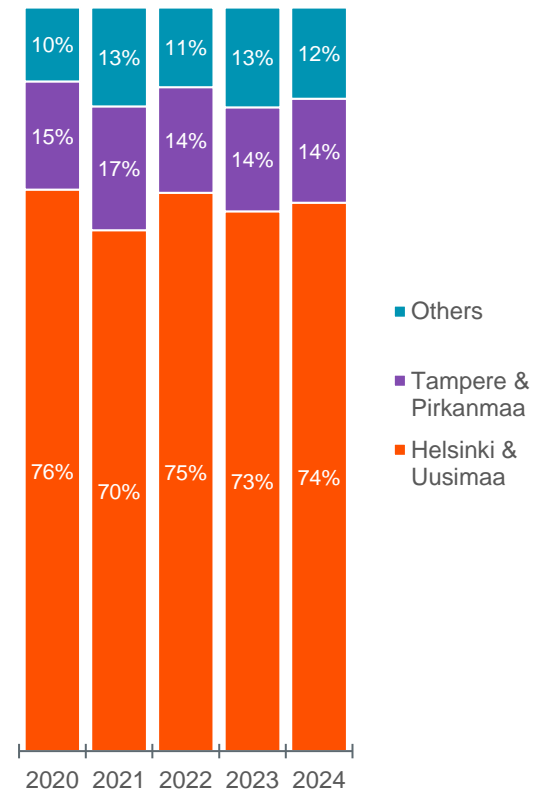
# Consti Group's net sales overview 2020-24

Four strong business areas having presence in Finnish growth centres.  
Diversified customer base an advantage in prevailing market conditions

