

4 September 2023

DIVERSITY PRINCIPLES OF THE BOARD OF DIRECTORS OF ROBIT GROUP

At Robit, diversity has been recognized as an essential success factor in the long term. Also, in considering the Board's composition, diversity is assessed through a number of viewpoints. The members of the Board of Directors represent a versatile age and gender distribution. Diversity in the Board's competencies, experience and opinions promotes openness for new ideas and helps the Board support and challenge the company management. Further, diversity promotes open discussion, integrity of decision making, good corporate governance, effective supervision of both the Board and the management, as well as supports succession planning.

The Nomination Committee of Robit's shareholders evaluates the number of the members of the Board, its composition, and the competence requirements of the Board in the light of the present and future needs of the company. When assessing the composition of the board, the Nomination Committee considers, among other things, whether the Board holds a broad range of business knowledge and members representing a versatile age and gender distribution.

It is fundamental that the final proposal of the Nomination Committee to the Annual General Meeting is based on the qualifications and competencies of each candidate. In addition, candidates must also have the possibility to devote a sufficient amount of time for the Board work. The essentials of the diversity principles are described in this Statement.

Fulfillment of the Diversity Principles

The Annual General Meeting of Robit held on 15 March 2023 elected six members to the Board of Directors of the company. All members of the Board of Directors of Robit hold an academic degree either from business economics, law or technical sciences. Considering their experience, they represent international business in all its broadness and therefore bring diverse expertise and versatile perspectives to the board work. The Board of Directors' composition met with the Robit Group's diversity principles of the Board of Directors.

The diversity principles and their fulfillment will be reported annually as a part of the Corporate Governance Statement of Robit.

Nomination Committee of the Shareholders

The Nomination Committee prepares a proposal to the Annual General Meeting of the Board of Directors for the composition and remuneration of the Board of Directors. The Nomination Committee also prepares the independence estimates made during the presentation of the proposal for the members of the Board of Directors and annually at the organizing meeting.

The Nomination Committee comprises the representative of the four largest shareholders. Share ownership is determined by the situation in the first working day of September. The Committee shall meet as necessary, but at least twice a year. The Committee has been chaired by Mutual Insurance Company Varma, Timo Sallinen, Director, Head of Listed Securities. Other members of the Committee have been representatives of Five Alliance Oy, Harri Sjöholm, Chairman of the Board; Pension Insurance Company Elo, Jukka Vähäpesola, Head of Equities; and Aktia Bank Plc, Markus Lindqvist, Director, Sustainability.