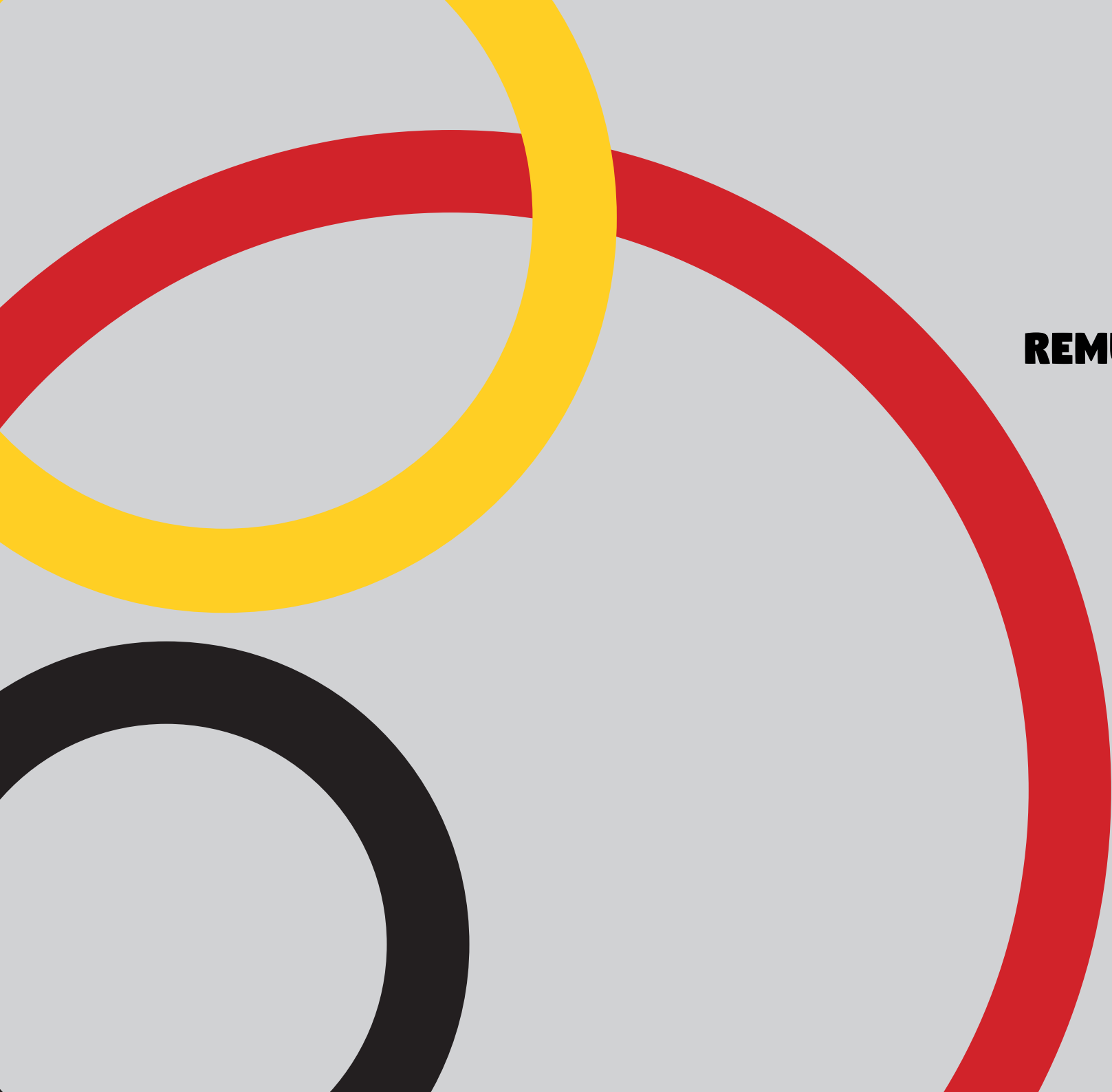




**2025**

**REMUNERATION REPORT**



## Tokmanni Group Corporation Remuneration Report 2025

The Tokmanni Group Corporation (hereinafter also Tokmanni Group, company or Group) Remuneration Report for the governing bodies complies with applicable legislation and the Finnish Corporate Governance Code issued by the Securities Market Association, which entered into force on 1 January 2025. This Remuneration Report provides information on the remuneration of the members of Tokmanni Group's Board of Directors as well as CEO and Deputy CEO in 2025. The Remuneration Policy and Remuneration Report were presented to the Annual General Meeting on 7 May 2025, without an advisory vote.