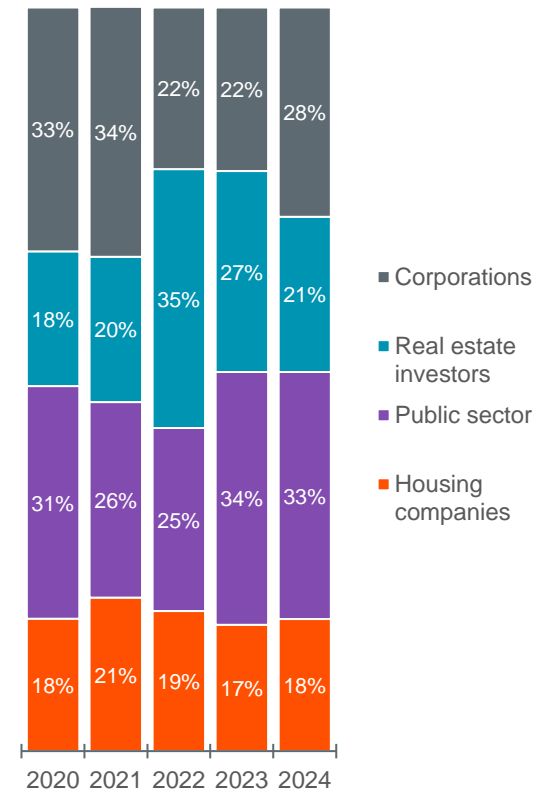
## Net sales by business area



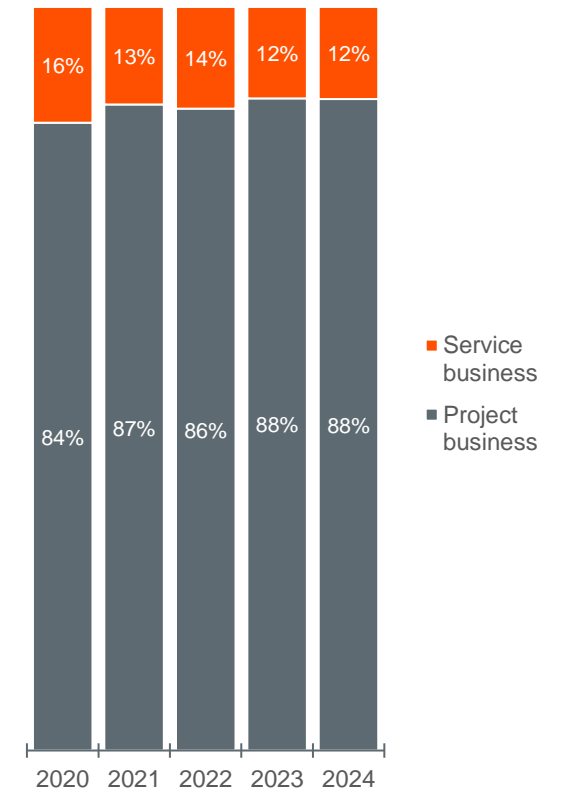
## Net sales by geography



## Net sales by customer group



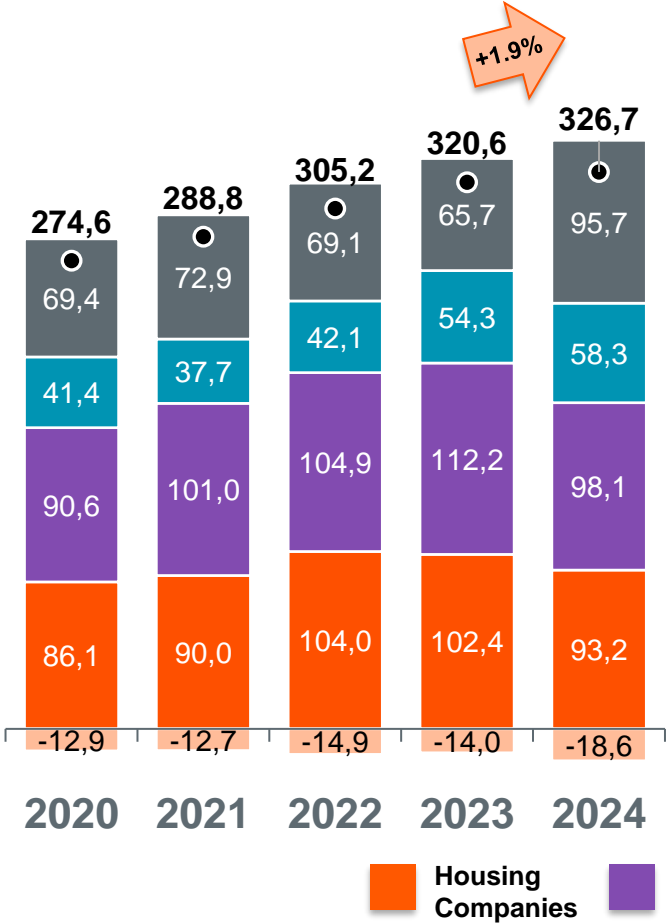
## Net sales by project / service



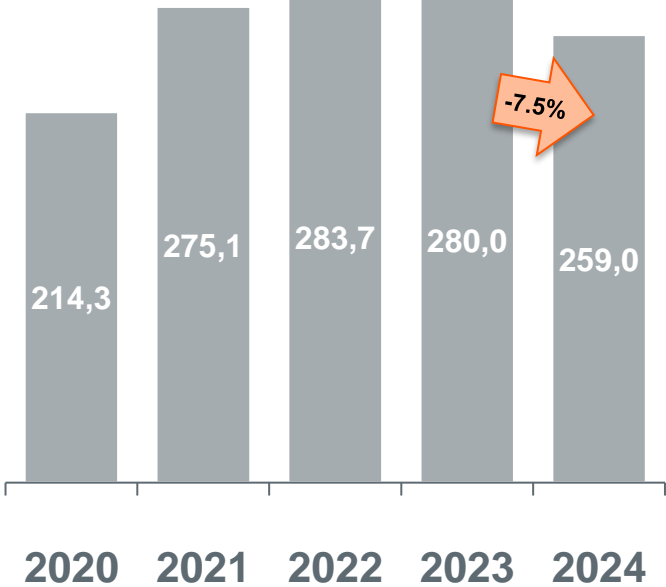
1) Business area splits excluding eliminations

FY 2024 net sales grew by 1.9% driven by strong growth in Building Technology (45.5%), order intake and order backlog declined in 2024

