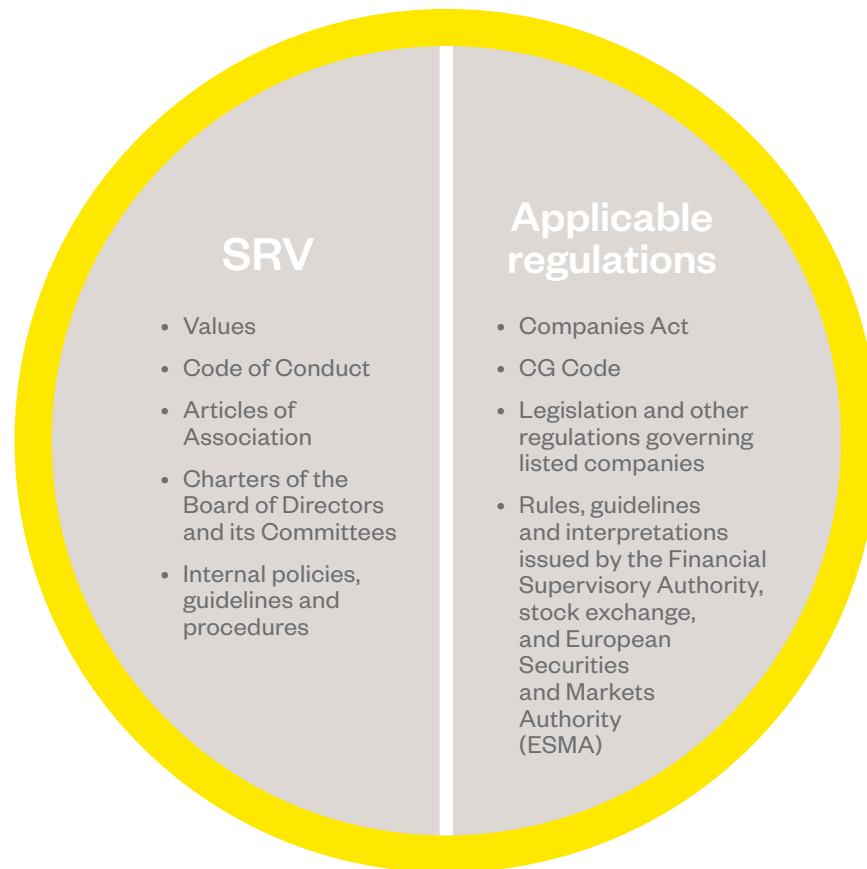




**CORPORATE GOVERNANCE
STATEMENT**

Corporate Governance Statement 2022

SRV Group Plc (**SRV** or the **Company**) complies with the Finnish Corporate Governance Code 2020 (**CG Code**) adopted by the Securities Market Association and all of its recommendations. The CG Code is publicly available on the Securities Market Association's website at www.cgfinland.fi.



Introduction

SRV's Corporate Governance Statement (**CG statement**) for the financial year 2022 has been prepared in accordance with the reporting section of the CG Code. SRV issues its CG Statement as a separate report from the Report of the Board of Directors. The CG Statement is available on the Company's website in the Investors section under Corporate Governance (www.srv.fi/en/investors/cg). The CG Statement is also included as a separate section in the Company's 2022 Annual Report.

The Board's Audit Committee reviewed the CG Statement at its meeting of 31 January 2023. The Company's auditor, PricewaterhouseCoopers Oy, has verified that the CG Statement has been issued and that the description of the main features of the internal control and risk management systems of the financial reporting process is consistent with the financial statements of the Company.

Descriptions concerning corporate governance

Governance structure and environment

SRV is a Finnish public limited liability company whose shares are listed on Nasdaq Helsinki Ltd. SRV's decision-making, administration and operations are guided by its values and Code of Conduct. In addition to the CG Code, SRV complies with current legislation, SRV's Articles of Association, the charters of SRV's Board of Directors and its committees, the Company's policies and guidelines, and the rules and guidelines issued by parties that regulate and supervise Finnish listed companies.