In accordance with the Remuneration Policy, the Tokmanni Group Corporation's Sustainability and Personnel Committee is responsible for preparing and drafting the Remuneration Policy. Tokmanni Group's Board of Directors approves the Remuneration Policy for the company's governing bodies and the Remuneration Report, which are presented to the Annual General Meeting. Tokmanni Group's Annual General Meeting annually resolves on the remuneration of the members of the Board of Directors on the basis of a proposal prepared by the Shareholders' Nomination Board. The company's governing bodies are remunerated within the limits of the Remuneration Policy presented to the Annual General Meeting.

Tokmanni Group Corporation's auditor, PricewaterhouseCoopers Oy, has audited this Remuneration Report to ensure that it provides the necessary information.

The Remuneration Policy and Report are available on Tokmanni Group's website.

### The key principles of remuneration

At Tokmanni Group, remuneration is not only compensation for the input received by the company but also a key incentive used to guide and motivate the company's employees. Responsible remuneration is used to engage personnel with the company, supporting the continuity and sustainable long-term financial success of the business. Well-functioning and competitive remuneration is an essential tool for recruiting competent employees to the company, retaining them and motivating them to contribute to the Group's success.

The earning potential based on the variable remuneration, including long-term remuneration, of the CEO and the Deputy CEO is set at a competitive level in line with the market. In line with prevailing market practice, the higher a person's position in the organisation, the greater the proportion of variable remuneration of the total earning potential under the company's policy of variable remuneration. This follows the principle of performance-based pay, where incentive schemes, including short-term remuneration, do not include any guaranteed minimum bonus. If performance is good or excellent according to incentive scheme indicators, incentive bonuses can play a significant role in the overall remuneration of the CEO and the Executive Team. Earning potential based on the short-term remuneration scheme may be limited to a maximum amount set by the Board of Directors.

The remuneration paid to Board members must be sufficiently competitive to enable the recruitment of competent members to the Board of Directors of the Tokmanni Group. In the company, the remuneration of the members of the Board of Directors is organised separately from the remuneration systems applicable to the CEO, Deputy CEO, Executive Team and personnel. Tokmanni Group's Annual General Meeting resolves on the remuneration of the Chair and members of the

Board of Directors and of the Board committees annually on the basis of a proposal prepared by the Shareholders' Nomination Board. In addition, the Annual General Meeting — or the Board of Directors pursuant to an authorisation from the Annual General Meeting — makes decisions concerning the possible distribution of shares, options or other special rights entitling to shares as part of remuneration.

## Short-term remuneration

The Board of Directors determines the terms of the Group's performance-related bonus each year. These short-term performance bonuses are typically paid quarterly and/or once a year. The bonuses are paid in cash or as additional pension contributions based on the achievement of the company's profitability targets and other financial targets for the financial year, thereby supporting the achievement of strategic goals. Criteria can also be non-economic or qualitative, such as sustainability criteria. As the recommended indicators are measurable, the Board will be able to assess objectively the results at the end of the performance period.

The Board of Directors may also, if necessary, decide on the one-off or individual remuneration components for the CEO and Deputy CEO and for other key persons for successful execution of the key or strategic projects that are important for the Group. Such projects include acquisitions and large-scale construction projects.

### **Short-term cash-based performance bonus**

The target levels for the 2025 quarterly short-term bonus were determined on a quarterly basis. The bonus was based on comparable sales performance depending on the person's role (store or region-specific). The payment of the bonus was conditional on the margin not falling in the unit under review. The bonus was calculated using the percentage of the person's gross salary for the relevant earning period as shown in a specified table. The bonus scheme covered Tokmanni Oy's store personnel. Tokmanni Oy's logistics employees were paid a personal productivity bonus based on their monthly performance, on top of their monthly basic salary.