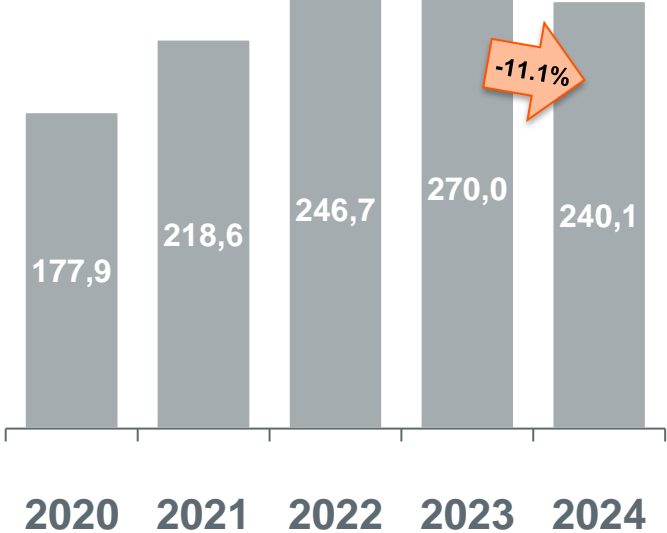
NET SALES (EUR million)



ORDER INTAKE (EUR million)



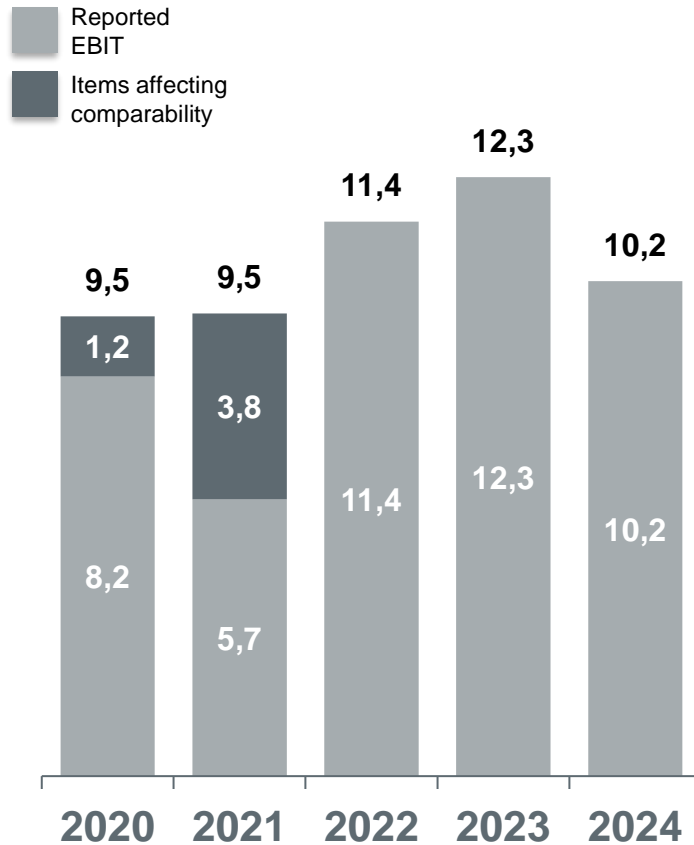
ORDER BACKLOG (EUR million)



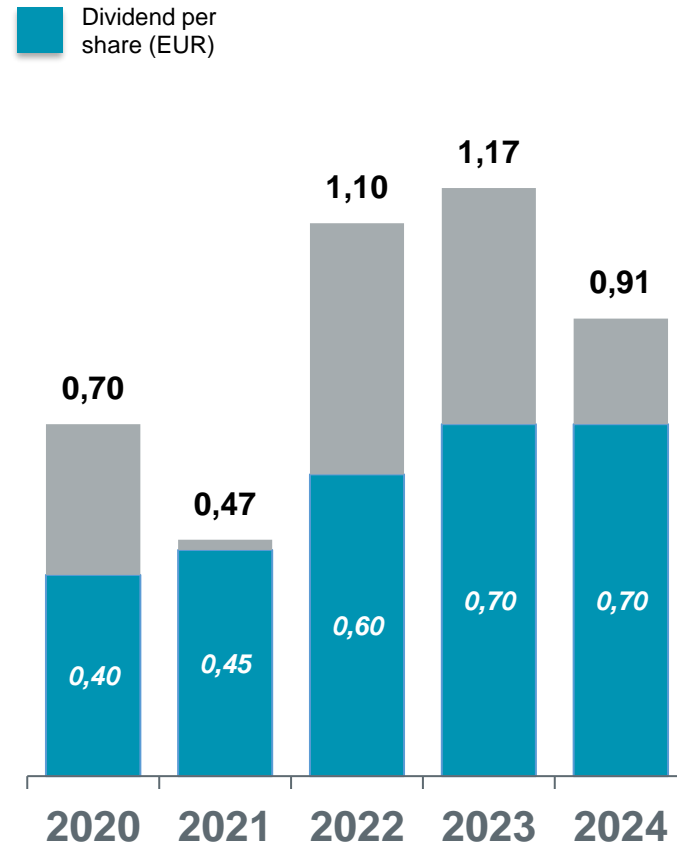
# Development of operating result (EBIT) and earnings per share (EPS)

