

## Salaries and remuneration of the Board of Directors and the Executive Board

The following table sets forth the salaries and remuneration paid to the members of the Board of Directors of the Company for the periods indicated:

	For the nine months ended September 30,		For the year ended December 31,			
	2022	2021	2021	2020	2020	2019
	(IFRS)		(audited)		(FAS)	
	(unaudited)		(EUR in thousands)		(unaudited)	
Salaries and remuneration .....	163	96	138	109	109	121
Pension costs – defined contribution plans .....	4	3	4	0	0	0
Total .....	167	100	142	109	109	121

### Executive Board

The Board of Directors determines the remuneration paid and the basic principles of remuneration for the Chief Executive Officer and the other members of the executive board. The remuneration paid to the Chief Executive Officer and the other members of the executive board consists of a monthly salary and bonus.

The Chief Executive Officer has a profit/performance-based bonus amounting to a maximum of 48 percent of his annual salary. The amount of the profit-based bonus depends on the annual targets. Koskisen has established an incentive scheme whereby the members of the executive board of Koskisen, among others, are awarded cash bonuses based on their individual performance and the results of Koskisen or a business unit in addition to their fixed salary.

The objective of the incentive scheme is to incentivize the members of the executive board of Koskisen to stay engaged and motivate them to improve their performance and the performance of Koskisen. In addition, the incentive scheme aims to steer the members of the executive board to work in a way that supports the development of Koskisen.

Payments under the incentive scheme are discretionary and tied to Koskisen's results of operations and relevant key performance indicators and individual performance objectives. The terms and objectives of the incentive scheme, including the key performance indicators and their respective weight, are determined annually and approved by the Board of Directors of the Company.



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The following table sets forth the salaries and fees as well as pension costs paid to the Chief Executive Officer of Koskisen for the periods indicated:

	For the nine months ended September 30,		For the year ended December 31,			
	2022	2021	2021	2020	2020	2019
	(IFRS)		(audited)		(FAS)	
	(unaudited)		(EUR in thousands)		(unaudited)	
Wages and salaries .....	499	258	328	331	331	279
Pension costs – defined contribution plans .....	<u>43</u>	<u>22</u>	<u>28</u>	<u>29</u>	<u>29</u>	<u>20</u>
Total .....	<u>542</u>	<u>280</u>	<u>356</u>	<u>360</u>	<u>360</u>	<u>298</u>

The following table sets forth the salaries and fees as well as pension costs paid to the members of the executive board of Koskisen, excluding the Chief Executive Officer, for the periods indicated:

	For the nine months ended September 30,		For the year ended December 31,			
	2022	2021	2021	2020	2020	2019
	(IFRS)		(audited)		(FAS)	
	(unaudited)		(EUR in thousands)		(unaudited)	
Wages and salaries .....	736	595	767	769	769	747
Pension costs – defined contribution plans .....	<u>64</u>	<u>46</u>	<u>59</u>	<u>65</u>	<u>65</u>	<u>60</u>
Total .....	<u>799</u>	<u>641</u>	<u>826</u>	<u>834</u>	<u>834</u>	<u>807</u>