

For the Annual General Meeting of 2021, Teleste's shareholders had the opportunity to request information, as set out in chapter 5, section 25 of the Finnish Limited Liability Companies Act concerning the matters to be addressed at the meeting, until 25 March 2021 by email to investor.relations@teleste.com. The company received the following question from one shareholder: Ilmarinen Mutual Pension Insurance Company. Below is Teleste's answer to the question.

Question: The Remuneration Report states that "In 2019 the earnings were based on the fulfilment of the group's financial business plan and strategic and operative objectives." Do you have more detailed information available on the metrics used? And have any performance measures been used in long-term remuneration?

Answer: The CEO's earnings in the short-term incentive scheme are based on the company's profitability and the financial performance indicators related to the development of strategic growth areas (growth of net sales and operating result).

The long-term incentive scheme has two components: the CEO's matching share plan and performance share plan. The performance measure for the performance share plan is the absolute total shareholder return (TSR) during the three-year measurement period.