A dividend of EUR 0.70 per share is proposed to the AGM i.e. 76.9 % of EPS in 2024

## EBIT (EUR million)



## EPS (EUR)



## COMMENTS

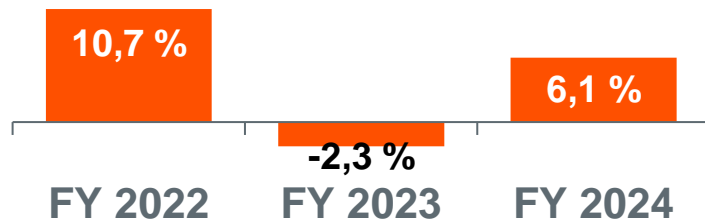
- FY 2024 EBIT amounted to EUR 10.2 (12.3) million
- EBIT margin was 3.1 (3.9) percent
- FY 2024 EPS amounted to EUR 0.91 (1.17)
- The Board of Directors proposes to the General Meeting that a dividend of EUR 0.70 per share shall be paid for the financial year 1 January–31 December 2024
- The Board of Directors proposes that the dividend is paid in two instalments



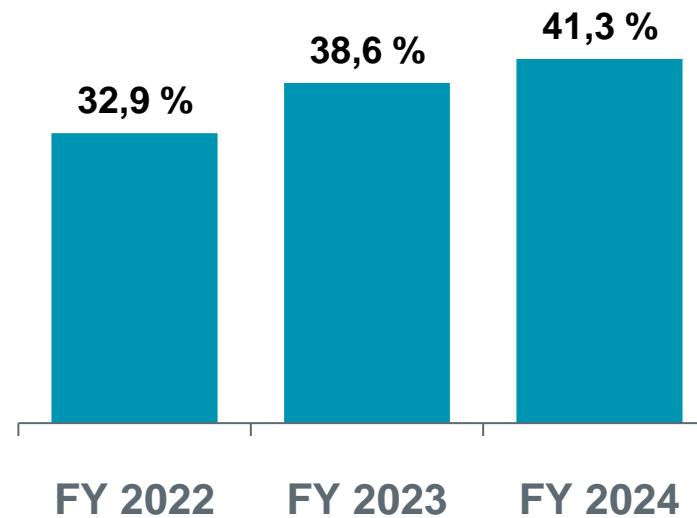
# Financial position

Financial position at a good level at the year-end: a low level of gearing, high equity ratio and the amount of net debt only EUR 2.7 million

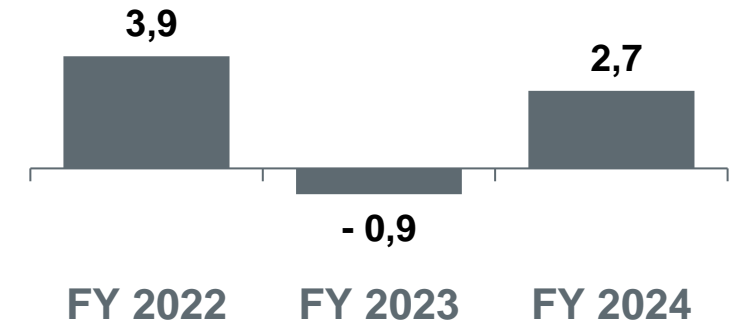
Gearing (%)



Equity ratio (%)



