The proposals of the Board of Directors to the Annual General Meeting 2026

Resolution on the use of the profit shown on the balance sheet and the payment of dividends

The Board of Directors proposes to the Annual General Meeting that a dividend of EUR 0.32 per share be paid for the financial year 2025.

The dividend will be paid to shareholders who on the dividend record date, 19 March 2026, are registered in the company's shareholders' register maintained by Euroclear Finland Ltd. The Board proposes that the dividend be paid on 26 March 2026.

Resolution on the remuneration of the Auditor

The Board of Directors proposes to the Annual General Meeting that the remuneration and travel expenses of the Auditor be paid in accordance with the Auditor's reasonable invoice.

Election of the Auditor

The Board of Directors proposes to the Annual General Meeting that KPMG Oy Ab be re-elected as the Auditor of the company. KPMG Oy Ab has informed the company that the responsible auditor would be Petri Sammalisto, APA.

Authorising the Board of Directors to decide on the issuance of shares as well as the issuance of option rights and other special rights entitling to shares

The Board of Directors proposes to the Annual General Meeting that the Annual General Meeting authorise the Board of Directors to decide on the issuance of shares and the issuance of special rights entitling to shares as referred to in chapter 10, section 1 of the Finnish Limited Liability Companies Act in one or more tranches either against payment or free of charge.

The total maximum number of shares to be issued based on the authorisation, including the shares issued on the basis of special rights, is 501,957 shares. The Board of Directors can decide to either issue new shares or dispose of any treasury shares held by the company. The proposed maximum amount of the authorisation corresponds to approximately 10% of all the shares in the company as at the date of this notice.

The authorisation entitles the Board of Directors to resolve on all terms related to the share issue as well as the issuance of options and other special rights entitling to shares. The issuance of shares may be carried out in deviation from the shareholders' pre-emptive subscription right (directed issue) provided that there is a weighty financial reason to do so.

The authorisation may be used for potential acquisitions or other arrangements, for share-based incentive schemes of the management and key personnel or otherwise for purposes resolved by the Board of Directors. Of the authorisation, a maximum of 250,978 shares may be used as part of the above-mentioned share-based incentive schemes, which corresponds to approximately 5% of all shares in the company as at the date of this notice.

The authorisation is proposed to be valid until the end of the next Annual General Meeting, however, for a maximum of 18 months from the General Meeting's resolution on authorisation.

Authorising the Board of Directors to resolve on the repurchase and/or pledge of the company's own shares

The Board of Directors proposes that the Annual General Meeting authorise the Board of Directors to decide on the repurchase of the company's shares using the company's unrestricted equity and/or pledge of the company's own shares in one or more tranches.

The total maximum number of shares to be repurchased under the authorisation is 501,957 shares, which corresponds to approximately 10% of all the shares in the company as at the date of this notice. 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 shares will be repurchased in public trading arranged by Nasdaq Helsinki Ltd at their market value on Nasdaq First North Growth Market Finland at the time of the repurchase. Based on the authorisation, the Board of Directors may decide on the repurchase of the company's own shares also in deviation from the proportional holdings of the shareholders. The Board will decide on all other terms of the repurchase and/or pledge of own shares.

The authorisation is proposed to be valid until the end of the next Annual General Meeting, however, for a maximum of 18 months from the General Meeting's resolution on authorisation.

Jyväskylä 23 February 2026
Admicom Oyj
Board of Directors