Dollarstore introduced a sales commission program in the third quarter of 2025. The program included employees from Dollarstore and Big Dollar stores, as well as logistics and office employees. Store managers had a separate program of their own, which is structured on an annual basis. The program's metric was the store's quarterly sales performance compared to sales for the same period in the previous year.

### **Annual cash-based short-term performance bonus**

The bonus paid under the 2025 annual short-term performance-based bonus scheme was based on revenue and performance targets as well as targets related to inventory. In addition, the synergies between Tokmanni and Dollarstore measured in euros were used as an indicator. The bonus will be paid after the financial statements for the year in question were finalised. The short-term cash-based performance bonus included all of the Tokmanni Group's key employees. In addition, Tokmanni Oy's experts had their own remuneration scheme, which is based on unit-specific targets. When the targets are met, so the bonus will be paid after the financial statements for the year in question had been finalised.

### **Individual short-term bonuses**

Tokmanni Group Corporation has a retention scheme, which is based on personal performance and the achievement of set targets. In 2024 and 2025, no additional individual bonuses were paid.

### **Long-term remuneration**

Share-based long-term incentive schemes are part of the company's remuneration scheme for key employees. The purpose of this arrangement is to unite the targets of the owners and key employees in order to raise the value of the company over the long term and to commit the key employees to the implementation of the company's strategy. In addition, the scheme aims to provide key employees with a competitive remuneration system based on the earning and accumulation of the company's shares.

### **New share-based long-term incentive scheme**

On 13 December 2023, the Board of Directors of Tokmanni Group Corporation decided to establish a new share-based long-term incentive scheme for the Group's management and selected key personnel. The scheme consists of a Performance Share Plan (PSP). The Board of Directors also decided to launch a Restricted Share Plan (RSP). It is intended to be used as a complementary share-based retention scheme. Both schemes have a rolling structure, i.e. the PSP and RSP plans are started by a decision of the Board of Directors. Participants, earning potential, performance indicators and target levels are decided separately for each programme.

The first individual plan in the PSP structure, PSP 2024–2026, commenced at the beginning of 2024 and the awards potentially earned thereunder will be paid in listed shares of Tokmanni Group Corporation and potentially partly in cash during the first half of 2027. The PSP 2024–2026 indicators were earnings per share, relative total shareholder return relative to the median return of peer companies, as well as the environmental scope 3 climate target and the diversity, equity and inclusion (DEI) indicator.

The second individual plan within the PSP structure, PSP 2025–2027, commenced at the beginning of 2025, and any awards potentially earned thereunder will be paid in listed shares of Tokmanni Group Corporation and potentially partly in cash during the first half of 2028. The performance indicators for the PSP 2025–2027 plan are earnings per share, relative total shareholder return compared to the median return of peer companies, the environmental scope 3 climate target, and the diversity, equity and inclusion (DEI) indicator.

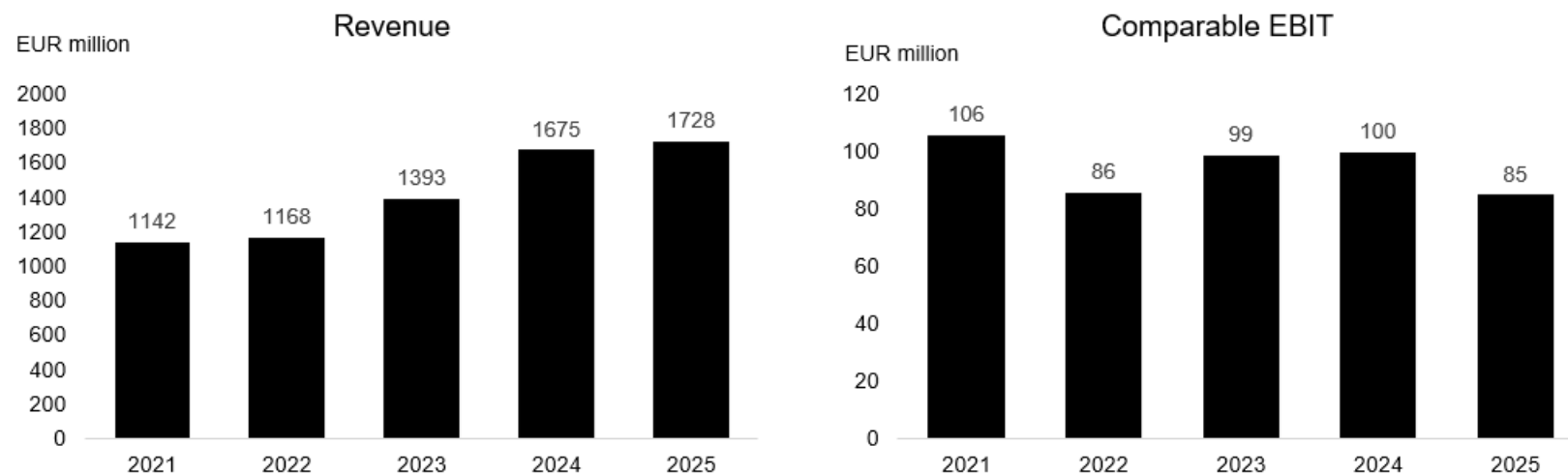
The first individual plan in the RSP structure, RSP 2024–2026, commenced at the beginning of 2024 and share awards payable thereunder will be paid in annual tranches during the plan's restriction period. The aggregate maximum number of shares payable as a reward under the RSP 2024–2026 is approximately 50,000 shares (referring to gross reward, from which the applicable payroll tax is withheld before share delivery).