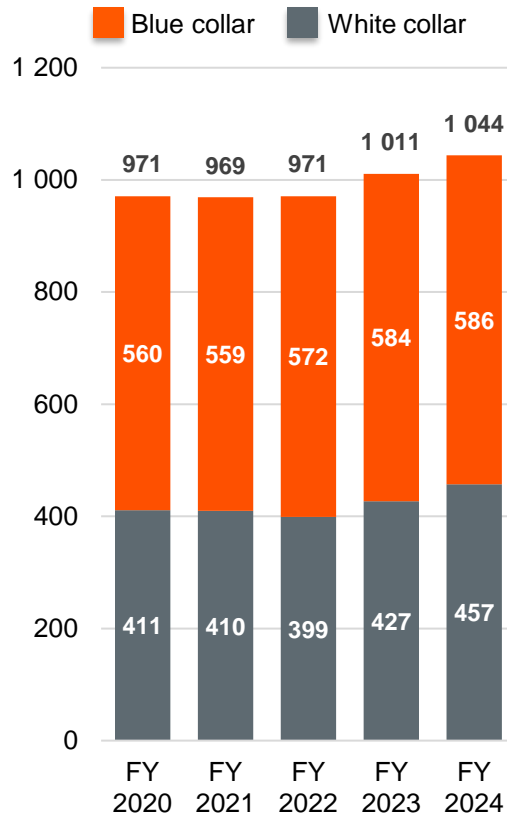
Net debt (million €)



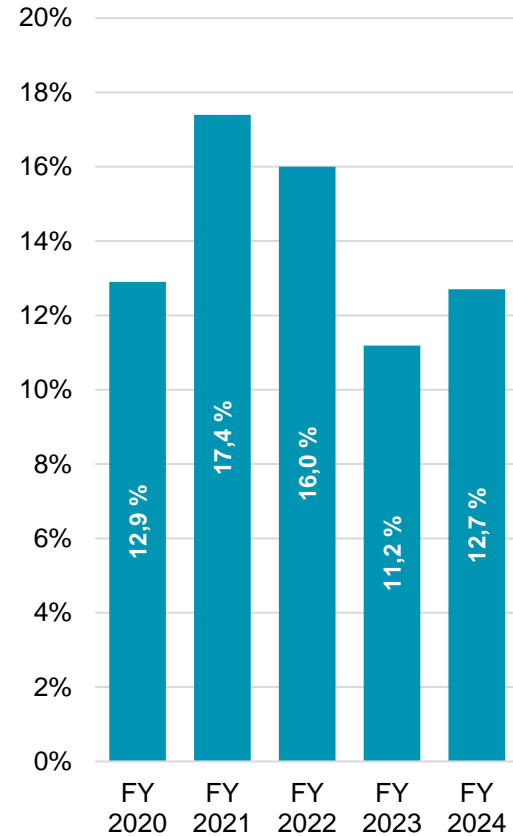
# Personnel KPIs 2020-24

Personnel increasing along with growing business volumes in 2024. Accident rate of 7 a good outcome of continuous efforts to improve employee safety

