

## **PROPOSALS OF YIT CORPORATION'S BOARD OF DIRECTORS AND THE SHAREHOLDERS' NOMINATION BOARD TO THE ANNUAL GENERAL MEETING TO BE HELD ON MARCH 19, 2026**

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

The Board of Directors proposes that no dividend be paid based on the balance sheet to be adopted for the financial year 2025.

### **Resolution on the remuneration of the Chairperson, Vice Chairperson and members of the Board of Directors and the remuneration of the Shareholders' Nomination Board**

The Shareholders' Nomination Board proposes that the remuneration payable to the members of the Board of Directors remains unchanged and that the following fixed annual remuneration be paid to the members of the Board of Directors for the term of office ending at the conclusion of the next Annual General Meeting:

- Chairperson of the Board: EUR 105,000;
- Vice Chairperson of the Board and Chairpersons of permanent committees: EUR 73,500, unless the same person is Chairperson or Vice Chairperson of the Board; and
- members: EUR 52,500.

In addition, the Nomination Board proposes that, based on the resolution of the Annual General Meeting, 40% of the fixed annual fee shall be paid in YIT Corporation's shares to be purchased on the Board members' behalf at a price determined in public trading at the Helsinki Stock Exchange (Nasdaq Helsinki Ltd). The shares will be purchased within two weeks of the publication of the interim report for the period January 1–March 31, 2026 or on the first possible date under applicable law. The Company will pay any costs related to the purchase of shares.

The Nomination Board recommends that members of the Board of Directors do not divest the shares awarded to them as a fixed annual fee until their term on the Board has expired. The Nomination Board views that long-term oriented and increasing share ownership by the members of the Board of Directors benefits all shareholders.

The Nomination Board further proposes that the members of the Board and its permanent and temporarily appointed committees be paid a meeting fee of EUR 800 per meeting, also for meetings of the Board and its committees held via electronic remote connections or by telephone.

It is proposed that the Chairperson of the Board and the Chairpersons of the permanent and temporarily appointed committees be paid a meeting fee of EUR 1,600 per meeting. Per diems are proposed to be paid for trips in Finland and abroad in accordance with the group's travel guidelines and the Tax Administration's travelling compensation regulations.

In addition, the Nomination Board proposes that the remuneration payable to the members of the Shareholders' Nomination Board remains unchanged and that the members of the Shareholders' Nomination Board, including the expert member, be paid a meeting fee of EUR 800 per Board meeting and the Chairperson of the Shareholders' Nomination Board be paid EUR 1,600 per Board meeting.

### **Resolution on the number of members of the Board of Directors**

The Shareholders' Nomination Board proposes that a Chairperson, a Vice Chairperson and four (4) ordinary members be elected to the Company's Board of Directors.

### **Election of the Chairperson, Vice Chairperson and members of the Board of Directors**

The Shareholders' Nomination Board proposes that the following persons be re-elected as members of the Board of Directors of the Company for a term of office ending at the conclusion of the next Annual

General Meeting following their election: Jyri Luomakoski as Chairperson, Casimir Lindholm as Vice Chairperson, and Anders Dahlblom, Sami Laine, Kerttu Tuomas and Leena Vainiomäki as members.

### **Resolution on the remuneration of the auditor and the sustainability auditor**

The Board of Directors proposes on recommendation of the Audit Committee that the auditor's and the sustainability auditor's fees will be paid according to the invoice approved by the Company.

### **Election of the auditor and the sustainability auditor**

The Board of Directors proposes on recommendation of the Audit Committee that Ernst & Young Oy, Authorized Public Accountants, be re-elected as the Company's auditor for a term of office ending at the conclusion of the next Annual General Meeting following their election, with Mikko Ryttilähti, APA, serving as the chief auditor.

In addition, the Board of Directors proposes on recommendation of the Audit Committee that Ernst & Young Oy, Authorized Sustainability Audit Firm, be re-elected as the Company's sustainability auditor for a term of office ending at the conclusion of the next Annual General Meeting following their election, with Mikko Ryttilähti, ASA, serving as the chief sustainability auditor.

### **Authorization of the Board of Directors to resolve on the repurchase of own shares**

The Board of Directors proposes that the Annual General Meeting authorize the Board of Directors to resolve on the repurchase of the Company's own shares using the Company's unrestricted equity under the following terms and conditions:

A maximum of 23,000,000 Company shares in total may be purchased, corresponding to approximately 10% of all Company shares. However, the number of shares held by the Company may not represent more than 10% of all shares in the Company. This number includes all the treasury shares held by the Company and its subsidiaries in the manner provided for in chapter 15, section 11(1) of the Limited Liability Companies Act.

The Board of Directors is authorized to resolve how Company shares are purchased. Company shares may be purchased at a price determined by public trading on the day of purchase or at a price otherwise determined at the market. Shares may be purchased in a proportion other than that of the shares held by the shareholders.

The authorization revokes the authorization to repurchase the Company's own shares issued by the Annual General Meeting on April 3, 2025. The authorization is valid until the close of the next Annual General Meeting, however, no longer than until June 30, 2027.

### **Authorization of the Board of Directors to resolve on share issues**

The Board of Directors proposes that the Annual General Meeting authorize the Board of Directors to resolve on share issues under the following terms and conditions:

The authorization may be used in full or in part by issuing shares in the Company in one or more tranches so that the maximum number of shares issued is a total of 23,000,000, corresponding to approximately 10% of all Company shares.

The Board of Directors is authorized to resolve on all terms and conditions of the share issue. The Board of Directors may also resolve on a directed share issue in deviation from the shareholders' pre-emptive subscription rights. Shares can be issued for subscription with or without consideration.

Based on the authorization, the Board of Directors may also resolve on a share issue without consideration to the Company itself so that the number of own shares held by the Company after the share issue represents a maximum of 10% of all shares in the Company. This number includes all the treasury shares held by the Company and its subsidiaries in the manner provided for in chapter 15, section 11(1) of the Limited Liability Companies Act.

The authorization revokes the authorization to resolve on share issues issued by the Annual General Meeting on April 3, 2025. The authorization is valid until the close of the next Annual General Meeting, however, no longer than until June 30, 2027.