In 2025, Tokmanni Group Corporation transferred 3,666 of its own shares under the RSP program to pay a share award to the company's CEO. In addition, the CEO was paid the equivalent of 3,666 shares in cash to cover taxes. The Deputy CEO received 394 of the company's own shares and an amount in cash equal to 394 shares to cover taxes. In 2025, the Board of Directors decided not to launch the RSP 2025–2027 program. In 2026, the Board of Directors decided to establish a new RSP 2026–2028 program.

## Remuneration in relation to Tokmanni Group's financial performance

In accordance with the Tokmanni Group's Remuneration Policy, the remuneration of the CEO and the Deputy CEO consists of a fixed annual salary and performance-based bonuses. Since the targets of the Tokmanni Group's short- and long-term incentive schemes are linked to achievement of the company's profitability targets and other financial targets, the development of the company's business operations is reflected in the remuneration paid to the CEO. Changes in the total remuneration have mostly been due to changes in realised performance- and share-based bonuses.

The Deputy CEO's primary role is to act as the Group's CFO. As the role of Deputy CEO is secondary, the company does not pay a separate remuneration for the performance of the Deputy CEO's duties. The Deputy CEO has not performed the CEO's duties between 2018 and 2025.



#### Average remuneration (in euros)

	2021	2022	2023	2024	2025
Chair of the Board	95,015	95,860	96,034	81,700	86,420
Other Board members, on average	46,332	46,234	40,609	51,055	55,512
CEO	910,123	873,014	602,213	706,710	607,182
Average employee remuneration*	35,078	35,743	38,050	38,668	41,191
Personnel in full-time equivalents (FTE), average**	3,090	3,125	3,704	4,610	4,605

Data in the table is accrual-based.

\* The average employee remuneration is calculated by deducting other social security expenses from the total personnel expenses and dividing the difference by the average number of full-time equivalent personnel during the year.

The figures take into account salaries, fees and bonuses, excluding pension costs and other social security expenses. The total remuneration of the CEO is not included.

\*\* Does not include the CEO.

## Remuneration and shareholding of the Board of Directors

In accordance with the remuneration policy, the Annual General Meeting decides on the remuneration of the members of the Board of Directors one term of office at a time. Matters pertaining to the remuneration of the Board members are prepared by the Shareholders' Nomination Board, which submits its proposal to the Group's Board of Directors annually before the Annual General Meeting or a possible extraordinary general meeting is convened.

The Shareholders' Nomination Board has been established to serve until further notice. It consists of representatives appointed by the company's four largest shareholders. The Chair of the company's Board of Directors is an expert member of the Board. Its members' term of office ends once a new Nomination Board has been appointed.

According to the Tokmanni Group Corporation's list of shareholders on 1 September 2024, the largest shareholders were Takoa Invest, Varma Mutual Pension Insurance Company, Ilmarinen Mutual Pension Insurance Company and Evli Fund Management Company. The Shareholders' Nomination Board announced its proposal for the remuneration of the Board of Directors for the Notice of the Annual General Meeting on 22 January 2025. The Annual General Meeting held on 7 May 2025 approved the Board's proposal.

