

LEHTO GROUP PLC

ANNUAL GENERAL MEETING 19 JUNE 2024

PROPOSALS OF THE SHAREHOLDERS' NOMINATION COMMITTEE TO THE GENERAL MEETING

DECISION ON BOARD MEMBERS' REMUNERATION

The shareholders' nomination committee proposes to the general meeting that the members of the board of directors are paid an annual fee consisting of a cash consideration and a share compensation as follows:

- for the chairman of the board EUR 18 000 in cash and 80 000 shares
- for the deputy chairman and the member of the board EUR 12 000 and 80 000 shares.

The remuneration paid in shares is proposed to be paid in such a way that shares held by the Company or new shares issued by the Company are handed over to the board members free of charge, or alternatively the Company's shares are acquired on a regulated market (Nasdaq Helsinki Oy) at the price formed in public trading directly in the name and account of the board member.

The board member must hold the shares for at least the duration of the board term and six months after that.

It is not proposed to pay the board members a separate meeting fee. The meeting fees for the members of the board's committees are proposed to be:

- 600 euros per meeting for the chairman of the committee
- 400 euros per meeting for committee members.

Reasonable travel costs arising from meetings of the board and board committees are reimbursed in accordance with the instructions of the tax administration, so that the meeting fees include a daily allowance.

DECISION ON THE NUMBER OF BOARD MEMBERS

The shareholders' nomination committee proposes that Board of Directors consist of four (4) members.

ELECTION OF BOARD MEMBERS

The shareholders' nomination committee proposes that Mr Hannu Lehto and Mr Jani Nokkanen are re-elected as board members in accordance with their consent.

Ms Tarja Teppo and Mr Timo Okkonen are proposed to be elected as new members to the board according to their consent.

Tarja Teppo

D.Sc (Technology) Tarja Teppo (b. 1972) has more than 20 years of experience working with growth companies in the energy and clean technology sector. Teppo is one of the founders of Cleantech Invest (Nasdaq First North Helsinki listing in 2014). Now Teppo is developing Action Energy Finance founded by her in 2021, which focuses on the project financing of energy and resource efficiency projects. Tarja Teppo's strengths are in the development of energy technology growth companies, financing arrangements and fundraising.

Timo Okkonen

D.Sc (Technology) Timo Okkonen (s. 1965) has previously worked as COO at Fennovoima Oy and CEO at Inspecta Oy. Okkonen currently works as an entrepreneur and management advisor

in many nuclear energy projects in Sweden and Finland. Timo Okkonen's strengths are in business strategy, change management and digital solutions. Okkonen knows well the development prospects of the energy sector and the field of authorities.

The new board member candidates are independent of the company and its significant shareholders.

Eero Sihvonen has informed the shareholders' nomination committee that he is no longer available for the position of a board member after the general meeting.