

**PROPOSALS OF THE BOARD OF DIRECTORS' REMUNERATION COMMITTEE OF VERKKOKAUPPA.COM OYJ TO THE ANNUAL GENERAL MEETING 25 MARCH 2021**

**Advisory resolution on the approval of the remuneration policy**

(Agenda item 10)

The Board of Director's Remuneration Committee proposes that the Annual General Meeting approves the Company's amended remuneration policy. The amended remuneration policy is available on the Company's website at <https://investors.verkkokauppa.com/en/general-meetings> and has been published by way of a stock exchange release on 3 March 2021 as an appendix to the notice to the Annual General Meeting.

**Advisory resolution on the approval of the remuneration policy**

(Agenda item 10)

The Board of Director's Remuneration Committee proposes that the Annual General Meeting approves the Company's remuneration report. The remuneration report is available on the Company's website at <https://investors.verkkokauppa.com/en/general-meetings> and has been published by way of a stock exchange release on 3 March 2021.

Helsinki, 3 March 2021

VERKKOKAUPPA.COM OYJ

The Board of Directors' Remuneration Committee