

Endomines Finland Plc's Shareholders' Nomination Board's proposals for the composition and remuneration of the Board of Directors

The Endomines Finland Plc's Shareholders' Nomination Board proposes the following to the Annual General Meeting to be held on 7 May 2024.

Number of members of the Board of Directors

The Shareholders' Nomination Board proposes to the Annual General Meeting that the number of members of the Board of Directors shall be confirmed to be five (5).

Composition of the Board of Directors

The Nomination Board proposes that the current Board members Jukka-Pekka Joensuu, Eeva Ruokonen, Jeremy Read, Jukka Jokela, and Markus Ekberg be re-elected as members of the Board of Directors for the term of office ending at the close of the Annual General Meeting 2025.

Following Endomines Finland Plc's corporate governance policy, the Board of Directors elects a chair among its members. The Nomination Board proposes that Jukka-Pekka Joensuu be elected as the Chairman of the Board.

All the proposed board members have given their consent. The Nomination Board has assessed all candidates independent of the company and its major shareholders.

The CVs, photographs, and assessment of the independence of the current members of the Board of Directors are available on the company's website at <https://endomines.com/en/for-investors/governance/board-of-directors/>.

The Nomination Board has taken into account the diversity policy of the Board of Directors and the requirement for candidates to have sufficient knowledge and experience in the areas of the company's business and operations.

Remuneration of the Board of Directors

The Shareholders' Nomination Board proposes that the annual remuneration of the Board members be as follows, in accordance with the previous year's Board remuneration:

- Chairman of the Board of Directors EUR 35,000
- Member of the Board of Directors EUR 20,000

The Nomination Board proposes that the annual remuneration of the members of the Board of Directors shall be paid in company shares and cash, with approximately 30% of the annual remuneration being used to acquire company shares for the members of the Board of Directors and the remaining amount being paid in cash. The company will bear the costs of acquiring the shares and the transfer tax. The shares will be acquired within two (2) weeks after the publication of the interim report of the company for the period 1 January - 30 June 2024.

In addition, a meeting fee of EUR 300,00 is also proposed for each physical meeting of the Board per member attending the meeting.

Fees for committee members (ESG Committee, Audit Committee, Technical and Safety Committee) EUR 2,500 per Board member per committee on which the Board member serves. The annual fee for the chairman of the committees is proposed to be EUR 5,000. The annual fees of the Committees and the fees for meetings of the Boards are paid in cash.

Composition of the Shareholders' Nomination Board for the period 2023–2024

The Shareholders' Nomination Board of Endomines Finland Plc consists of two representatives of the largest shareholders, as determined based on the shareholding situation on 31 August 2023, and the Chairman of the Board of Directors of Endomines.

The members of the Shareholders' Nomination Board are:

- Ingeborg Åkermarck
- Kyösti Kakkonen as Chairman of the Nomination Board
- Jukka-Pekka Joensuu as an expert member, in his capacity as Chairman of the Board of Directors of Endomines Finland Plc.