



**PROPOSALS TO
THE ANNUAL GENERAL MEETING OF
BITTIUM CORPORATION
22 April 2026**

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1 PROPOSAL BY THE BOARD OF DIRECTORS REGARDING ADOPTION OF THE FINANCIAL STATEMENTS AND CONSOLIDATED FINANCIAL STATEMENTS (ITEM 7 ON THE AGENDA OF THE GENERAL MEETING)

The Board of Directors proposes that the Annual General Meeting adopts the financial statements and the consolidated financial statements.

Oulu, 31 March 2026

The Board of Directors



2 PROPOSAL BY THE BOARD OF DIRECTORS REGARDING THE USE OF THE PROFIT SHOWN ON THE BALANCE SHEET AND THE PAYMENT OF DIVIDEND (ITEM 8 ON THE AGENDA OF THE GENERAL MEETING)

The parent company's distributable funds on 31 December 2025 were EUR 113,366,682, of which the profit for the financial year is EUR 1,629. The Board of Directors proposes to the Annual General Meeting that a dividend of EUR 0.15 per share be paid based on the balance sheet to be adopted for the financial year ended 31 December 2025. The dividend will be paid to a shareholder who, on the record date for the dividend payment, 24 April 2026, is registered in the shareholders' register maintained by Euroclear Finland Ltd. The Board of Directors proposes that the dividend payment date be 4 May 2026.

Furthermore, the Board of Directors proposes that the Annual General Meeting authorize the Board of Directors to decide, at its discretion, on the payment of an extraordinary dividend of EUR 0.15 per share, by 30 September 2026. The Board of Directors expects that this discretionary extraordinary dividend will be paid, unless there is a significant change in the business environment during the year 2026. The company will publish any possible decisions on dividend payment by the Board of Directors separately and simultaneously confirm the dividend record and payment dates.

Oulu, 31 March 2026

The Board of Directors



3 PROPOSAL BY THE BOARD OF DIRECTORS REGARDING CONSIDERATION OF THE REMUNERATION REPORT FOR GOVERNING BODIES (ITEM 10 ON THE AGENDA OF THE GENERAL MEETING)

The remuneration report for governing bodies will be available no later than on 31 March 2026 on the company's website <https://www.bittium.com/investors/corporate-governance/remuneration>.

The Board of Directors proposes that the Annual General Meeting approves the Company's remuneration report for governing bodies for the financial year 2025. The general meeting's resolution on the approval of the remuneration report is advisory.

Oulu, 31 March 2026

The Board of Directors



4 PROPOSAL BY THE SHAREHOLDERS FOR REMUNERATION OF THE BOARD OF DIRECTORS (ITEM 11 ON THE AGENDA OF THE GENERAL MEETING)

The three largest owner-registered shareholders and the companies controlled by them, representing in total approximately 14.41 percent of the voting rights of the company's shares, propose to the Annual General Meeting that the remunerations be increased and that the following monthly remuneration be paid to the members of the Board of Directors to be elected for the term ending at the end of the next Annual General Meeting (current remuneration in parentheses): EUR 4,400 (EUR 3,150) to the Chairman of the Board of Directors and EUR 2,500 (EUR 1,800) to the other members of the Board of Directors. In addition, the members of the Board of Directors are entitled to a fee for attending Board meetings as follows: Chairman of the Board EUR 1,000 (EUR 875) per meeting and other members of the Board of Directors EUR 600 (EUR 500) per meeting. In addition, the members of the Board of Directors are entitled to a fee for attending the meetings of the Board committees as follows: the Chairman of the Committee EUR 750 (EUR 600) per meeting and the other members of the Committee EUR 500 (EUR 400) per meeting.

50% of the total monthly remuneration of the members of the Board of Directors will be paid in a single instalment through a share issue of the company's treasury shares, directed to the members of the Board of Directors six business days after the publication of the company's business review for 1 January – 30 September 2026 and the valuation of which is based on the five trading-day volume-weighted average price of the Bittium Oyj share on Nasdaq Helsinki following the publication of the company's business review for 1 January – 30 September 2026.

The above-mentioned shareholders and the companies controlled by them further propose that the travel expenses of the members of the Board of Directors be compensated in accordance with the company's travel policy.

Oulu, 31 March 2026



5 PROPOSAL BY THE SHAREHOLDERS FOR COMPOSITION OF THE BOARD OF DIRECTORS (ITEMS 12 AND 13 ON THE AGENDA OF THE GENERAL MEETING)

The three largest owner-registered shareholders and the companies controlled by them, who in total represent approximately 14.41 per cent of the voting rights of the company's shares, propose to the Annual General Meeting that the number of members of the Board of Directors be confirmed as six (6).

The three largest owner-registered shareholders and the companies controlled by them, who in total represent approximately 14.41 per cent of the voting rights of the company's shares, propose to the Annual General Meeting that for a term of office ending at the end of the next Annual General Meeting following the election, Erkki Veikkolainen, Riitta Tiuraniemi, Veli-Pekka Paloranta, Pekka Kemppainen, Jukka Harju and Raimo Jyväsjärvi be re-elected as members of the Board of Directors. The shareholders take a position on the composition of the Board of Directors as a whole.

All candidates for the Board of Directors are independent of the company's significant shareholders. With the exception of Raimo Jyväsjärvi, all candidates for the Board of Directors are independent of the company.