According to Tokmanni Group Corporation's list of shareholders as of 1 September 2025, the largest shareholders were Takoa Invest, Varma Mutual Pension Insurance Company, Ilmarinen Mutual Pension Insurance Company, and Nordea Funds.

During 2025, the Nomination Board discussed the size, composition and diversity of the Board, as well as the areas of expertise that it considers to be the most beneficial for the company. The Nomination Board also reviewed the remuneration of the members of the Board of Directors.

On 7 May 2025, the Tokmanni Group's Annual General Meeting confirmed the annual remuneration of the members of the Board of Directors (in euros) as follows:

	<b>2025</b>
Chair	70,000
Vice Chair	47,000
Members	33,000
<u>Meeting fees</u>	
Domicile in Finland	1,000
Domicile elsewhere in Europe	2,000
Domicile outside Europe	3,000

The Chair of the Finance and Audit Committee and the Chair of the Sustainability and Personnel Committee will additionally be paid a monthly fee of EUR 1,000.

The Board members' annual fee will be paid in company shares and in cash. Around 40% of the annual fee will be used to purchase company shares for the Board member, and the rest of the annual fee will be paid in cash. The company will be responsible for the expenses and transfer tax arising from the acquisition of shares. Board members may not transfer shares acquired for them until three years have passed from the date of acquisition or before their retirement from the Board, depending on which comes earlier.

The meeting fees of the Board members and the fees of the Chair of the Finance and Audit Committee and the Chair of the Sustainability and Personnel Committee are paid in cash.

There are no share-based incentive schemes for the members of the Board of Directors, and they are not covered by the company's remuneration schemes or pension arrangements.

#### Fees received by the Board of Directors in 2025 (in euros)

Name	Annual fee*	Share component of annual fee	Cash component of annual fee	Board of Directors' attendance fees	Committee chairs' fees	Sustainability and Personnel Committee's attendance fees	Finance and Audit Committee's attendance fees	Other benefits	Total
Mikko Bergman	33,000	13,197	22,803	11,000	8,000		6,000	198	61,198
Erja Hyrsky**	33,000	13,197	19,803	15,000		8,000	10,000	198	66,198
Erkki Järvinen	70,000	27,995	42,005	11,000	4,000		1,000	420	86,420
Seppo Saastamoinen	47,000	18,792	28,208	11,000				282	58,282
Ulla Serlenius	33,000	13,197	22,803	10,000	12,000	7,000	5,000	198	70,198
Harri Sivula***	0	0	3,000	3,000		3,000	1,000		10,000
Eja Tuominen	33,000	13,197	22,803	17,000		14,000		198	67,198
<b>Total</b>	<b>249,000</b>	<b>99,575</b>	<b>161,425</b>	<b>78,000</b>	<b>24,000</b>	<b>32,000</b>	<b>23,000</b>	<b>1,494</b>	<b>419,494</b>

Data in the table is accrual-based.

\* The annual fee consists of a share component and a cash component.

\*\* Member of the Board since 7 May 2025

\*\*\* Member of the Board until 7 May 2025

### Board of Directors' shareholding on 31 December 2025

	<b>Number of shares</b>
Mikko Bergman*	3,162
Erja Hyrsky	1,203
Erkki Järvinen	9,198
Ulla Serlenius	10,487
Seppo Saastamoinen**	390,234
Eja Tuominen	2,164
<b>Total</b>	<b>416,448</b>

\* Mikko Bergman is a member of the Board of Directors of Sompia Capital Oy. Sompia Capital Oy owned 100,000 shares, or 0.17% of Tokmanni Group Corporation's shares, at the end of 2025.

\*\* Seppo Saastamoinen is one of the founders, Chair of the Board and CEO of Takoa Invest Oy. Takoa Invest Oy owned 11,003,349 shares, or 18.69% of Tokmanni Group Corporation's shares, at the end of 2025. In addition, Jukka Saastamoinen Oy owned 274,000 shares, or 0.47% of Tokmanni Group Corporation's shares, at the end of 2025. Seppo Saastamoinen owned 30% of the shares of Jukka Saastamoinen Oy (controlling 25.58% of the votes).

