

These terms and conditions are applied to various incentive plans and board member remunerations managed by Evli Alexander Incentives Oy ("EAI") for which a book-entry account and/or other necessary securities custody arrangements at Evli Plc ("Evli") are set up for the client ("Incentive Client"). If the Incentive Client's securities associated with the incentive plan are in the custody of another service provider, only a cash trading client relationship will be established for the Incentive Client. The book-entry account and/or other necessary securities custody arrangement and the cash assets belonging to it or the cash trading client relationship established at Evli form the Client Account. In addition to these terms and conditions, the Client Account is subject to, as applicable, Evli's General Terms and Conditions of the investment services, applicable product- and service-specific terms and conditions and the price lists that are valid at any given time. 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 of investment services referred to above, the terms and conditions for Incentive Clients and the price list for Incentive Clients will be applied.

1. AUTHORIZATION CONCERNING THE OPENING OF THE CLIENT ACCOUNT AND THE KEY TERMS AND CONDITIONS OF THE CLIENT ACCOUNT

The Incentive Client authorizes the company ("Company") whose incentives plan the Incentive Client belongs to or is entitled to a board member remuneration as a board member of the Company (each incentives plan and/or board member remuneration are hereinafter referred to as "Incentive") or EAI to open a Client Account. The Client Account is opened based on the information provided in the incentive plan by the Company and Incentive Client.

Evli is entitled to close the Client Account immediately without a notice period if EAI or Evli judge that it is unnecessary from the perspective of the administration of the Incentive in question. Closing the Client Account as described above may be necessary, for example, when the Incentive in question ends or the Incentive Client's employment relationship, service relationship or board membership with the Company ends. No separate notification of closure of the Client Account will be sent to the Incentive Client.

If the Incentive Client's employment relationship, service relationship or board membership with the Company 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, service relationship or board membership with the Company has ended and Evli has asked the Incentive Client to liquidate and/or transfer his/her funds from Evli, and he/she has failed to liquidate and/or transfer the funds from the Client Account within three (3) months of the end of the employment relationship, service relationship or board membership, Evli has the right to sell all shares, stock options, other securities and financial instruments ("Securities") and to transfer the funds and any other funds of the Client to the account stated in the Incentive Client data at Evli.

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

The Incentive Client is responsible for notifying EAI or Evli without undue delay of any changes to his/her contact details, country of residence, taxation status and other client information which may have an impact on the management of the Incentive. In addition, the Company of the Incentive Client shall be entitled to inform EAI on any and all updated information regarding the Incentive Client including information on the new bank account into which any transfer of funds from Evli is done.

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 management 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 associated with the management of the Incentive for which the Company is not responsible under the terms and conditions of the Incentive, according to Evli's price lists which are in force at any particular time.

The Incentive Client authorizes Evli to register and/or transfer the Securities to the Client Account. The Incentive Client is aware that the Incentive in question might have limitations regarding the Securities involved and that any such limitations are outlined in the terms and conditions of the Incentive or in other instructions. The Incentive Client consents to the Company applying for transfer restrictions or the registration of any other right concerning the Securities 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 and conditions of the Incentive dictate that the Securities must be procured for the Incentive Client, the Incentive Client authorizes the Company or EAI to procure Securities with the amount of money stated by the Company or EAI.

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

The Incentive Client authorizes the Company or EAI to make a decision on a corporate action associated with a Security on the Client Account.

4. DISCLOSURE OF INFORMATION

The Incentive Client authorizes Evli to disclose to EAI, the Company or a party specified by the Company information about the Client Account, such as information related to transactions, positions and cash balances or personal data of the Incentive Client. The Incentive Client is aware that information related to the Client Account is disclosed between EAI and Evli for the purposes of administration of the incentive plan.