These terms and conditions are applied to the various incentive systems and board member remunerations ("Incentive") of the Company ("Company") managed by Allshares Oy ("Allshares") in accordance with the agreement in force between Allshares and the Company for which a book-entry account and/or other necessary custody arrangement at Evli Plc ("Evli") will be set up for a person ("Incentive Client") who is a participant in an incentive system or a recipient of board member remuneration. If the Incentive Client's financial instruments associated with the incentive system or board member remuneration are in the custody of another service provider, only a cash trading client relationship will be set up for the Incentive Client. The book-entry account and/or other necessary custody arrangement and the cash assets belonging to it or the cash trading client relationship established at Evli form the client account ("Client Account") needed at any given time. In addition to these Incentive Client terms and conditions, the Client Account is subject to, as applicable, the terms and conditions of Evli's investment service valid at any given time, Evli's applicable product- and service-specific terms and conditions, and Evli's applicable price lists. The terms and conditions are available at the address www.evli.com. If there is a conflict between these terms and conditions for Incentive Clients and the terms and conditions referred to above, the terms and conditions for Incentive Clients and the price list for Incentive Clients available on the Allshares Incentive Client portal will be applied.

1. OPENING CLIENT ACCOUNTS AND KEY TERMS AND CONDITIONS OF CLIENT ACCOUNTS

A Client Account is opened for the Incentive Client according to the information provided by the Incentive Client.

The Client Account is intended only for the administration of the Company's relevant Incentive and may not be used for any other purpose.

The Incentive Client is obliged to notify Evli without undue delay of any changes to their contact details, country of residence, taxation status and other client information which may have an impact on the administration of the Incentive and/or the maintenance of the Client Account. In addition, the Company of the Incentive Client is entitled, as necessary, to inform Allshares of any and all updated information regarding the Incentive Client, including information on the account into which any transfer of funds from Evli is done.

If the Incentive Client's employment relationship, service relationship or board membership in the Company or the incentive system in which they have participated ends, the Incentive Client undertakes to liquidate and/or transfer all assets from the Client Account, and the Client Account will be closed immediately. If the Incentive Client's employment relationship or service relationship with or board membership in the Company has ended and Evli has asked the Incentive Client to liquidate and/or transfer their funds from Evli, and they have failed to liquidate and/or transfer their funds from the Client Account within three (3) months of the end of the employment relationship, service or board membership, Evli has the right to sell all financial instruments and to transfer all proceeds from the liquidation and any other funds of the Client to the account stated in the Incentive client's details at Evli.

If the Incentive Client's employment or service relationship with or board membership in the Company terminates due to the Incentive Client's death, Evli is entitled, immediately upon being notified of this, to sell all financial instruments held in the Client Account and to transfer the proceeds of the liquidation and any other financial assets of the Client to the account indicated in the Incentive Client's details at Evli.

Evli is entitled to close an empty Client Account immediately without a notice period if Allshares or Evli deem that it is not needed for the administration of the incentive system or board member remuneration. Closing the Client Account as described above may be necessary, for example, when an incentive system ends or the Incentive Client's employment relationship or service relationship with or board membership in the Company ends. No separate notification of closure of the Client Account will be sent to the Incentive Client.

2. AUTHORIZATION REGARDING USE OF THE CLIENT ACCOUNT

The Incentive Client authorizes Evli to use the Client Account for all transactions which are related to the administration of the Incentive in question and to credit the Client Account and debit from the Client Account all the transaction prices, subscriptions, payments and fees, and taxes, and other similar fees associated with the administration of the Incentive for which the Company is not responsible under the terms and conditions of the Incentive in accordance with Evli's price list in force at any given time or the price lists for Incentive Clients.

The Incentive Client authorizes Evli to register and/or transfer the financial instruments to the Client Account and/or to a third-party custodian if the Incentive Client only has a trading account with Evli. The Incentive Client is aware that the Incentive may be subject to limitations regarding the financial instruments involved and that any such limitations are outlined in the terms and conditions of the Incentive or in other guidance. The Incentive Client consents to the Company applying for transfer restrictions or the registration of any other right concerning the financial instruments according to the regulations of the Incentive in question. The assignee of the transfer restriction is the Company or another party designated at any time in the Incentive.

3. AUTHORIZATION REGARDING ORDERS

If the terms of the Incentive require the Incentive Client to acquire financial instruments, the Incentive Client shall authorize the Company or Evli plc's tied agent Allshares to issue on its behalf the order required for this purpose.

The Company or Allshares has the right to set a period of validity for the orders associated with the Incentive, the terms and conditions concerning the price and any other necessary terms and conditions. The Company or Allshares may issue more than one single order. Evli may function as a counterparty in transactions related to financial instruments and the orders can also be executed outside of the regulated markets or multilateral trading venues.

The Incentive Client authorizes the Company or Allshares to make decisions on corporate action associated with a financial instrument on the Client Account.

4. DISCLOSURE OF INFORMATION

By accepting these terms and conditions, the Incentive Client consents that Evli may disclose personal data and other information relating to the Client Account (e.g. information on transactions, positions, and cash balances) necessary to provide the service and administer the Incentive System to Allshares, the Company or any other entity designated by the Company for the purposes further specified in these terms and conditions, Evli's investment service terms and conditions, and the data protection notice. Evli undertakes to ensure that personal data are processed securely and in accordance with the legislation valid at any particular time. The data protection notice on the processing of personal data is available at Evli's offices and on its website at www.evli.com.