

APPENDIX 1 – matters requiring approval by the Board of Directors

This Appendix provides additional information related to matters specified in the Limited Liability Companies Act, Teleste Corporation's Articles of Association and the CEO's service contract.

1. Company strategy and annual budget
2. Significant off-budget investments
3. Investments deviating from normal business activities
4. Non-budgeted significant loan arrangements
5. Buying, selling or mortgaging of real estate
6. Main features of the company's organisational structure
7. Decisions on related party transactions that are not part of the company's normal business activities or that are not conducted on usual commercial terms.
8. At the CEO's proposal, appointment and dismissal of people reporting to the CEO
9. Employee benefits, pension agreements as well as matters related to bonus and compensation for the CEO and those reporting to the CEO
10. Incentive and pension arrangements that are significantly different from normal practice
11. Off-budget stock option rights, guarantees, securities or loans, or stock option rights, guarantees, securities or loans targeted at shareholders' related parties, including companies owned or controlled by them
12. Establishment of a new subsidiary or associated company, purchase of shares or companies, selling of subsidiaries or associated companies, and dissolution, selling or termination of business
13. Establishment or termination of branch offices or departments
14. Redemption of company shares and issue of stock options, bonds or warrant bonds in accordance with an authorisation from the shareholders' meeting
15. Material changes in the company's business operations
16. Significant deviation from the business plan
17. Agreements that are material for the company
18. Approval of fusion plans
19. Division of responsibilities between the Board of Directors and CEO
20. Declaring the company bankrupt or filing a request for restructuring arrangements in accordance with the Restructuring of Enterprises Act (47/1993)
21. Significant donations and sponsor agreements