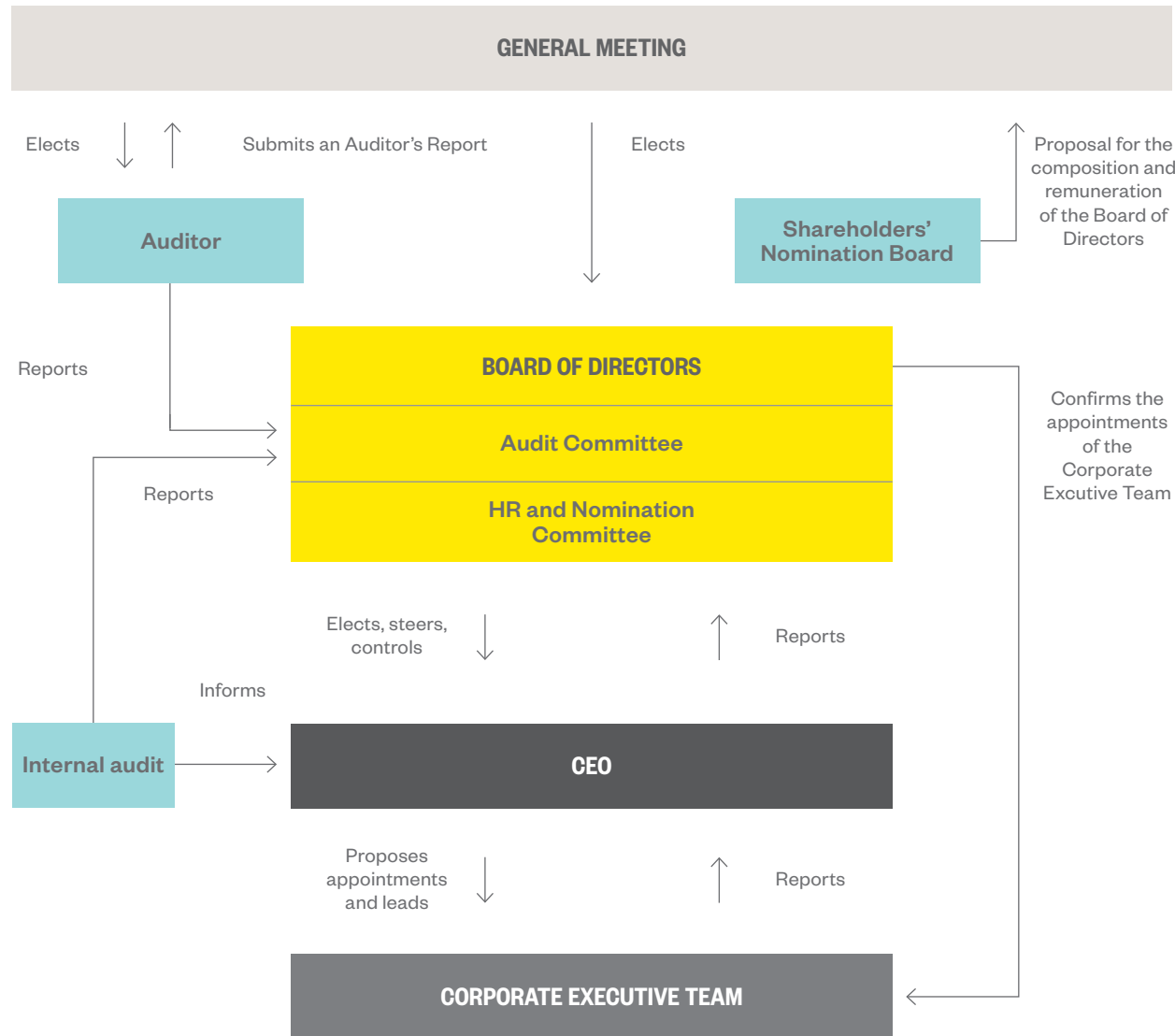
SRV's administration, management and supervision are divided between the General Meeting of Shareholders,

the Board of Directors, and the President & CEO. An internal auditing unit reporting to the Board of Directors is responsible for internal auditing, and external auditing is carried out by auditors. The President & CEO attends to line operations with the assistance of the Corporate Executive Team.

General Meeting

SRV's highest decision-making body is the Company's General Meeting of shareholders. The Annual General Meeting (AGM) is held once a year by the end of June on a date determined by the Board of Directors. An Extraordinary General Meeting (EGM) shall be held when the Board of Directors deems it necessary or when required by law.

