



Proposals of Kojamo Plc's Board of Directors and the Shareholder's Nomination Board to the Annual General Meeting to be held on 16 March 2022

The Board of Director's proposal of the use of the profit shown on the balance sheet and the payment of dividend and the authorization to decide on distribution of dividend

The Board of Directors proposes to the Annual General Meeting that a dividend of EUR 0.38 per share be paid from the distributable funds of Kojamo plc based on the balance sheet to be adopted for the financial year 2021. Dividend shall be paid to shareholders who on the record date of the dividend payment of 18 March 2022 are recorded in the company's shareholders' register maintained by Euroclear Finland Ltd. The dividend will be paid on 5 April 2022.

The Board of Directors further proposes that the Board of Directors be authorized to resolve in its discretion on the payment of dividend as follows:

The amount dividend to be paid based on the authorization shall not exceed EUR 1.00 per share. The authorization is valid until 31 December 2022. Unless the Board of Directors decides otherwise for a justified reason, the authorization will be used to pay dividend one time during the period of validity of the authorization. The company shall make separate announcement of such resolution and confirm the final record and payment dates in such announcement.

The dividend to be paid based on a resolution of the Board of Directors will be paid to a shareholder registered in the company's shareholders' register maintained by Euroclear Finland Ltd on the dividend record date.

The Shareholders' Nomination Board's proposal of the remuneration of the members of the Board of Directors

The Shareholders' Nomination Board proposes that Members of the Board to be elected in the Annual General Meeting will be paid the following annual fees for the term ending at the close of the Annual General Meeting in 2023:

- Chairman of the Board EUR 69,000
- Vice Chairman of the Board EUR 41,500
- other Members of the Board EUR 35,000 and
- Chairman of the Audit Committee EUR 41,500.

The Members of the Board are paid only one annual fee according to their role so that no duplicative fees will be paid. In addition, the Nomination Board proposes that an attendance allowance of EUR 600 be paid for each meeting and an attendance allowance of EUR 600 be paid also for Committee meetings.

The Nomination Board proposes the annual fee to be paid as the company's shares and cash so that approximately 40 per cent of the annual fee will be paid as Kojamo plc's shares



and the rest will be paid in cash. The shares will be purchased in the name and on behalf of the Members of the Board. The company will pay any transaction costs related to the purchase of the company shares. The shares in question can't be transferred earlier than two years from the transaction or before the term of the Member of the Board has ended, depending which date is earlier. The shares shall be purchased within two weeks of the publication of Kojamo plc's Interim Report for 1 January – 31 March 2022.

The Shareholders' Nomination Board's proposal of the number of members of the Board of Directors

The Shareholders' Nomination Board proposes that for the term ending at the close of the Annual General Meeting in 2023, the number of the members of the Board of Directors to remain the same and to be seven (7).

The Shareholders' Nomination Board's proposal of the members and Chairman of the Board of Directors

The Nomination Board proposes Mikael Aro to be elected as Chairman of the Board, and the current members Matti Harjuniemi, Anne Leskelä, Mikko Mursula, Reima Rytsölä and Catharina Stackelberg-Hammarén and, as a new member, Kari Kauniskangas to be elected as members of the Board of Directors. A presentation of the proposed new member of the Board is attached to this notice.

Minna Metsälä will leave Kojamo's Board of Directors.

All candidates have consented to being elected and are independent of the company. The members are also independent of the company's major shareholders.

The Board of Director's proposal of the remuneration of the Auditor

On the recommendation of the Audit Committee, the Board of Directors proposes to the Annual General Meeting that the Auditor's fees be paid according to the Auditor's reasonable invoice approved by the company.

The Board of Director's proposal of Auditor

Based on the recommendation of the Audit Committee, the Board of Directors proposes to the Annual General Meeting that KPMG Oy Ab, authorised public accountants, be re-elected as the company's Auditor for the term ending at the close of the next Annual General Meeting. KPMG Oy Ab has announced that it will appoint Esa Kailiala, APA, as the principally responsible auditor.

The Board of Director's proposal of authorising the Board of Directors to decide on the repurchase and/or on the acceptance as pledge of the company's own shares

acceptance as pledge of the company's own shares

The Board of Directors proposes that the Annual General Meeting authorises the Board of Directors to decide on the repurchase and/or on the acceptance as pledge of an aggregate maximum of 24,714,439 of the company's own shares. The proposed amount of shares corresponds to approximately 10 per cent of all the shares of the company.



Own shares may be repurchased on the basis of this authorisation only by using unrestricted equity. Own shares can be repurchased at a price formed in trading on a regulated market on the date of the repurchase or otherwise at a price formed on the market. The Board of Directors is entitled to decide how shares are repurchased and/or accepted as pledge. Own shares may be repurchased otherwise than in proportion to the shares held by the shareholders (directed repurchase).

The authorisation shall be in force until the close of the next Annual General Meeting, however no longer than until 30 June 2023.

The authorisation cancels the authorisation given to the Board of Directors by the Annual General Meeting on 17 March 2021 to decide on the repurchase and/or on the acceptance as pledge of the company's own shares.

The Board of Director's proposal of authorising the Board of Directors to decide on the issuance of shares and the issuance of special rights entitling to shares

The Board of Directors proposes that the Annual General Meeting authorises the Board of Directors to decide on the issuance of shares and the issuance of special rights entitling to shares referred to in Chapter 10, Section 1 of the Companies Act as follows:

The number of shares to be issued on the basis of this authorisation shall not exceed an aggregate maximum of 24,714,439 shares, which corresponds to approximately 10 per cent of all the shares of the company. This authorisation applies to both the issuance of new shares and the conveyance of own shares held by the company.

The Board of Directors is entitled to decide on all terms of the issuance of shares and of special rights entitling to shares. The issuance of shares and of special rights entitling to shares may be carried out in deviation from the shareholders' pre-emptive rights (directed issue).

The authorisation shall be in force until the close of the next Annual General Meeting, however no longer than until 30 June 2023.

The authorisation cancels the authorisation given to the Board of Directors by the Annual General Meeting on 17 March 2021 to decide on the issuance of shares as well as special rights entitling to shares.

In Helsinki, 17 February 2022

Kojamo plc

The Board of Directors