

NOHO PARTNERS PLC

28 MARCH 2022

SHAREHOLDERS' PROPOSALS TO THE ANNUAL GENERAL MEETING TO BE HELD ON 27 APRIL 2022

DECIDING ON THE REMUNERATION AND TRAVEL EXPENSES OF THE MEMBERS OF THE BOARD OF DIRECTORS

Shareholders representing a total of approximately 49.2% 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 proposal to pay separate attendance allowances. As an exception to the above, if the Board of Directors decides to establish separate committees, it is also proposed that a separate remuneration per meeting be paid to the persons elected to the committee as follows: to the Chairman EUR 800 and to the members EUR 400.

It is proposed that travel expenses be reimbursed in accordance with the company's travel rules.

DECIDING ON THE NUMBER OF THE MEMBERS OF THE BOARD OF DIRECTORS

Shareholders who, on the publication date of the notice of the Annual General Meeting, represent approximately 49.2 per cent of the shares and votes in the company, propose that six members be elected to the Board of Directors.

ELECTION OF THE CHAIRMAN, VICE-CHAIRMAN AND THE MEMBERS OF THE BOARD OF DIRECTORS

Shareholders who, on the publication date of the notice of the Annual General Meeting, represent approximately 49.2 per cent of all shares and votes in the company propose that the current members of the Board of Directors, Timo Laine, Petri Olkinuora, Mika Niemi and Mia Ahlström, be re-elected as members of the Board of Directors for a term of office concluding at the end of the first Annual General Meeting following the election.

The same shareholders propose that Yrjö Närhinen and Kai Seikku be elected as new members of the Board of Directors for the same term. The shareholders consider the proposed persons to be independent of the company and its major shareholders.

In addition, the aforementioned shareholders propose that Timo Laine be elected as Chairman of the Board of Directors and Yrjö Närhinen as Vice-Chairman.

The candidates have consented to being elected.

The proposed members of the Board of Directors have informed the company that if they are elected, they will establish an Audit Committee, electing Kai Seikku as its Chairman, and a Nomination and Remuneration Committee, electing Yrjö Närhinen as its Chairman.

Introductions of the proposed persons can be found on the company's website at:
www.noho.fi/en/proposed-members-of-the-board-of-directors-2022