SRV held two General Meetings in 2022. The Annual General Meeting was held on 28 March 2022 and an Extraordinary General Meeting was held on 30 May 2022. The Extraordinary General Meeting decided on authorisations to issue shares and special rights relating to the reorganisation of the Company's balance sheet, and on the Company's reverse share split and associated redemptions. The Meeting also authorised the Board of Directors to decide on a directed share issue. Due to the Covid-19 pandemic, both General Meetings were held remotely on the basis of temporary legislation (677/2020). Company shareholders could attend the meetings and exercise their shareholders' rights by voting in advance and submitting questions in advance. The answers to shareholders' questions were published in advance on the Company's website. A total of 17 shareholders voted in advance at the Annual General Meeting, representing about 68.41 per cent of the Company's shares and votes. A total of 15 shareholders voted in advance at the Extraordinary General Meeting, representing about



74.45 per cent of the Company's shares and votes. The minutes of the General Meetings are available on the Company's website at www.srv.fi/en/investors/cg/annual-general-meeting.

Shareholders' Nomination Board

SRV's 2020 Annual General Meeting resolved to establish a Shareholders' Nomination Board consisting of shareholders or representatives of shareholders whose task is to prepare annual proposals concerning the composition and remuneration of the Board of Directors for the next Annual General Meeting. The Meeting also approved the charter of the Shareholders' Nomination Board.

The Shareholders' Nomination Board consists of four members. The Company's three largest shareholders (as per 31 August of each calendar year) are each entitled to appoint one member. The Chair of the Board of Directors will be the fourth member of the Board. The members of the Shareholders' Nomination Board will elect a Chair at their first meeting. The Group's General Counsel will act as the Secretary of the Shareholders' Nomination Board.

The charter of the Shareholders' Nomination Board describes the Board's tasks, meeting practices and member election process in more detail. The charter of the Shareholders' Nomination Board is available on the Company's website at www.srv.fi/en/investors/cg/board-of-directors/committees. The Shareholders' Nomination Board is quorate when all of its members are present. The Shareholders' Nomination Board must make unanimous decisions.

On 31 December 2022, the Shareholders' Nomination Board consisted of the following members:

- **Ilpo Kokkila** (Chair)
Main occupation: Pontos Oy, Chair of the Board of Directors

- **Vesa Aho**
Main occupation: Executive Vice President, OP Financial Group
- **Mikko Mursula**
Main occupation: Chief Investment Officer, Ilmarinen Mutual Pension Insurance Company
- **Tomi Yli-Kyynty**
Main occupation: CEO, Fennia Mutual Insurance Company
Chair of the Board of Directors, SRV Group Plc
The Shareholders' Nomination Board convened five (5) times in 2022 with an attendance rate of 100%.

Board of Directors

Election and composition of the Board of Directors

The Shareholders' Nomination Board prepares a proposal on the composition of the Company's Board of Directors for presentation to the Annual General Meeting. The Annual General Meeting decides on the number of Board members and elects the Chair and other members of the Board for a term of office that begins at the General Meeting at which they are elected and ends at the close of the next Annual General Meeting. There are no provisions in the Articles of Association regarding any special order of appointment for members of the Board of Directors. The Board of Directors shall elect a vice chair from among its members.

When preparing its proposal on the composition of the Board of Directors, the Shareholders' Nomination Board takes into account the CG Code's requirements for members' independence, the results of annual assessment of Board activities, the diversity principles for the Board, and any other applicable legislation and regulations. According to SRV's Articles of Association, the Board of Directors may have 5–8 members. There is no limit on the number of

Member of the Board	Member since	Born	Education	Main occupation	SRV shares at 31 Dec 2022 ¹
Tomi Yli-Kyyny Chair	2019	1962	MSc. (Tech.)	CEO, Fennia Mutual Insurance Company	46,967
Timo Kokkila Vice Chair Share ownership in a company under his control (Havu Capital Oy)	2010	1979	MSc. (Tech.)	Pontos Group Oy, CEO	998,806
Heli Iisakka	2021	1968	MSc. (Econ.)	Colliers International Finland, CFO	26,244
Hannu Leinonen	2020	1962	MSc. (Tech.)	Havator Group Oy, CEO	40,309
Heikki Leppänen	2020	1957	Lic.Sc. (Tech.)	Corporate management coach and business development consultant	2,809

¹ Shareholdings include the shares and share-based rights owned by the Board member and any shares and share-based rights owned by a company under their control. Board members do not own shares in any other company that is part of the same group as SRV.

terms that a member may serve on the Board of Directors, and no maximum age has been set for Board members.