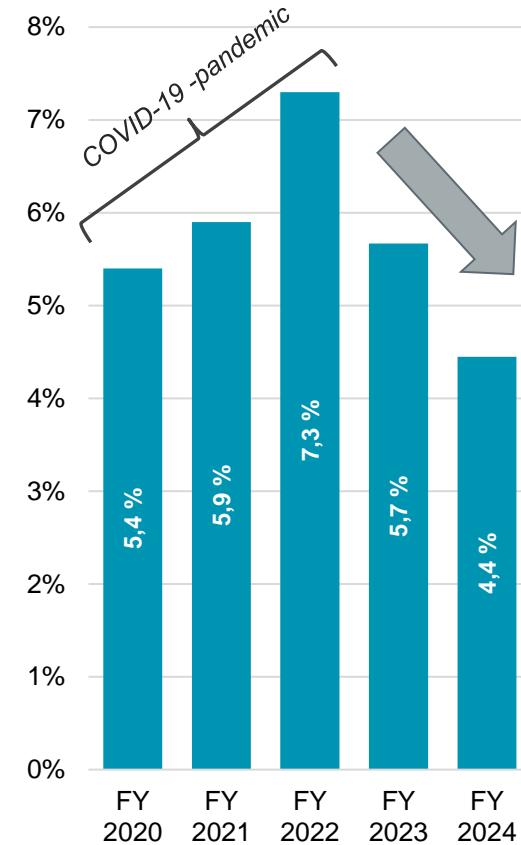
Average number of personnel



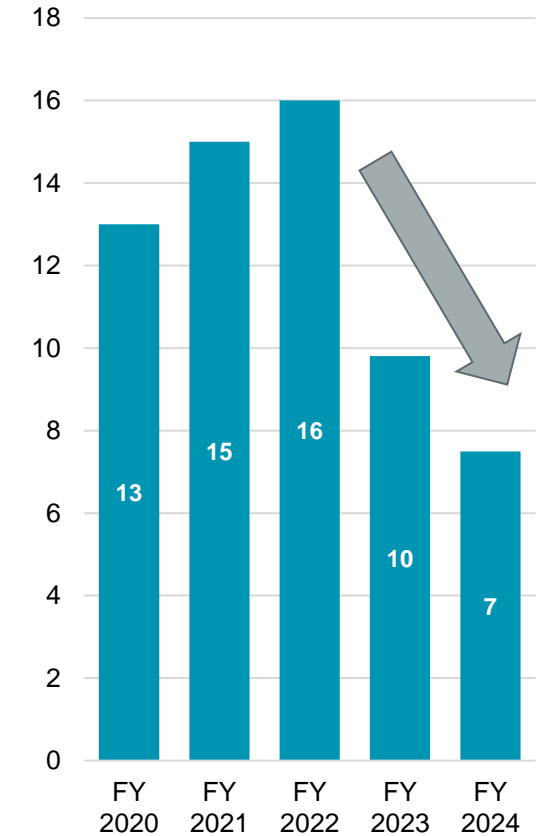
Permanent personnel turnover ratio  
(% of employees leaving)



Average absence rate (%)



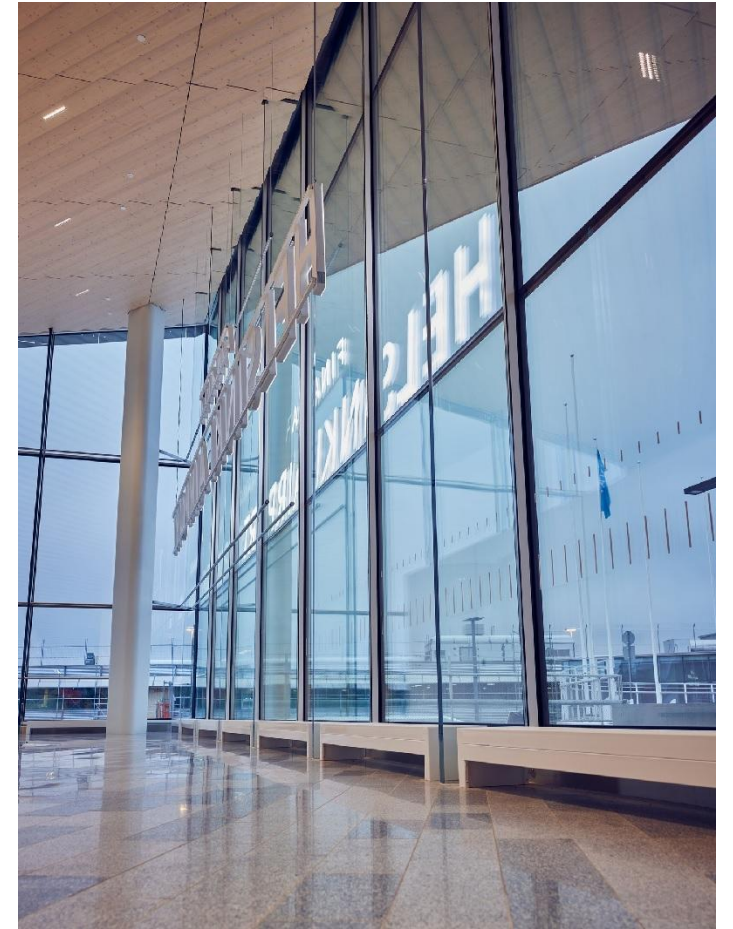
Accident rate / LTIFR  
(accidents per million hours worked)



