

DOVRE GROUP PLC'S SHAREHOLDERS' PROPOSALS FOR THE ANNUAL GENERAL MEETING TO BE HELD ON APRIL 4, 2024

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

The shareholders representing over 20% of the total shares in the Company have indicated to propose to the AGM that the annual remuneration payable to the Board members shall be as follows: The Chairman of the Board is paid EUR 40,000, the Vice Chairman of the Board EUR 33,000, and each other member of the Board EUR 25,000.

In addition, it is proposed that reasonable travel expenses incurred by the Board members be compensated according to the actual costs.

The remuneration of the members of the Board of Directors shall be paid in cash.

Resolution on the number of members of the Board of Directors

The shareholders representing over 20% of the total shares in the Company have indicated to propose to the AGM that the number of Board members be four (4).

Election of the members of the Board of Directors

The shareholders representing over 20% of the total shares in the Company have indicated to propose to the AGM that current members of the Board, Ilari Koskelo, Antti Manninen, Sanna Outa-Ollila and Svein Stavelin be re-elected as members of the Board.