



Paying Panostaja Oyj Board Members' Fees in the Form of Shares Held by the Company

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With reference to Board meeting fees, Panostaja Oyj's AGM decided on 5th February 2025 that about 40% of the fee paid to a board member should be paid in accordance with the share issue authorisation given to the Board by transferring company shares to each Board member unless a Board member should already own more than one per cent of the total share capital on the date of the AGM. If a Board member's holding in the company on the date of the AGM should exceed one per cent of the total share capital, the fee shall be paid fully in cash. Shares are transferred twice a year on the date following publication of the half year/financial statement report.

According to decisions taken at the AGM and by the Board, Panostaja Oyj transferred to Board members a total of 30,000 shares as part of their Board meeting fees as follows:

A total of 10,000 shares were transferred to Board member Tarja Pääkkönen. As a result of the transfer, her holdings in Panostaja Oyj and other instruments issued by Panostaja Oyj amount to 212,158 shares.

A total of 10,000 shares were transferred to Board member Tommi Juusela. As a result of the transfer, his holdings in Panostaja Oyj and other instruments issued by Panostaja Oyj amount to 90,617 shares.

A total of 10,000 shares were transferred to Board member Saga Forss. As a result of the transfer, his holdings in Panostaja Oyj and other instruments issued by Panostaja Oyj amount to 20,526 shares.

Fees for the chairman of the Board Juha Sarsama have been paid fully in cash, as Juha Sarsama's / Pravia Oy holding on the date of the AGM exceeded the one per cent limit set by the AGM. Juha Sarsama's holdings in Panostaja Oyj and other instruments issued by Panostaja Oyj amount to 751,665 shares.

Fees for Board member Mikko Koskenkorva have been paid fully in cash, as Mikko Koskenkorva's holding on the date of the AGM exceeded the one per cent limit set by the AGM. Mikko Koskenkorva's holdings in Panostaja Oyj and other instruments issued by Panostaja Oyj amount to 1,506,055 shares.

As a result of the transfer, the company holds a total of 261,204 shares.

Panostaja Oyj, Board of Directors

Tapio Tommila
CEO

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Panostaja is an investment company developing Finnish companies in the growing service and software sectors as an active shareholder. The company aims to be the most sought-after partner for business owners selling their companies as well as for the best managers and investors. Together with its partners, Panostaja increases the Group's shareholder value and creates Finnish success stories. Panostaja has a majority holding in five investment targets. Panostaja's shares (PNA1V) are quoted on the Nasdaq Helsinki Stock Exchange. In the 2024 financial year, the Group's net sales totaled MEUR 134,0.

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Attachments

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