

## ASIAKASTIETO GROUP PLC ANNUAL GENERAL MEETING 2020

### SHAREHOLDERS' NOMINATION BOARD'S PROPOSALS TO THE ANNUAL GENERAL MEETING 2020

1. The Shareholders' Nomination Board proposes that the number of Board members be six (6).
2. The Shareholders' Nomination Board proposes that Petri Carpén, Patrick Lapveteläinen, Carl-Magnus Månsson, Martin Johansson and Tiina Kuusisto be re-elected as the members of the Board of Directors for the term that will continue until the close of the next Annual General Meeting. In addition, the Shareholders' Nomination Board proposes that Minna Parhiala be elected as a new member of the Board of Directors for the same term.

The Shareholders' Nomination Board has evaluated that all candidates are independent of the company and all, except Patrick Lapveteläinen and Martin Johansson, are independent of the significant shareholders in accordance with Corporate Governance Code 2020 of Finnish Listed Companies.

Patrick Lapveteläinen and Martin Johansson are not independent of the company's significant shareholders as they have employment relationships with significant shareholders.

3. The Shareholders' Nomination Board proposes that the remuneration payable to the Board of Directors Chairperson be 51 000 euros per year and to other Board members 36 000 euros per year. An attendance fee of 500 euros shall be paid per Board of Directors meeting.

The Shareholders' Nomination Board proposes that chairpersons of Board of Directors Committees shall be paid an attendance fee of 500 euros and the committee members shall be paid an attendance fee of 400 euros per committee meeting.

4. The Shareholders' Nomination Board proposes that reasonable travelling expenses for the attendance to the meetings shall be paid to members.
5. The Shareholders' Nomination Board proposes that no remuneration will be paid to the Nomination Board members. The Shareholders' Nomination Board proposes that reasonable travelling expenses for the attendance to the meetings shall be paid to members.

6. The Board proposes that the aforementioned proposed remuneration will become effective immediately after the next Annual General Meeting of the company.