

ANNEX I to Euroclear Finland Ltd's Board and Board Committee Composition Policy

Board Gender-Diversity Policy

Euroclear Finland Ltd supports the principles and aims of gender-diversity at Board level.

The non-executive members of the Board shall annually decide on a target for the representation of the under-represented gender on the Board.

The voluntary targets set by the Board are as follows:

At least one third (1/3) of the Board should comprise of the under-represented gender.

The non-executive members of the Board Remuneration, Nominations and Governance Committee shall annually:

- i) review the voluntary targets;
- ii) measure the actual representation of the under-represented gender on the Board against the voluntary targets; and
- iii) make recommendations to the Board in regard to (i) and (ii) above.

The Board and the Board Remuneration, Nominations and Governance Committee, in considering the nomination and recommendation on the appointment of members to the Board, shall take into account the requirements of the Policy.

The target and its implementation shall be made available to the public on the internet pages of the Company.

This policy was recommended by the non-executive members of the Board's Remuneration, Nominations and Governance Committee and will be reviewed annually.