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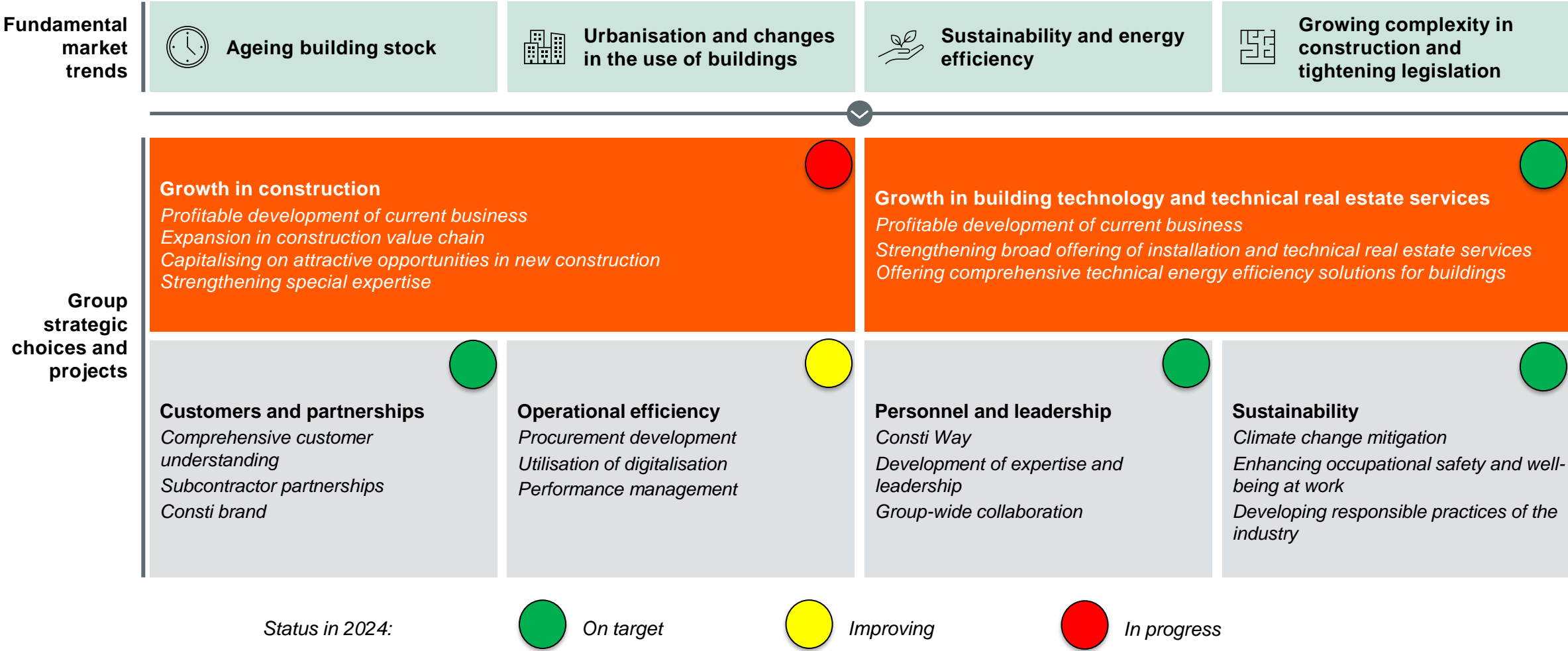
# Ageing building stock, urbanisation and the growing significance of sustainability to create demand going forward, thereby offering the basis for our growth in 2024-2027

			
Ageing building stock	Urbanisation and changes in the use of buildings	Sustainability and energy efficiency	Growing complexity in construction and tightening legislation
The renovation debt of buildings has not gone away. Comprehensive renovations of buildings built in the 1970s, 1980s and 1990s likely to keep renovation professionals busy during the strategy period 2024-2027.	Construction to focus on cities whose population growth is the strongest. Development of working culture and living drive changes in the use and need of buildings, thereby creating demand for both new construction and renovation.	Sustainability and green transition to grow in significance through regulation and investor demands, calling for investments in energy efficient buildings. Therefore, requirements and demand for construction to grow going forward.	Different types of project delivery methods are increasing while technical requirements are becoming more complex, calling for development of expertise. By complying with new requirements, tightening legislation may provide short-time competitive edge.



Ageing building stock, urbanisation and the growing significance of sustainability and green transition together with growing complexity in construction as well as tightening legislation **to create demand going forward, thereby offering the basis for Consti's growth in strategy period 2024-2027**

# Consti will grow in construction and building technology by responding to the demand created by the ageing building stock, urbanisation, and climate change



# Consti aims to reduce its own energy consumption and emissions so that its own operations are carbon neutral by 2035 and that emissions in the value chain have decreased by 50% by 2050

