

DUELL CORPORATION – PROPOSALS OF THE SHAREHOLDERS TO THE ANNUAL GENERAL MEETING CONVENING ON 5 DECEMBER 2023

RESOLUTION ON THE REMUNERATION OF THE MEMBERS OF THE BOARD OF DIRECTORS

The shareholders, who in total represent 36.1 per cent of the shares in the company, propose to the Annual General Meeting that the members of the Board of Directors are paid monthly compensation as follows:

- Chair of the Board of Directors: EUR 4,000;
- Deputy Chair of the Board of Directors: EUR 3,000; and
- Other members of the Board of Directors: EUR 2,000.

In addition, the said shareholders propose that members of Committees are paid the following meeting fees:

- Chair of a Committee: EUR 1,000 per meeting, however, only if a member of the Board of Directors other than the Chair or Deputy Chair of the Board of Directors acts as the Chair of the Committee; and
- Other members of Committees: EUR 500 per meeting.

In addition, reasonable travel expenses incurred by members of the Board of Directors from meetings will be reimbursed in accordance with the company's travel policy.

RESOLUTION ON THE NUMBER OF MEMBERS OF THE BOARD OF DIRECTORS

The shareholders, who in total represent 36.1 per cent of the shares in the company, propose to the Annual General Meeting that the number of ordinary members of the Board of Directors be 4 for the term of office of members of the Board of Directors that ends at the close of the Annual General Meeting following their election.

ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS

The shareholders, who in total represent 36.1 per cent of the shares in the company, propose to the Annual General Meeting that the current members Anna Hyvönen, Kim Ignatius, Niko Mokka and Anu Ora are re-elected to the Board of Directors and Sören Gaardboe is elected as a new member to the Board of Directors for the term of office of members of the Board of Directors that ends at the close of the Annual General Meeting following their election. According to paragraph 6 of the articles of association, the Board of Directors appoints the Chair among its members.

All persons mentioned above have given their consent to the position. All proposed members of the Board of Directors are independent from the company. With the exception of Niko Mokka, the proposed Board members are independent from the company's significant shareholders.