

Proposals of Atria Plc's nomination board for the annual general meeting

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

The Nomination Board has decided to propose to the General Meeting that a total of eight members be elected to the Board of Directors.

The Nomination Board's proposal concerning the members of the Board of Directors

The Nomination Board has decided to propose to the General Meeting that Kjell-Göran Paxal and Ahti Ritola, who are due to resign, be re-elected as member of the Board of Directors. As Harri Sivula resigns from the Board, the Nomination Board proposes that Leena Laitinen be elected as a new member.

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

The Nomination Board has decided to propose to the General Meeting that the remuneration of the members of the Board of Directors be kept at the same level as in 2020. Remuneration of the members and compensation for meeting expenses shall be as follows:

- Meeting compensation EUR 300/ meeting
- Compensation for loss of working time EUR 300 for meeting and proceeding dates
- Fee of the chairman of the Board of Directors EUR 4,800/ month
- Fee of the deputy chairman EUR 2,600/ month
- Fee of a member of the Board of Directors EUR 2,200/ month
- Travel allowance according to the company's travel policy

The Nomination Board's proposal concerning remuneration of the members of the Supervisory Board

The Nomination Board has decided to propose to the General Meeting that the remuneration of the members of the Supervisory Board be kept at the same level as in 2020. Remuneration of the members and compensation for meeting expenses shall be as follows:

- Meeting compensation EUR 300/ meeting
- Compensation for loss of working time EUR 300 for meeting and proceeding dates
- Fee of the chairman of the Supervisory Board EUR 1,500/month
- Fee of the deputy chairman EUR 750/ month
- Travel allowance according to the company's travel policy

Compensation for meeting expenses are also paid to the Chairman and Vice Chairman of the Supervisory Board when attending Board meetings of the company.