



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 5^h 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 36,363 shares as part of their Board meeting fees as follows:

A total of 12,121 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 224,279 shares.

A total of 12,121 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 102,738 shares.

A total of 12,121 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 32,647 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.

The CEO and the members of the Senior Management Team are involved in a share bonus system. The company's management owns shares directly and through influential organizations. The Board of Directors of Panostaja Oyj decides on the principles underlying the reward scheme for the CEO and the Members of the Senior Management Team. On March 11, 2026, the Board of Directors of Panostaja Oyj has decided to transfer altogether 75,145 shares to the Senior Management Team as a part of share bonus system as well as based on the actualization of incentive and commitment scheme.

A total of 27 685 shares were transferred to CEO Tapio Tommila / Comito Oy. As a result of the transfer, his holdings in Panostaja Oyj and other instruments issued by Panostaja Oyj amount to 481,343 shares.

A total of 15 820 shares were transferred to Senior Management Team member Niko Skyttä. As a result of the transfer, his holdings in Panostaja Oyj and other instruments issued by Panostaja Oyj amount to 54,173 shares.

A total of 15 820 shares were transferred to Senior Management Team member Heikki Korelin. As a result of the transfer, his holdings in Panostaja Oyj and other instruments issued by Panostaja Oyj amount to 60,821 shares.

A total of 15,820 shares were transferred to Senior Management Team member Heikki Tukiainen. As a result of the transfer, his holdings in Panostaja Oyj and other instruments issued by Panostaja Oyj amount to 58,321 shares.

As a result of the transfer, the company holds a total of 149,696 shares.

Tapio Tommila
CEO

For further information, please contact Tapio Tommila, +358 40 527 6311

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 four investment targets. Panostaja's shares (PNA1V) are quoted on the Nasdaq Helsinki Stock Exchange. In the 2025 financial year, the Group's net sales totaled MEUR 146,4.

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Attachments

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