

## Proposals of the Shareholders' Nomination Board to the General Meeting

### **Remuneration of the members of the Board of Directors**

The Shareholders' Nomination Board proposes that the elected members of the Board of Directors be paid the following remuneration for the term of office that begins at the end of the General Meeting and ends at the end of the next Annual General Meeting:

- The chairman of the Board of Directors be paid an annual remuneration of EUR 35,000; and
- The member of the Board of Directors be paid an annual remuneration of EUR 20,000.

The Nomination Board proposes that the annual remuneration of the Board members be paid in company shares and in cash, so that approximately 30% of the annual remuneration amount is used to acquire company shares for the Board members and the rest is paid in cash. The company is responsible for the costs and transfer tax arising from the acquisition of the shares. The company's shares will be acquired within two (2) weeks after the company's interim report for the period 1 January - 30 June 2023 has been published.

In addition, a meeting remuneration of EUR 300 is proposed for each physical Board meeting per member who attended the meeting.

The Nomination Board proposes that the annual remuneration for the Board member's work in the Board-appointed ESG Committee, the Audit Committee and the Technology and Safety Committee is EUR 2,500 per Board member per committee where the Board member serves. EUR 5,000 is proposed as the annual remuneration of the chairman of the committees.

Annual remunerations for committees and meeting remunerations for Board meetings are paid in cash.

### **The number of members of the Board of Directors**

The Shareholders' Nomination Board proposes that five (5) members be elected to the Board of Directors.

### **Election of members of the Board of Directors**

The Shareholders' Nomination Board proposes that the current members of the Board of Directors Jukka-Pekka Joensuu, Jeremy Read, Eeva Ruohonen, Markus Ekberg ja Jukka Jokela be re-elected. The term of office of the members of the Board of Directors ends at the closing of the Annual General Meeting 2024 following the election. All proposed members have indicated their availability.

The Shareholders' Nomination Board has taken into account the requirements set by Endomines Finland Plc's operations and the principles regarding diversity when preparing the composition of the Board of Directors.

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The Shareholders' Nomination Board recommends to the organizing meeting of the Board of Directors that Jukka-Pekka Joensuu be re-elected as chairman of the Board of Directors.

## Introduction of the Board members



**Jukka-Pekka Joensuu**  
(b. 1966)

Chairman of the Board since 2022. Board member since 2021.  
Independent of the Company and its significant shareholders.

### Education

- LL.M., University of Turku.

### Experience

- Partner, at Eversheds Sutherland since 2018.
- Executive VP & Deputy CEO, Cinia Group Oy 2014–2017.
- Partner, COO PriceWaterhouseCoopers Oy 2009–2014.

Holdings in Endomines Finland Plc: 0 shares.



**Jeremy Read**  
(b. 1959)

Board member since 2019, Chairman of the Audit Committee.  
Independent of the Company and its shareholders.

### Education

- B.Sc (Economics), University of Bath.

### Experience

- CEO of Wentworth Family Office since 2012.
- A Director of a number of investee companies in a range of jurisdictions and sectors.

Holdings in Endomines Finland Plc: 0 shares.



## **Eeva Ruokonen**

(b. 1960)

Board member since 2021.

Member of the Remuneration committee.

Independent of the Company and its significant shareholders.

### Education

- D.Sc. (Tech).
- M.Sc. (Tech) mining engineering, Helsinki University of Technology.
- Lic.Sc. (Tech.) mineral processing, Helsinki University of Technology.
- MBA (diploma), University of Oulu.

### Experience

- 30+ years of experience in the mining and metallurgical industries.
- Member of Advisory Group at Nordic Talc Oy since 2020.
- Board Member at Finnish Minerals Group and Chairman of the Responsibility Committee 2018 –
- Independent consultant 2014 –
- Director, Sustainable Development, Talvivaara Mining Company 2010–2015.
- Several managerial positions at ABB, Boliden, Outokumpu 1990–2010.

Holdings in Endomines Finland Plc: 1474 shares.



## **Markus Ekberg**

(b. 1957)

Board member since 2021.

Chairman of the Technical Committee.

Independent of the Company and its significant shareholders.

### Education

- M.Sc. Geology and Mineralogy, University of Turku.
- Eurogeologist, Qualified Person in accordance with JORC and NI 43–101 codes.

### Experience

- Co-owner, chairman and CEO of FinnCobalt Oy since 2018/2020.
- CEO of Endomines AB 2009–2017.
- Various managerial positions in Outokumpu Group and other mining companies in Finland, Norway, Australia, and Ireland in 1985–2009.

Holdings in Endomines Finland Plc: 2000 shares.



**Jukka Jokela**

(b. 1954)

Board member since 2022.

Member of the Committee on Technology and Safety.

Independent of the company and its significant shareholders.

## Education

- M.Sc. Geology and Mineralogy, University of Turku.

## Experience

- Founder and CEO, Joexco Oy since 2021.
- Senior advisor FinEx Metals since 2022.
- Project manager and CEO, senior advisor, Anglo American Sakatti Oy 2014–2021.
- Vice President, CEO, Director of Mineral Exploration, Northland Resources S.A., Northland Mines Oy, Northland Exploration Finland Oy, 2008–2014.
- Several management positions in ore exploration at Outokumpu and other mining companies in Finland and Norway between 1994 and 2008.
- Extensive experience in mine development projects, mineral exploration, ESG, cooperation with authorities and stakeholder groups in the Nordic countries.

Holdings in Endomines Finland Plc: 0 shares.