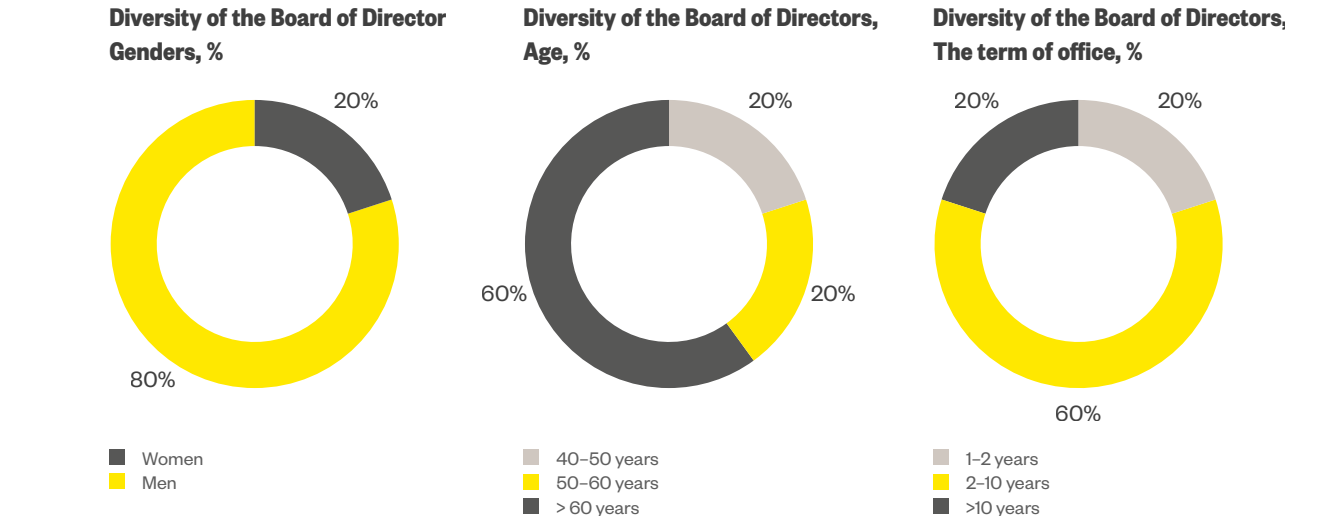
The 2022 Annual General Meeting elected five (5) members to the Board of Directors. Heli Iisakka, Hannu Leinonen, Heikki Leppänen, Timo Kokkila and Tomi Yli-Kyyny were re-elected to the Board. The AGM elected Tomi Yli-Kyyny as Chair of the Board of Directors, and the Board elected Timo Kokkila as Vice Chair from among its members. The Board members' personal details, main occupation and SRV shareholdings are presented in the table above.

Independence of Board members

The Board of Directors conducts an annual assessment of the independence of its members on the basis of the CG Code's recommendations and any other factors and

conditions that should be taken into account in the overall evaluation. Each Board member submits sufficient information for this purpose and also self-evaluates their independence. The Board of Directors then evaluates the independence of its members and announces which of its members have been deemed to be independent of the Company and of its major shareholders.

During its organisational meeting on 28 March 2022, the Board of Directors evaluated that, of its members, Heli Iisakka, Hannu Leinonen, Heikki Leppänen and Tomi Yli-Kyyny are independent of both the Company and its major shareholders. Timo Kokkila is not independent of the Company, especially considering his continuous membership of the Company's Board of Directors for more than ten years. He is also not independent of one of the Company's major shareholders, AS Pontos Baltic, of which he is the CEO.



Diversity of the Board of Directors

The Board of Directors has drafted diversity principles for the Company's Board. Diversity among the Board of Directors seeks to promote the Company's business and its development, strengthen Board work and decision-making, and increase open discussion. Diversity assessments take into account the eligibility of Board members with respect to the requirements of the Company's current position. Sufficient diversity will be assessed on the basis of factors such as Board members' experience, education and knowledge of the Company's various businesses, and the Board's age and gender distribution.

Diversity targets require Board members to have a range of different areas of expertise that support the achievement of the Company's current strategic objec-

tives. In addition to expertise in the field of industry, these areas of expertise include finance and funding, digitality, business management, strategy development and management, and international business operations. Board members must have sufficient education that supports the Company's operations and achievement of objectives.