### Remuneration and shareholdings of the CEO and Deputy CEO

In accordance with the Remuneration Policy, the Sustainability and Personnel Committee prepares and the Board of Directors approves the principles concerning remuneration systems and decides on the CEO's and Deputy CEO's salaries and bonuses and the key terms and conditions of their service contract. The CEO and the Deputy CEO receive an annual remuneration in accordance with the remuneration policy, consisting of the following fixed and variable components: fixed annual salary, pension, short-term incentives, long-term incentives, one-off remuneration and benefits.

Mika Rautiainen was the CEO of Tokmanni Group throughout the financial year 2025 and Tapio Arimo was the Deputy CEO. The Deputy CEO did not perform the duties of the CEO in 2025.

**Total remuneration of the CEO, the Deputy CEO and the other Executive Team members (in euros)**

		Fixed annual salary *	Supplementary pension **	Performance- based bonus in cash	Performance based bonus in pension contributions	Performance Share Plan	Other bonuses (tax compensation)	Restricted Share Plan (RSP)	Total
CEO	2024	467,790	44,400	64,076	9,528	133,919		40,920	760,633
Mika Rautiainen	2025	500,800	48,071	29,938			645	72,370	651,824
Deputy CEO	2024	210,184	20,160	17,324	4,331	41,417			293,417
Tapio Arimo	2025	219,983	21,000	8,888			152	10,152	260,176
Other Executive Team members	2024	1,063,719	101,304	87,088	21,772	208,229			1,482,111
	2025	1,056,986	107,000	31,147			529	35,256	1,230,918

*Data in the table is payment-based.*

The 2022 bonus component of the STI was paid in 2023 and the 2023 bonus component of the STI was paid in 2024.

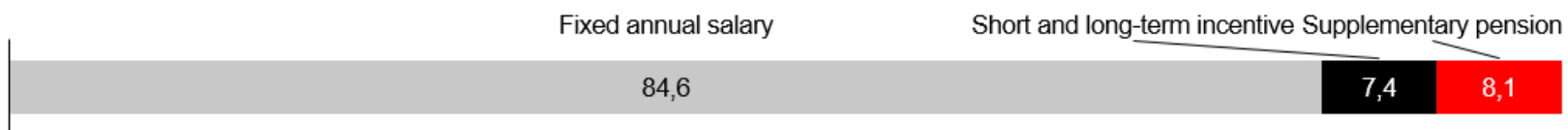
\* The fixed annual salary includes taxable fringe benefits.

\*\* From 2024 onwards, the supplementary pension has no longer been linked to the performance bonus and is a separate item of 10% of the basic salary of the CEO and Deputy CEO. The supplementary pension is paid every six months by the company to a company that provides pension insurance.

In 2025, the fixed component of the CEO's annual salary was 76.8% of the total remuneration, while the short-term and long-term bonuses paid were 15.8% and the supplementary pension was 7.4%.



In 2025, the fixed component of the Deputy CEO's annual salary was 84.6% of the total remuneration, while the short-term and long-term bonuses paid were 7.4% and the supplementary pension was 8.1%.



The CEO and the Deputy CEO have valid health insurance that also covers treatment expenses and medication for accidents during leisure time. The CEO and the Deputy CEO also have a phone benefit and the option of a car benefit.

### Short-term performance-based bonus in cash

The maximum amount of the cash bonus paid to the CEO under the short-term incentive scheme was set at 61.8% of his fixed annual salary in the 2024 performance-based bonus scheme. The bonus for the 2024 incentive scheme was based on revenue (total consolidated revenue growth) and performance (consolidated and Tokmanni segment's comparable EBIT) targets and achieved synergies. In 2024, the CEO's success rate in achieving the targets of the short-term incentive scheme was 11.0% of the maximum bonus, resulting in a cash bonus of 6.8% of the fixed salary for 2024. The amount payable in cash was EUR 29,938 and it will be paid in 2025.

