

## SHAREHOLDERS' PROPOSALS TO THE ANNUAL GENERAL MEETING 2021

Nurminen Logistics has received the following proposals from shareholders to be included on the agenda of 2021 Annual General Meeting:

### **1. Resolution on the remuneration of the members of the Board of Directors**

Shareholders of Nurminen Logistics Plc, who represent in total approximately 53.14 % of the voting rights of the company's shares, propose to the General Meeting that the remuneration of the members of the Board of Directors elected at the Annual General Meeting for the term ending at the close of the Annual General Meeting in 2022 will be paid the following annual remuneration: EUR 60,000 for the Chairman and EUR 30,000 for each other member of the Board of Directors. In addition, the Chairman of the Board is paid a meeting fee of EUR 1,500 per meeting for the Board and Board Committee meetings, other Board members residing in Finland are paid a meeting fee of EUR 1,000 per meeting for meetings of the Board and Committee meetings, and a member residing outside Finland EUR 1,500 per meeting providing physical attendance, otherwise the meeting fee is EUR 1,000. Further, the same shareholders propose that 50 % of the annual remuneration will be paid in Nurminen Logistics Plc's shares and the rest in cash. A member of the Board of Directors may not dispose the shares received as annual remuneration before a period of three (3) years has elapsed from receiving the shares.

### **2. Resolution on the number of members of the Board of Directors**

Shareholders of Nurminen Logistics Plc, who represent in total approximately 53.14 % of the voting rights of the company's shares, propose to the Annual General Meeting that the Board of Directors shall consist of seven (7) members.

### **3. Election of members of the Board of Directors**

Shareholders of Nurminen Logistics Plc, who represent in total approximately 53.14 % of the voting rights of the company's shares, propose to the General Meeting that Olli Pohjanvirta, Juha Nurminen, Irmeli Rytönen and Alexey Grom be re-elected as members of the Board of Directors for the term ending at the close of the Annual General Meeting in 2022. Furthermore, the same shareholders propose to the Annual General Meeting that Victor Hartwall, Erja Sankari and Karri Koskela be elected as new members of the Board of Directors for the term ending at the close of the Annual General Meeting in 2022. Jukka Nurminen is not available for re-election to the Board of Directors.

All nominees have given their consent to the election. The presentations of the proposed new members of the Board of Directors are available on the company's website at [www.nurminenlogistics.com](http://www.nurminenlogistics.com).

Helsinki, 18 March 2021

NURMINEN LOGISTICS PLC  
Board of Directors