The diversity targets for the Board have been well met, and the Board has a good balance of the various competencies defined in the Company's diversity principles. All members of the Board have a university degree in either technology or finance, as well as experience in business management, strategic management and strategic development. The members of the Board hold, or have previously held, management and board positions at both listed and unlisted companies in sectors that are relevant to SRV's business. The Board has professional

expertise in construction, property investment, finance and economics, and international business. The ages of Board members range from 43 to 65, and both genders are represented. In future, the Company will seek to ensure a more gender-balanced Board, not only through the competences required from Board members, but also in the preparation of the Board candidate proposal.

The Board of Directors' tasks and activities

The Board's task is to lead and supervise the Company's operations in accordance with the Companies Act, SRV's Articles of Association, and any other applicable legislation and regulations. The Board of Directors has prepared written charter for its activities, specifying the key tasks and operating principles of the Board and its Chair. The Board's charter is available in their entirety on the Company's website at www.srv.fi/en/investors/cg/board-of-directors.

The Board of Directors meets regularly according to a preset schedule, and also when necessary. The CEO and General Counsel participate in Board meetings; the former presents matters to the Board and the latter acts as the secretary of the Board. Other members of the Corporate Executive Team may attend Board meetings at the invitation of the Board.

The Board of Directors conducts an annual assessment of its activities and working procedures, and develops its activities based on the results. In 2022, this assessment was carried out by an external assessor.

Attendance at meetings

The Board of Directors convened 31 times in 2022. Meetings were held at the Company's headquarters in Espoo, remotely, and also three (3) times without convening. The average attendance rate at Board meetings was 98.7 per cent.

The attendance record of Board members at Board meetings is shown in the table below:

Member of the Board	Attendance/no. of meetings	Attendance, %
Tomi Yli-Kyyny (Chair)	29/31	93.55%
Timo Kokkila (Vice Chair)	31/31	100%
Heli Iisakka	31/31	100%
Hannu Leinonen	31/31	100%
Heikki Leppänen	31/31	100%

Board Committees

The Board of Directors has established two committees from among its members: an Audit Committee and an HR and Nomination Committee. The committees operate in accordance with the charters approved by the Board of Directors, and report to the Board. The committees do not have independent power of decision. Their task is to enhance the effectiveness of the Board of Directors by preparing matters for decision by the Board and the General Meeting.

Audit Committee

The Audit Committee assists the Board of Directors in its role in the preparation of financial reporting and supervision tasks as well as audit-related matters. The Audit Committee monitors the company's financial reporting and prepares matters concerning the Group's financial situation and financial reporting, internal audits and risk management for the Board.

In order to discharge its tasks, the Audit Committee follows trends in SRV's financial position, asks questions of

the auditors, reviews drafts of the financial statements and interim reports, and monitors and assesses the effectiveness of internal control, internal auditing, risk management systems, and related-party principles and processes. In addition, the Audit Committee prepares a proposal on the choice of auditor and the auditor's fees, and also monitors and assesses both the independence of the auditor and the non-audit services provided by the auditor. The Audit Committee's charter is available on the Company's website at www.srv.fi/en/investors/cg/board-of-directors/committees.

The Audit Committee is comprised of three members whom the Board of Directors elects from amongst its number. The majority of the Committee's members must be independent of the Company, and at least one member must be independent of the Company's major shareholders.

In 2022, the Audit Committee consisted of Heli Iisakka (Chair), Hannu Leinonen and Timo Kokkila.

The Audit Committee convened eight (8) times in 2022 with an average attendance rate of 100 per cent.

The attendance record of Audit Committee members at committee meetings is shown in the table below:

Committee member	Attendance/no. of meetings	Attendance, %
Heli Iisakka	8/8	100%
Timo Kokkila	8/8	100%
Hannu Leinonen	8/8	100%

HR and Nomination Committee

The HR & Nomination Committee prepares the Board's proposal to the General Meeting on remuneration policy; matters related to the appointment and remuneration of the President & CEO, the Deputy CEO and other management; and matters related to remuneration and incentive schemes for personnel. The Committee assesses the activities of senior management, oversees successor planning, plans competence development for management and personnel, and monitors personnel satisfaction and working capacity. The HR and Nomination Committee's charter is available on the Company's website at www.srv.fi/en/investors/cg/board-of-directors/committees.

The HR and Nomination Committee comprises three members whom the Board of Directors elects from amongst its number. The majority of the members of the HR and Nomination Committee must be independent of the Company.

The 2022 HR and Nomination Committee consisted of Tomi Yli-Kyyny (Chair), Hannu Leinonen and Heikki Leppänen.

