

## LIFELINE SPAC I PLC

### REMUNERATION REPORT 2022

#### INTRODUCTION

This Lifeline SPAC I's remuneration report has been prepared in accordance with the Corporate Governance Code of Finnish listed companies that entered into force on 1 January 2020.

This remuneration report presents information on the remuneration of Lifeline SPAC I's Board of Directors and CEO in financial year 2022. Comparative information for years preceding 2021 cannot be presented as the company was founded in 2021.

Lifeline SPAC I's Annual General Meeting on 18 May 2022 approved the remuneration report presented to it for the financial year from 13 August to 31 December 2021. The presentation of this report is consistent with the previous financial year's report.

As of 2022, the remuneration of Lifeline SPAC I's governing bodies has been based on a Remuneration Policy, which was approved by the Annual General Meeting of the company on 18 May 2022. The company has complied with its remuneration policy without departures in the financial year 2022.

The current Remuneration Policy will be applied until the Annual General Meeting of 2026, unless the Board of Directors decides to present it to the Annual General Meeting earlier. The purpose of the Remuneration Policy is to support the company's strategic goals and promote its competitiveness and long-term financial success. The objective of the remuneration is to encourage and reward the management for work that is in line with the company's strategy at a given time and for compliance with the set rules, as well as to motivate them to strive for the success of the company and foster their long-term commitment to the company's goals.

The table below presents the remuneration of the Board of Directors and the CEO compared to the average remuneration of the company's employees in the financial years 2021 and 2022. The salaries, wages and fees presented in the table have accrued, for 2021, during the period of 1 October 2021 to 31 December 2021 and, for 2022, during full financial year of 1 January 2022 to 31 December 2022.

Average salaries, wages and fees, EUR	2022	2021
Member of the Board of Directors <sup>(1)</sup>	11,000	2,750
CEO	144,240	36,060
Personnel <sup>(2)</sup>	108,240	27,060

1) Includes the Chair of the Board of Directors.

2) In financial years 2021 and 2022, the company had no other personnel than the CFO.

#### REMUNERATION OF THE BOARD OF DIRECTORS IN 2022

Name	Position	Board fees, EUR <sup>(1)</sup>
Timo Ahopelto	Chair of the Board of Directors	15,000
Alain-Gabriel Courtines	Vice Chair of the Board of Directors	10,000
Caterina Fake	Member of the Board of Directors	10,000

Irena Goldenberg	Member of the Board of Directors	10,000
Petteri Koponen	Member of the Board of Directors	10,000

1) The Board fees will be paid after the members' term of office has expired and consequently, hence Board fees accrued in 2022 were not fully paid to the Board members in financial year 2022.

The company's shareholders resolved in the Annual General Meeting, held on 18 May 2022, that the Chair of the company's Board of Directors is paid EUR 15,000 per year and the members of the Board of Directors EUR 10,000 per year.

No separate fees for the Board of Directors' meeting were paid to the members of Board of Directors during the financial year 2022.

The members of Lifeline SPAC I's Board of Directors did not receive shares or share-based benefits as remuneration in the financial year 2022.

### REMUNERATION OF THE CEO IN 2022

Nimi	Fixed salary including fringe benefits subject to tax, EUR
Tuomo Vähäpassi	144,240

The monthly salary of the company's CEO is EUR 12,000 per month. In addition, the company's CEO is entitled to compensation for reasonable realised travel and accommodation expenses as well as other reasonable expenses arising from the work.