

Proposals of the Shareholders' Nomination Board to Aspocomp's 2023 Annual General Meeting

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

The Shareholders' Nomination Board proposes to the Annual General Meeting that the amount of remuneration payable to the Board of Directors remain the same as in the ending term and that Board Members be thus compensated as follows: EUR 30,000 for the chairman of the Board of Directors, EUR 20,000 for the vice chairman, and EUR 15,000 for each of the other members in remuneration for their term of office. The Nomination Board further proposes that EUR 1,000 be paid as remuneration per meeting to the chairman and that the other members be paid EUR 500 per meeting of the Board and its committees. The Nomination Board also proposes that the members of the Board of Directors be reimbursed for reasonable travel costs.

Resolution on the number of members of the Board of Directors

The Shareholders' Nomination Board proposes to the Annual General Meeting that four (4) members be elected to the Board of Directors.

Election of members of the Board of Directors

The Shareholders' Nomination Board proposes to the Annual General Meeting that the current members of the Board of Directors Ms. Päivi Marttila, Ms. Kaarina Muurinen, Mr. Jukka Huuskonen and Mr. Anssi Korhonen be re-elected as members to the Board of Directors. In accordance with the Articles of Association of the company, the term of office of the members of the Board of Directors ends at the closing of the next Annual General Meeting following the election.

The said director nominees have given their consents to the election.

The nominees' personal details are available on the company's website www.aspocomp.com.

In accordance with the Articles of Association the Board of Directors elects its chairman from among its members. The Nomination Board proposes to the inaugural meeting of the Board of Directors to be held after the Annual General Meeting that Ms. Päivi Marttila is re-elected as chairman of the Board of Directors.

The Nomination Board has assessed the director nominees' independence against the independence criteria of the Finnish Corporate Governance Code. According to the evaluation carried out by the Nomination Board, all director nominees are independent of the company's significant shareholders. The Nomination Board has also assessed that all nominees are independent of the company.

Shareholders' Nomination Board