

**ENENTO GROUP PLC  
ANNUAL GENERAL MEETING 2021****SHAREHOLDERS' NOMINATION BOARD'S PROPOSALS  
TO THE ANNUAL GENERAL MEETING 2021**

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, Minna Parhiala, 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 Erik Forsberg 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 52 000 euros per year and to other Board members 36 750 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.

7. The Board proposes that the Charter of the Shareholders Nomination Board point 2. will be amended to be as follows:

### **2. Composition and Election of the Nomination Board**

The Nomination Board consists of four members, three of which represent the Company's three largest shareholders who, on 30 September preceding the next Annual General Meeting, hold the largest number of votes calculated of all shares in the Company. The Chairperson of the Board of Directors shall, as expert member, be member of the Nomination Board.