The attendance record of HR and Nomination Committee members at committee meetings is shown in the table below:

Committee member	Attendance/no. of meetings	Attendance, %
Tomi Yli-Kyyny	6/6	100%
Hannu Leinonen	6/6	100%
Heikki Leppänen	6/6	100%

The HR and Nomination Committee convened six (6) times during 2022 with an average attendance rate of 100 per cent.

President & CEO

The President & CEO's task is to manage and develop SRV's business and handle the routine management of the company. The President & CEO is responsible for preparing matters to be dealt with and decided by the Board of Directors, implementing the Board's decisions, and ensuring that any goals set by the Board are attained. The President & CEO ensures that the Company's bookkeeping complies with applicable legislation, and that funds are managed in a reliable manner. The President & CEO also serves as the Chair of the Corporate Executive Team. The Board of Directors appoints the President & CEO and Deputy CEO, and relieves them of their duties.

Saku Sipola (b. 1968) has been serving as President & CEO of SRV Group Plc since 1 September 2019. The holdings of the President & CEO are disclosed below, along with the holdings of Corporate Executive Team members.

Corporate Executive Team

The Corporate Executive Team assists the President & CEO in operational planning, line management, and decision-making. It also prepares matters to be dealt with by the Company's Board of Directors. The Corporate Executive Team handles matters concerning business operations and operational control and development. The duties of the Group's Corporate Executive Team are based on the Company's management system, and the Group's Corporate Executive Team has no authority grounded in law or the Company's Articles of Association.

The composition and responsibilities of the Corporate Executive Team on 31 December 2022²:

Name	Born	Education	Area of responsibility	SRV shares 31 Dec 2022 ³
Saku Sipola	1968	MSc. (Tech.)	President & CEO	141,434
Miimu Airaksinen	1972	D.Sc. (Tech.)	Senior Vice President, Development (Lifecycle-wise solutions, sustainability and development)	12,500
Miia Eloranta	1973	MSc. (Pol.)	Senior Vice President, Communications and Marketing	25,000
Jouni Forsman	1969	MSc. (Tech.)	Senior Vice President, Business Premises, Helsinki Metropolitan Area and Infrastructure	13,200
Kimmo Kurki	1960	BSc. (CE)	Senior Vice President, Counting and Procurement	13,306
Jarkko Rantala	1986	MSc. (Econ.)	Senior Vice President, Investments	12,967
Jorma Seppä	1981	B.Eng.	Senior Vice President, Housing, Helsinki Metropolitan Area	12,551
Kristiina Sotka	1968	MSc. (Econ.), MSc. (Pol.)	Senior Vice President, Human Resources	-
Henri Sulankivi	1967	MSc. (Tech.)	Senior Vice President, Regional Units and Technical Building Services	25,309
Jussi Tuisku	1967	BA(Hons), eMBA	Senior Vice President, Russia and Estonia	292
Anu Tuomola	1974	Master of Laws (trained on the bench), eMBA	Senior Vice President, General Counsel	25,000

² Changes in the Corporate Executive Team: On 20 December 2022, the Company announced that construction engineer Hannu Lokka (b. 1963) had been appointed as SRV Group Plc's Executive Vice President, Strategic Project Development and a member of the Corporate Executive Team as of 16 January 2023. As announced on 9 September 2022, SRV's former Executive Vice President, Strategic Project Development and Deputy CEO, Timo Nieminen, retired at the end of January 2023 and left the Corporate Executive Team in December 2022. Antti Nummi (formerly SVP, Commercial) left both SRV and the Corporate Executive Team on 31 January 2022.

³ Shareholdings include the shares and share-based rights owned by the Corporate Executive Team member and any shares and share-based rights owned by a company under their control. Corporate Executive Team members do not own shares in any other company that is part of the same group as SRV.

The Corporate Executive Team consists of the President & CEO as the Chair plus other members appointed by the Board of Directors. Each member of the Corporate Executive Team has his or her own area of responsibility.

Descriptions of internal control procedures and the main features of risk management

Risk management system

SRV engages in risk management, both to protect itself against factors that might hinder its business operations and to recognise new opportunities. The Company improves the profitability and stability of its operations by identifying and reacting to strategic and operational risks in time. Risk management supports the Company's values and strategy, and the attainment of its earnings objectives.

To this end, SRV ensures that it has a systematic and comprehensive approach for identifying and assessing risks, and also for reporting on operations and implementing any required risk management measures. Risk management is part of the Company's management system. SRV's risk management principles and framework are described in the Company's Risk Management Policy. This policy is supplemented by more detailed guidelines and procedures for different areas.

