

LEHTO GROUP PLC, ANNUAL GENERAL MEETING 22 MAY 2025

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 possible 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 three (3) members.

ELECTION OF BOARD MEMBERS

The shareholders' nomination committee proposes that Mr Timo Okkonen, Ms Tarja Teppo and Mr Hannu Lehto are re-elected as board members in accordance with their consent.

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

With the exception of Hannu Lehto, the persons proposed to the Board of Directors are independent of the company and its significant shareholders.