

Shareholders' proposals to the annual general meeting to be held on 21 April 2021

RESOLUTION ON THE REMUNERATION OF THE MEMBERS OF THE BOARD OF DIRECTORS AND PAYMENT OF TRAVEL EXPENSES

Shareholders representing a total of approximately 49.6% of the shares and votes in the company on the date of the notice convening the general meeting propose that remuneration be paid to the members of the board of directors for a term that ends at the end of the first annual general meeting following the election as follows: the annual remuneration of the chairperson of the board of directors is EUR 40,000, the annual remuneration of the deputy chairperson is EUR 30,000 and the annual remuneration of the other members of the board is EUR 20,000.

No separate meeting fees are proposed to be paid. Notwithstanding the above, if the company's board of directors decides to establish a separate audit committee, the chairman of the committee is proposed to be paid a meeting fee of EUR 800 per meeting and its members EUR 400 per meeting.

Travel expenses are proposed to be paid according to the company's travel policy.

RESOLUTION ON THE NUMBER OF MEMBERS OF THE BOARD OF DIRECTORS

Shareholders representing a total of approximately 49.6% of the shares and votes in the company on the date of the notice convening the general meeting propose that six members be elected to the board of directors.

ELECTION OF THE CHAIRPERSON, DEPUTY CHAIRPERSON AND MEMBERS OF THE BOARD OF DIRECTORS

Shareholders representing a total of approximately 49.6% of the shares and votes in the company on the date of the notice convening the general meeting propose that the current members of the board of directors Timo Laine, Petri Olkinuora, Mika Niemi, Mia Ahlström, Tomi Terho and Saku Tuominen be re-elected for a term that ends at the end of the first annual general meeting following the election.

The aforementioned shareholders also propose that Timo Laine be elected as the chairperson of the board and Petri Olkinuora as the deputy chairperson.

The candidates have consented to being elected.

The profiles of the proposed people are available on the company's website at <https://www.noho.fi/en/investors/annual-general-meeting-2021/>.