SRV's Group-level risk management process, which is linked to the strategy process, comprises the identification of material risks related to the Company's operations and an assessment of their significance, the planning of measures to eliminate risks or mitigate their impacts, and the appointment of personnel to take responsibility for risk management. Continuous risk management is planned and implemented on a function- and site-specific basis for SRV's various functions, development projects, construction projects and investments. Any key risk management measures that must be complied with during construction projects are included in the process diagrams and other aids contained

in SRV's operating system. The Company also uses certified ISO-standard systems for quality assurance, environmental management, occupational healthcare and safety.

Overall responsibility for risk management lies with the Company's Board of Directors and the President & CEO. The Board ensures that risk management is taken into account at both a strategic and operational level, and is reported on in accordance with regulations. The Board of Directors' risk management work is supported by the Board's Audit Committee, which regularly discusses SRV's operational risks and uncertainties, and makes reports to the Board.

Line management is in charge of implementing, leading and supervising day-to-day risk management for both business in general and individual projects. The Group's risk management function supports the application of risk management principles and develops Group-wide ways of working.

General description of internal control

SRV continuously monitors its functions to ensure the reliability of its operating result. Internal control seeks to ensure that the Company's operations are efficient and productive, reporting is reliable, and applicable laws and regulations are complied with.

SRV's operations are guided by the Company's strategy and values, SRV's Group-wide Code of Conduct, the internal decision-making powers approved by the Board of Directors, and other internal policies, guidelines and procedures. Internal control is also built on a healthy corporate and management culture, clarity in the responsibilities and authority assigned to different functions and roles, and specified reporting and the rationale behind it. In particular, internal control is based

RISK MANAGEMENT SUPPORTS THE COMPANY'S VALUES AND STRATEGY, AND THE ATTAINMENT OF ITS EARNINGS OBJECTIVES

on financial reports, management reports, risk reports and internal audit reports.

Financial control

The Group's internal control system is the responsibility of SRV's Board of Directors and the Board's Audit Committee, the Corporate Executive Team, the executive teams of SRV's business areas, and financial administration. Management's monthly financial reporting is a key control process in ensuring the accuracy of the Group's financial reporting. It includes analyses of deviations between actual results, budgets and continuously updated forecasts. An external auditor audits financial reporting on a regular basis and reports directly to the Board's Audit Committee.

The internal control system applied to business operations is the responsibility of the executive teams of SRV's business areas and the Group's controller function, in accordance with SRV's Group policies and instructions. Monthly financial reporting is a key control process in ensuring the effectiveness and efficiency of operations. It also includes analyses of deviations between actual results, budgets, and continuously updated forecasts for overall financial performance and individual construction projects.

Financial management and operational control are supported and coordinated by the Group's financial administration and SRV's controller function. SRV has drafted Group-level reporting models for standardising the financial reporting of its business functions. Their reports seek to ensure that control covers all the major aspects of SRV's business operations. This ensures that any deviations from financial objectives are identified, communicated and reacted to efficiently, in a harmonised and timely manner.

An important part of the forecasting process for construction projects is the project-specific identification, assessment and reporting of risks and opportunities, along with action plans to address any issues. These activities are coordinated by the controller organisation. Financial control measures also include management's continual business control procedures. Financial reports define key control indicators that aim to measure and support business efficiency and consistency, and to monitor progress towards the attainment of SRV's objectives.

Reliability of financial reporting

The monitoring of financial reporting reliability is based on the principles and guidelines SRV has defined for the financial reporting process. The interpretation and application of financial statement standards, including compliance with these standards, are centralised in the Group's financial administration, which is supervised by the Board's Audit Committee. Budgeting and reporting processes are based on SRV's internal instructions. The Group's financial administration is responsible for drafting and maintaining these instructions centrally. These principles are applied consistently throughout the Group.

Other information

Internal audit

The internal audit is part of SRV's internal control framework. The instructions for carrying out SRV's internal audit define the key tasks of the audit, as well as its purpose, position and authority within the Company. The internal audit involves independent and objective assessment, verification and consulting work that aims to

generate added value for the organisation and support the development of the Company's business.

The internal audit supports the achievement of SRV's objectives by carrying out audit assignments on the basis of the Company's strategy and risks, and to promote the development of good corporate governance, internal controls and risk management. This function carries out independent audits of business functions, Group companies, processes and especially of selected targets to ensure the functionality of internal control.