The candidates for the Board of Directors and the assessment of their independence are presented on the company's website <https://www.bittium.com/investors/corporate-governance/board-of-directors/>.

Oulu, 31 March 2026



6 PROPOSAL BY THE BOARD OF DIRECTORS FOR THE REMUNERATION OF THE AUDITOR (ITEM 14 ON THE AGENDA OF THE GENERAL MEETING)

Based on the recommendation of the Audit Committee of the Board of Directors, the Board of Directors proposes that the remuneration of the auditor to be elected be paid according to the auditor's reasonable invoice.

Oulu, 31 March 2026

The Board of Directors



7 PROPOSAL BY THE BOARD OF DIRECTORS FOR THE ELECTION OF AUDITOR (ITEM 15 ON THE AGENDA OF THE GENERAL MEETING)

Based on the recommendation of the Audit Committee of the Board of Directors, the Board of Directors proposes that audit firm PricewaterhouseCoopers Oy be elected as the auditor for the term of office ending at the end of the Annual General Meeting following the election. PricewaterhouseCoopers Oy has announced that APA Sami Posti would continue as the principal auditor.

Oulu, 31 March 2026

The Board of Directors



8 PROPOSAL BY THE BOARD OF DIRECTORS FOR THE REMUNERATION FOR THE ASSURANCE OF THE CORPORATE SUSTAINABILITY REPORTING (ITEM 16 ON THE AGENDA OF THE GENERAL MEETING)

Based on the recommendation of the Audit Committee of the Board of Directors, the Board of Directors proposes to the Annual General Meeting that the remuneration of the sustainability reporting assurance provider be paid according to the assurance firm's invoice approved by the company, provided that the sustainability report is prepared.

Oulu, 31 March 2026

The Board of Directors



9 PROPOSAL BY THE BOARD OF DIRECTORS FOR THE ELECTION OF THE ASSURANCE FIRM FOR THE CORPORATE SUSTAINABILITY REPORTING (ITEM 17 ON THE AGENDA OF THE GENERAL MEETING)

Based on the recommendation of the Audit Committee of the Board of Directors, the Board of Directors proposes to the Annual General Meeting that the audit firm PricewaterhouseCoopers Oy be elected for the assurance of the corporate sustainability reporting for a term ending at the end of the next Annual General Meeting. PricewaterhouseCoopers Oy has announced that APA Tiina Puukkoniemi would continue as the principal assurer.

In connection with the proposed national legislative amendment relating to the directive amending the European Union's sustainability reporting obligations, the sustainability reporting obligations in force on the date of this notice to the Annual 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 conditional so that the election shall only become effective if the Company is, pursuant to the applicable legislation at the end of the financial year 2026, obligated to prepare a sustainability report for the financial year 2026 and to obtain assurance thereof.

Oulu, 31 March 2026

The Board of Directors



10 PROPOSAL BY THE BOARD OF DIRECTORS REGARDING AUTHORIZATION OF THE BOARD OF DIRECTORS TO DECIDE ON THE REPURCHASE OF OWN SHARES (ITEM 18 ON THE AGENDA OF THE GENERAL MEETING)

The Board of Directors proposes to the Annual General Meeting that the Board of Directors be authorized to decide on the repurchase of the company's own shares as follows.

The number of own shares to be repurchased shall not exceed 3,500,000 shares, which corresponds to approximately 9.80 per cent of all the shares in the company. Based on the authorization, the company's own shares may only be repurchased with unrestricted equity.

The company's own shares may be repurchased at a price formed in public trading on the date of the repurchase or otherwise at a price formed on the market.

The Board of Directors decides on how the shares will be repurchased. Among other things, derivatives may be used in the acquisition. Own shares may be repurchased otherwise than in proportion to the shareholdings of the shareholders (directed repurchase).

The authorization revokes the authorization given by the Annual General Meeting on 7 May 2025 to decide on the repurchase of the company's own shares. The authorization is valid until 30 June 2027.

Oulu, 31 March 2026

The Board of Directors



11 PROPOSAL BY THE BOARD OF DIRECTORS REGARDING AUTHORIZATION OF THE BOARD OF DIRECTORS TO DECIDE ON THE ISSUANCE OF SHARES AS WELL AS THE ISSUANCE OF SPECIAL RIGHTS ENTITLING TO SHARES (ITEM 19 ON THE AGENDA OF THE GENERAL MEETING)

The Board of Directors proposes to the Annual General Meeting that the Board of Directors be authorized to decide on the issuance of shares and the issuance of special rights entitling to shares referred to in Chapter 10, section 1 of the Finnish Limited Liability Companies Act as follows.

The number of shares to be issued based on the authorization shall not exceed 3,500,000 shares in total, which corresponds to approximately 9.80 per cent of all the shares in the company.

The Board of Directors decides on all the terms and conditions of the issuance of shares and special rights entitling to shares. The authorization concerns both the issuance of new shares and the treasury shares held by the company. The issuance of shares and special rights entitling to shares may deviate from the shareholders' pre-emptive subscription rights (directed issue).

The authorization revokes the authorization given by the Annual General Meeting on 7 May 2025 to decide on the issuance of shares and the issuance of special rights entitling to shares referred to in Chapter 10, section 1 of the Finnish Limited Liability Companies Act. The authorization is valid until 30 June 2027.

Oulu, 31 March 2026

The Board of Directors