The maximum amount of the cash bonus payable to the CEO under the short-term incentive scheme was set at 61.8% of the fixed annual salary in the 2025 performance-based bonus program. The bonus for the 2025 incentive scheme was based on revenue (Group revenue), performance (the Group's comparable EBIT), inventory (the value and turnover of inventory), and achieved synergies. In 2025, the CEO's success rate in achieving the targets of the short-term incentive scheme was 19.0% of the maximum bonus, resulting in a cash bonus of 11.7% of the fixed salary for 2025. The amount payable in cash was EUR 56,242.84 and it was paid in 2026.

**Short-term performance-based bonus**

Performance period	Payment in	Performance criteria	Weighting	Performance	Remuneration, % of maximum	Total targets achieved
2024 bonus	2025	Tokmanni Group's revenue	34%	24%	8%	Mika Rautiainen; 11%
		Tokmanni segment's comparable EBIT	33%	6%	2%	
		Tokmanni Group's comparable EBIT	33%	0%	0%	Tapio Arimo: 11%
		Synergies from the Dollarstore acquisition	Coefficient 1.1 for other targets (yes/no)	Yes		
2025 bonus	2026	Tokmanni Group's revenue	40%	39%	16%	Mika Rautiainen; 19%
		Tokmanni Group's comparable EBIT	40%	0%	0%	
		Tokmanni Group's inventory turnover	10%	0%	0%	Tapio Arimo: 19%
		Tokmanni Group's inventories, euros	10%	18%	2%	
		Synergies from the Dollarstore acquisition	Coefficient 1.1 for other targets (yes/no)	Yes		

**Pension benefits**

The pensions of key members of Tokmanni Group's management are determined in line with the general provisions applied in Finland to employee pensions (Employee Pensions Act). In 2025, contributions to a supplementary pension insurance for the CEO were paid as part of an incentive scheme. The CEO's statutory pension expenses amounted to EUR 93,015.49 in 2025 (81,845.32). The company's pension cover is arranged by external pension insurance companies. Pension expenditure is recognised as an expense in the year in which it is accrued.

The supplementary pension paid to the CEO and Deputy CEO were 10% of the basic salary of the CEO and Deputy CEO. The supplementary pension is paid every six months by the company to a company that provides pension insurance.

## Tokmanni Group Corporation Remuneration Report 2025

<b>PSP</b>	<b>Performance criteria</b>	<b>Weighting</b>
Performance period PSP 2024–2026	Profit/share	50%
	Total return of Tokmanni Group's share relative to median return of peer companies	35%
Payment in 2027 *	ESG:	15%
	Environmental target, scope 3 **	(7.5%)
No restrictions	DEI target, diversity, equity and inclusion***	(7.5%)

\* The bonus, which is treated as earned income, will be paid in the form of shares in the company and partially in cash in 2027. The cash component will cover the withheld taxes incurred from the bonuses by the persons eligible for the scheme.

\*\* The Scope 3 target is measured on the basis of the cumulative result for 2025 and 2026.

\*\*\* The DEI target is measured on the basis of the cumulative result for 2025 and 2026.

<b>PSP</b>	<b>Performance criteria</b>	<b>Weighting</b>
Performance period PSP 2025–2027	Profit/share	50%
	Total return of Tokmanni Group's share relative to median return of peer companies	35%
Payment in 2028 *	ESG:	15%
	Environmental target, scope 3 **	(7.5%)
No restrictions	DEI target, diversity, equity and inclusion***	(7.5%)

\* The bonus, which is treated as earned income, will be paid in the form of shares in the company and partially in cash in 2028. The cash component will cover the withheld taxes incurred from the bonuses by the persons eligible for the scheme.

\*\* The Scope 3 target is measured on the basis of the cumulative result for 2026 and 2027.

\*\*\* The DEI target is measured on the basis of the cumulative result for 2025 and 2026, and for 2027, based on the result for that year.

The ESG and non-financial targets are:

- Reducing emissions in the supply chain in cooperation with suppliers (Science Based Climate Targets, scope 3 target). Tokmanni Group's baseline data was obtained during 2024 and used for setting targets for 2025 and 2026.
- Social: DEI target (diversity, equity, inclusion). A summary of the responses to the Pulse survey on social responsibility. With regard to diversity, a target of at least 35% women has been set for 2027 for gender balance in senior management and among key personnel.
- Tokmanni Group's relative total shareholder return (relative TSR), based on the share price of a peer group of about 10 companies, most of which are listed retail companies operating in the Nordic countries. Their share price is measured in January–February at the beginning and end of the performance period. The initial value is calculated at the beginning of March.