It operates under the supervision of the Board's Audit Committee and reports on its observations to the Audit Committee, which in turn reports to the Board of Directors. An annual plan for internal audits is drawn up for the Audit Committee to verify and approve.

SRV's internal audit partner for 2022 was Ernst & Young Oy. Internal audits were carried out in 2022 in accordance with the annual plan for internal audits.

Related-party transactions

SRV's Board of Directors has defined principles for monitoring and assessing related-party transactions within the Group, and these have been included in SRV's related-party guidelines. The guidelines define SRV's related parties and stipulate principles and processes for identifying and making decisions on related-party transactions. SRV maintains a register of related parties and has identified ordinary business situations in which related-party transactions may occur.

Related-party transactions must always be carefully and transparently prepared to ensure that market conditions are met and the transaction is in the best interests of the company. The assessment of whether a transaction meets market conditions and falls within the

scope of ordinary business will take into account generally accepted contractual and market practices and the commercial terms and conditions of any comparable agreements with the Company's customers and other partners. Related-party transactions that meet market conditions and form part of ordinary business must be implemented and approved in accordance with the Company's internal guidelines. If a transaction does not meet market conditions or form part of ordinary business, the transaction must either be submitted to SRV's Board of Directors for approval or not be executed. Decision-making must comply with the disqualification provisions laid down in the Limited Liability Companies Act.

Related-party transactions and their assessment criteria are reported to the Board of Directors' Audit Committee. The Audit Committee monitors and assesses compliance with principles and procedures for related-party transactions within the Group. SRV regularly reports related-party transactions as part of its financial reporting and publishes related-party transactions as required by the regulations.

In 2022, the Company had no related-party transactions that deviated from standard business or otherwise deviated from market terms.

Insider administration

The Company complies with the insider guidelines approved by the Company's Board of Directors. This insider policy describes essential rules, instructions and procedures concerning market abuse and, in particular, the prohibition on market manipulation and using insider information.

According to the Market Abuse Regulation (MAR), the Company's management consists of the members of SRV's Board of Directors, the President & CEO, and the

CFO. Management and their close circle must report all business transactions involving the Company's securities to both SRV and the Financial Supervisory Authority. The Company will issue a stock exchange release on all such transactions.

SRV's management may not trade in the Company's securities (either in person or through a third party) during a 30-day "closed window" before the publication of each of the Company's financial statement bulletins or interim reports, and not on the date of publication of the Company's interim reports or financial statement bulletins.

The Company maintains and updates a register of those who regularly receive unpublished financial information via their position or authorisations ("those who participate in the preparation of financial reviews"). The closed window and its obligations also apply to these individuals.

The Company establishes project- or event-specific registers of insiders for the effective management of project-specific insider information. These registers contain information about the people who are involved in the projects in question. They are not allowed to trade financial instruments related to the company during an insider project.

SRV recommends that, in the case of management and others involved in the preparation of financial reviews, trading be restricted to situations in which the market is in possession of the most comprehensive information about factors affecting the Company's securities, that is, after the publication of a financial statement bulletin or interim report. Insider policy forbids the aforementioned individuals from engaging in short-term trading and speculative activities with securities belonging to or related to the Company. SRV's insider adminis-

tration organisation consists of the General Counsel, the person responsible for insiders, and the insider register custodian. The insider administration function is responsible for routine administration and ensuring compliance with the MAR and other insider rules. SRV's insider administration function cooperates with the Company's communications function, which handles the publication of management's business activities.

Audit

The auditor is elected at the Annual General Meeting to a term of office that ends at the close of the next Annual General Meeting following the auditor's election. The Company's auditor must be a firm of Authorised Public Accountants approved by the Finnish Patent and Registration Office, and the chief auditor must be an Authorised Public Accountant.

The Annual General Meeting of 28 March 2022 elected PricewaterhouseCoopers Oy, Authorised Public Accountants, as the Company's auditor with Authorised Public Accountant Enel Sintonen as chief auditor. On 1 October 2022, PricewaterhouseCoopers Oy appointed Authorised Public Accountant Markku Katajisto as the Company's chief auditor after Enel Sintonen transferred to another employer. The auditor was paid auditing fees of EUR 302,000 in 2022. The auditor was paid an additional EUR 371,000 for other services (including all the companies belonging to the same group or chain).