

Item 9, Board Fees

What comparison group do you use to determine the level of fees? According to our service provider, the level of remuneration is significantly higher than the domestic comparison group, but an international comparison group would probably be more relevant to you.

We would also like to comment that we consider cash or direct stock awards instead of options to be recommended as a reward for the Board on the listed side. In this regard, we would be interested to hear if you may have a transition plan to opt out of the stock option plan.

Answers: The company's largest shareholders have made proposals for the composition and compensation of the Board of Directors. According to the assessment of these shareholders, the company needs a chairman of the board who is able to allocate 1-2 days a week to resolve strategic issues with the management and the rest of the board, and to act as an active daily sparrer for management. These shareholders used as a reference group to reward the boards of companies aiming for strong growth at the workload level required by the position of the company's chairman of the board. These shareholders are aware that while the remuneration is at an international level, it is exceptionally high compared to Finnish or Nordic companies, and these companies were not used as reference material.

In fact, the company's largest shareholders see stock option incentives as a good way to compensate both the Board and possibly the company's management in the future. Option incentives reward the increase in the value of a share and encourage the option holder to invest in the company when he subscribes for the company's shares with options. The stock option program is also relatively simple to administer for a small company.

In addition, the persons nominated to the Board of Directors who represent the company's largest shareholders (Juha Mikkola, Timo Ahopelto, Heikki Länsisyrjä and Jukka Virkkunen) will not increase their own Board remuneration. This lowers the total cost of the Board to the company, which has also been taken into account in determining the remuneration of the Chairman of the Board.

Item 11, Election of the Board

Is Jukka Tapani Bergqvist independent of the company and its major shareholders?

Answer: Jukka Tapani Bergqvist is independent of the company and its major shareholders.

Item 12, Auditors' fees

Do you have any additional information on what the non-actual audit fees have been? We assume that these are related to the listing, but it is a good idea to record the additional information in the financial statements, for example, in the additional information other services.

Answer: Non-actual audit fees are related to the company's listing in 2021.