Shareholders' proposals to the Annual General Meeting 2021 of Nixu Corporation

11. Resolution on the remuneration of the Members of the Board of Directors

The shareholders representing about 40% of the outstanding shares and votes in the company have notified the Board of Directors that they will propose to the Annual General Meeting 2021 that the remuneration of the Members of the Board of Directors, for the term starting from at the end of this Annual General Meeting 2021 and expiring at the end of the Annual General Meeting 2022, shall be paid as follows:

- The Chairman of the Board of Directors shall be paid a total of EUR 44,000 as a fixed annual remuneration,
- the Deputy Chairman shall be paid a total of EUR 33,000 as a fixed annual remuneration, and
- other Members of the Board of Directors shall be paid a total of EUR 22,000 as a fixed annual remuneration.

In addition to the annual remunerations mentioned above, a meeting specific remuneration of EUR 300 shall be paid in cash for attendance at meeting outside of the Member's country of residence.

30% of the fixed annual remuneration mentioned above, shall be paid in Nixu Corporation's shares repurchased from the marketplace and 70% in cash. The shares shall be repurchased by the company from the marketplace directly for each Member of the Board of Directors within two weeks after the release of the Interim Financial Report of Nixu Corporation from financial period of 1 January to 31 March 2021. The company pays the possible transfer tax in relation to share repurchases. If the shares cannot be repurchased by the company from the marketplace and thus the remuneration cannot be paid in full at said time due to insider regulation or other justified reason, the remaining part of the shares shall be repurchased by the company from the marketplace within two weeks from the release of the Half-Year Financial Report of Nixu Corporation from financial period of 1 January to 30 June 2021. In case the remuneration cannot be repurchased by the company from the marketplace in full by either of the times mentioned above, the company shall pay the remaining part of the fixed annual remuneration in cash. Shares received as a part of fixed annual remuneration cannot be transferred by any Member of the Board of Directors during the term commencing at the end of this Annual General Meeting 2021 and expiring at the end of the Annual General Meeting 2022.

In addition, as a remuneration for the work in the Audit Committee, the Members of the Board of Directors shall be paid as follows:

- The Chair of the Audit Committee shall be paid in cash a fixed annual remuneration of EUR 4,000; and
- other Members of the Audit Committee shall be paid in cash a fixed annual remuneration of EUR 2,000.

As a remuneration for the work in the Personnel and Remuneration Committee, the Members of the Board of Directors shall be paid as follows:

- The Chair of the Committee shall be paid in cash a fixed annual remuneration of EUR 2,000; and
- other Members of the Committee shall be paid in cash a fixed annual remuneration of EUR 1,000.

In addition, travel expenses of the Members of the Board of Directors shall be reimbursed in accordance with the company's travel policy.

12. Resolution on the number of Members of the Board of Directors

The shareholders representing about 40% of the outstanding shares and votes in the company have notified the Board of Directors that they will propose to the Annual General Meeting 2021 that the number of Members of the Board of Directors would be six (6).

13. Election of the members of the Board of Directors

The shareholders representing about 40% of the outstanding shares and votes in the company have notified the Board of Directors that they will propose to the Annual General Meeting 2021 that the following ordinary Members of the Board of Directors to be re-elected until the end of the next Annual General Meeting to be held in 2022: Kati Hagros, Marko Kauppi, Kimmo Rasila, Anders Silwer and Jaya Baloo as well as Jari Niska as a new ordinary Member of the Board of Directors.

The independence assessments for each current Member of the Board of Directors are available on the company's website at https://www.nixu.com/investors/board-directors.

Introductory video of the new proposed ordinary Member of the Board of Directors will be presented for the registered shareholders in the Annual General Meeting. In addition, introduction of the new proposed ordinary Member of the Board of Directors is available on the company's website at https://www.nixu.com/investors/AGM-2021. Jari Niska can be considered independent of the company and the company's major shareholders.

All the nominees have given their consent for the position.