

Vincit Plc

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The composition of Vincit Plc's Shareholders' Nomination Committee

The Shareholders' Nomination Committee of Vincit Plc consists of five (5) members, of which the five (5) largest shareholders of the company are each entitled to appoint one (1) member.

The largest shareholders entitled to appoint members are determined annually based on the shareholder information registered on the last working day of August in the company's shareholder list maintained by Euroclear Finland Oy or based on separate holding information presented by holders of nominee-registered shares.

The members of Vincit Plc's Shareholders' Nomination Committee for the next term are:

- Mikko Kuitunen, Chair of the Board, Vincit
- Lauri Puolanne, Chair of the Board, Bcore Oy
- Timo Sallinen, Director, Head of Listed Securities, Varma Mutual Pension Insurance Company
- Niko Syrjänen, Head of Equities, Elo Mutual Pension Insurance Company
- Karoliina Lindroos, Head of Responsible Investment and Sustainability, Ilmarinen Mutual Pension Insurance Company

The Shareholders' Nomination Committee shall elect a Chair from among its members at the first meeting.

The Shareholders' Nomination Committee of Vincit Plc is responsible for preparing and presenting to the Annual General Meeting and, if necessary, to the Extraordinary General Meeting, proposals for the election and remuneration of the members of the Board of Directors and the remuneration of the members of the Board Committees. The proposals must be submitted to the Board of Directors each year for inclusion in the notice of the General Meeting and, at the latest, by January 15 preceding the Annual General Meeting.

The duties and composition of the Shareholders' Nomination Committee are described in more detail on the Company's website at:

https://investors.vincit.com/en/investors/corporate_governance/board_of_directors

VINCIT PLC

Board of Directors

Additional information

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Vincit Plc in brief

Vincit transforms digitalization into business results to create better Monday mornings for Vincitizens, our customers and the world. Vincit Plc's shares are listed on the Nasdaq First North Growth Market Finland marketplace maintained by Nasdaq Helsinki Ltd, trading code VINCIT. www.vincit.com