### Long-term share-based retention scheme

On 13 December 2023, Tokmanni Group Corporation's Board of Directors decided to launch a Restricted Share Plan (RSP). It is intended to be used as a complementary share-based retention scheme. The first individual plan, RSP 2024–2026, commenced at the beginning of 2024 and the share rewards payable thereunder will be paid in annual tranches during the plan's restriction period. The Board of Directors will decide separately on each new plan, its earning period and related details.

In 2024, Tokmanni Group Corporation assigned 2,000 of its own shares under the RSP scheme as a share bonus to the CEO and paid a cash equivalent of another 2,000 shares for the payment of taxes.

In 2025, Tokmanni Group Corporation assigned 3,666 of its own shares under the RSP scheme as a share bonus to the CEO and paid a cash equivalent of another 3,666 shares for the payment of taxes. The Deputy CEO was assigned 394 of the company's own shares and received a cash equivalent of 394 shares to cover taxes.

### Shareholdings of the CEO, the Deputy CEO and other members of the Executive Team 31 December 2025

	Number of shares
Mika Rautiainen, CEO	199,413
Tapio Arimo, Deputy CEO	20,914
Other Executive Team members	154,573

### Termination benefits

If the company gives notice to the CEO, he will have the right to receive compensation corresponding to 12 months' total pay. Under corresponding circumstances, the other members of the Executive Team, including the Deputy CEO, will have the right to compensation corresponding to a maximum of nine months' total pay.

### Other financial benefits

No other financial benefits in addition to those described above were paid to the CEO or the Deputy CEO in 2025.

**Remuneration components and key terms of contract of the CEO and Deputy CEO**

Fixed salary	The fixed annual salary is reviewed annually by the Sustainability and Personnel Committee and approved by the Board.
Pension	Pensions are determined in line with the general provisions applied in Finland to employee pensions (Employee Pensions Act). In 2024, contributions to a supplementary pension insurance for the CEO were paid as part of a performance-based incentive scheme (does not apply to the Deputy CEO).
Short-term incentives	The Board of Directors determines the terms of the Group's performance-related bonus each year. These short-term performance bonuses are typically paid quarterly and/or once a year. The bonuses are paid in cash or as additional pension contributions based on the achievement of the company's profitability targets and other financial targets for the financial year, thereby supporting the achievement of strategic goals. Criteria can also be non-economic or qualitative, such as sustainability criteria. The Board of Directors may also, if necessary, decide on the one-off or individual remuneration components for the CEO and Deputy CEO and for other key persons for successful execution of the key or strategic projects that are important for the Group. Such projects include acquisitions and large-scale construction projects.
Performance Share Plan	The Performance Share Plan (PSP) structure consists of annually commencing individual performance share plans, each with a three-year performance period, followed by the payment of the potential share rewards. The Board of Directors will decide separately on each new plan, its earning period and related details.
Restricted Share Plan	The Restricted Share Plan (RSP) is intended to be used as a complementary share-based retention scheme. The RSP structure consists of annually commencing individual restricted share plans. Each plan comprises a restriction period with an overall length of three calendar years, extending to the first half of the fourth year of the plan. The granted share rewards are paid to the participants in one or several tranches no later than the end of the restriction period. The Board of Directors shall decide on each new plan and on all other related details separately.
Recommendation on shareholding	The CEO and the Deputy CEO are expected to retain ownership of at least half of the shares they receive under the company's share-based bonus schemes until the value of their shareholding in the company equals or exceeds their gross annual salary.
Non-monetary benefits (taxable income)	The CEO and the Deputy CEO have valid health insurance that also covers treatment expenses and medication for accidents during leisure time. They also have a phone benefit and the option of a car benefit.
Terms of dismissal	If Tokmanni Group Corporation dismisses the CEO, the CEO will have the right to receive compensation corresponding to 12 months' total pay. Under corresponding circumstances, the other Executive Team members will have the right to compensation corresponding to no more than 9 months' total pay.
Risk corrections	The Board of Directors may decide to defer, to pay partially or not at all, or to claw back any variable remuneration components.