

## LIFELINE SPAC I PLC

### REMUNERATION REPORT 2021

#### 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.

No remuneration policy prepared under the Corporate Governance Code has been presented to Lifeline SPAC I's General Meeting prior to this remuneration report. The first remuneration policy will be presented to the company's Annual General Meeting to be held on 18 May 2022.

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

As of 2022, the remuneration of Lifeline SPAC I's governing bodies is based on a Remuneration Policy. The 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 and the financial development of the company in the financial year 2021. The salaries, wages and fees presented in the table have accrued during the period of 1 October 2021 to 31 December 2021.

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

1) Includes the Chair of the Board of Directors.

2) In financial year 2021, the company had no other personnel than the CFO.

#### REMUNERATION OF THE BOARD OF DIRECTORS IN 2021

Name	Position	Board fees, EUR <sup>(1)</sup>
Timo Ahopelto	Chair of the Board of Directors	3,750
Alain-Gabriel Courtines	Vice Chair of the Board of Directors	2,500
Caterina Fake	Member of the Board of Directors	2,500
Irena Goldenberg	Member of the Board of Directors	2,500
Petteri Koponen	Member of the Board of Directors	2,500

1) The Board fees will be paid after the members' term of office has expired and consequently, no Board fees were paid to the Board members in financial year 2021.

The company's shareholders resolved on 28 September 2021 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 2021.

In financial year 2021, no board fees were paid to Tuomo Vähäpassi and Mikko Vesterinen, who acted as a member of the company's Board of Directors and a deputy member of the company's Board of Directors, respectively, as of the establishment of the company and until 30 September 2021.

The members of Lifeline SPAC I's Board of Directors did not receive shares or share-based benefits as remuneration in the financial period 2021. In the Company's financial statements, however, the share and warrant subscriptions, excluding subscriptions for series A shares, by the members of the Board of Directors and the management have been considered as transactions subject to IFRS 2 Share-based Payments, and therefore the differences between the instruments' subscription prices and fair values were recorded as the Company's employee benefit expenses for the financial year 2021.

#### REMUNERATION OF THE CEO IN 2021

Nimi	Fixed salary including fringe benefits subject to tax, EUR
Tuomo Vähäpassi	36,060

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.