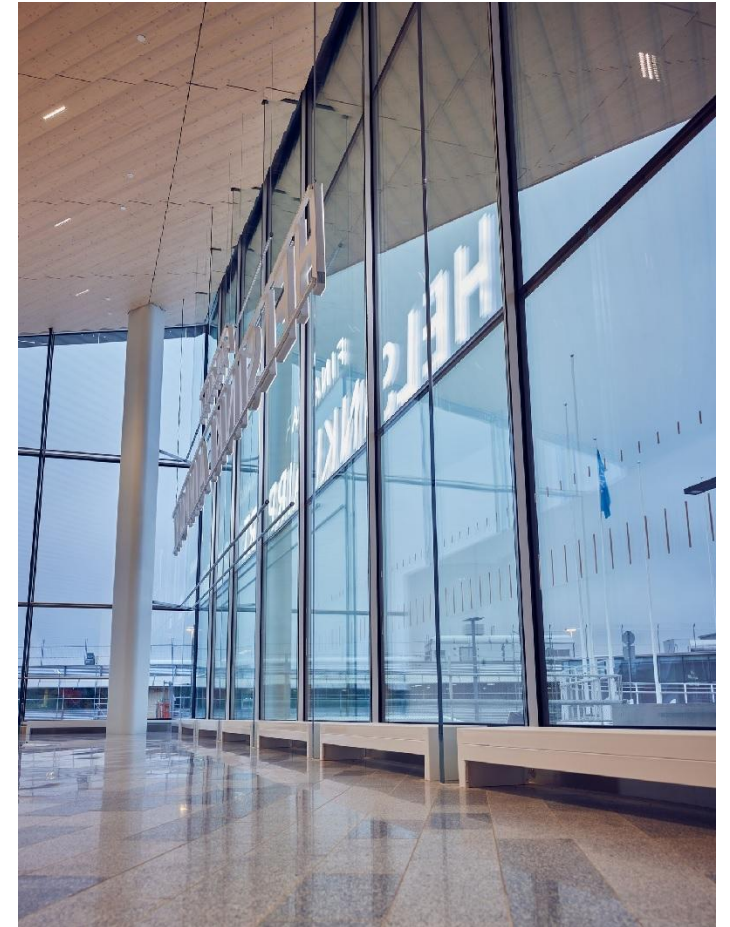
<b>Scope 1 and 2 emissions (direct emissions and indirect emissions from purchased energy)</b>		<b>2030</b> Target: -70 %*	<b>2035</b> Target: -100 %*	<b>2050</b> Target: -100 %*
		<ul style="list-style-type: none"> <li>Gradual transition of the vehicle fleet, machinery, offices and worksites to emission-free energy sources</li> </ul>	<ul style="list-style-type: none"> <li>All vehicles and machinery emission-free as well as energy at the offices and worksites emission-free</li> </ul>	<ul style="list-style-type: none"> <li>Emission-free own operations</li> </ul>
<b>Scope 3 emissions (value chain emissions)</b>		<b>2030</b> Target: -10 %*	<b>2035</b> Target: -25 %*	<b>2050</b> Target: -50 %*
		<ul style="list-style-type: none"> <li>Among other things: 80 % waste recycling target, exploring opportunities for reducing emissions with partners</li> </ul>	<ul style="list-style-type: none"> <li>Among other things: 85 % waste recycling target, deployment of low-emission services and materials</li> </ul>	<p>Among other things: business processes, procedures and procurement activities are based on the requirements of sustainable business and their maintenance and continuous improvement</p>
<b>Assessment of the prerequisites, requirements and impacts of sustainable business</b>		<ul style="list-style-type: none"> <li>Among other things: developing business processes and practices to meet sustainability requirements</li> <li>Among other things: developing and offering solutions for energy efficiency</li> </ul>	<ul style="list-style-type: none"> <li>Among other things: business processes and operating methods in line with the requirements set for sustainable business</li> <li>Among other things: collaboration with customers and stakeholders to achieve sustainability goals</li> </ul>	



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# Outlook and guidance for 2025

- According to forecasts, the renovation market is expected to return to moderate growth in 2025. Euroconstruct's growth forecast is 0.3 percent, while Confederation of Finnish Construction Industries' (RT) is 1.0 percent.
- The continued weak demand for new construction has maintained tight competition for renovation projects and building technology contracts.
- The demand outlook for construction is weakened by interest rates, persistently high construction costs, and tighter availability of financing, and Consti does not expect a significant improvement in construction demand prospects during the first half of 2025.
- Despite the market conditions, Consti aims to continue delivering solid results with committed and skilled personnel and supported by a healthy order backlog.



**Consti estimates that its operating result for 2025 will be in the range of EUR 9–12 million.**

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