

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

Shareholders who jointly represent more than 70 per cent of voting rights in the company have notified the company that they will propose to the Annual General Meeting that remuneration paid to the members of the Board of Directors remain unchanged. It will be proposed that the Chair of the Board receive EUR 6,500 per month, the Vice Chair EUR 3,750 euro per month, and other members of the Board EUR 3,000 per month. In addition, it will be proposed that the Chair receive an attendance allowance of EUR 950 per meeting, and other members of the Board EUR 650 per meeting. The attendance allowance for committee meetings shall be EUR 650 per meeting. It will be proposed that travel expenses be reimbursed in accordance with the company's travel regulations.

Resolution on the number of members of the Board of Directors

Shareholders who jointly represent more than 57 per cent of voting rights in the company have notified the company that they will propose to the Annual General Meeting a Board of Directors comprising six (6) members.

Election of the members of the Board of Directors

Shareholders who together represent more than 57 per cent of voting rights in the company propose to the Annual General Meeting that the Annual General Meeting address the proposal for the election of the members of the Board of Directors as a whole. The proponents have evaluated the composition of the Board from the perspective of the requirements of the Corporate Governance Code, both as a whole and with regard to individual member candidates. The proponents consider that in addition to the excellent expertise and experience of the member candidates complementing each other, the Board of Directors meets the requirements of the Corporate Governance Code.

The proponents have notified the company that they will propose at the Annual General Meeting that former members be re-elected to the Board of Directors until the next Annual General Meeting: Hortling Nora, Heinonen Lasse, Nummela Juho, Paltola Päivi and Ståhlberg Christian; and Tarmo Noop as a new member.

The proposed new board member Tarmo Noop has almost 30 years of experience in expert and management positions in the grocery trade and the brewing industry in the Baltic countries. He has worked as the Managing Director of AS A. Le Coq, a subsidiary of Olvi plc, for 24 years. Noop is an Executive MBA.