1. INTRODUCTION

This Remuneration Policy defines the principles for the remuneration of Nexstim Plc's governing bodies. In the application of this Remuneration Policy, the governing bodies are members of Nexstim Plc's Board of Directors, the Managing Director and the possible Deputy Managing Director.

The remuneration of the governing bodies must take place within the framework of this Remuneration Policy and in accordance with its principles. An essential goal of the Remuneration Policy is to promote the achievement of the company's long-term financial goals by motivating members of the governing bodies to implement the business strategy and act in the interest of all of the company's stakeholders. Another aim of the Remuneration Policy is to enable the recruitment and engagement of capable managers through competitive remuneration, in order to reinforce the continuity of the company's operations. The principles of the remuneration policies must comply with the business strategy, goals and values of the Nexstim Group and support the Nexstim Group's long-term interests. The remuneration policies and any performances based on them may not compromise the solvency of Nexstim Plc or any of the Group companies or encourage risk-taking that exceed the company's overall willingness to take risks. Payments based on the remuneration policies can only be made if the recipient has acted in accordance with the applicable laws and regulations as well as the company's internal guidelines. What is stated below regarding the Managing Director is also applicable to the possible Deputy Managing Director.

2. DESCRIPTION OF THE DECISION-MAKING PROCESS

Remuneration Policy

The Remuneration Committee of the Board of Directors prepares the Remuneration Policy and any changes thereto. The Board of Directors approves the Remuneration Policy to be presented to the General Meeting, and the Remuneration Policy is appended to the notice of the General Meeting or disclosed by a stock exchange release. No material changes can be made to the Remuneration Policy without presenting the changed policy to the General Meeting. Without the involvement of the General Meeting, the Board of Directors may only change the Remuneration Policy in ways that are technical in nature, such as changes to the relevant decision-making process and terminology and changes necessitated by legislative amendments, provided that the changes are not material. The General Meeting decides whether or not it supports the proposed Remuneration Policy, but the decision is to be regarded as advisory in nature.
The Remuneration Policy is presented to the General Meeting at least every four (4) years and every time material changes are made to it. If the majority of the General Meeting does not support the Remuneration Policy presented to it, a revised Remuneration Policy must be presented at the next General Meeting at the latest.

Board of Directors

The Shareholders' Nomination Board prepares the remuneration proposal of the members of the Board of Directors to the Annual General Meeting. In preparing the proposal, the Shareholders' Nomination Board must take the effective Remuneration Policy into account. The Shareholders' Nomination Board presents to the Annual General Meeting a proposal for the remuneration of the members of the Board of Directors, and the General Meeting then decides on the remuneration of the Board of Directors. When preparing the proposal to the General Meeting, the Shareholders'

Nomination Board assesses the remuneration of the members of the Board of Directors and the level of the remuneration.

Managing Director
The Board of Directors' Remuneration Committee prepares and presents to the Board of Directors a proposal on the remuneration of the Managing Director, with due consideration to the effective Remuneration Policy. The Board of Directors decides on the remuneration of the Managing Director, the remuneration policies their terms, and other compensations to be paid to the Managing Director. The Managing Director does not have the right to participate in the meeting of the Board of Directors when the Board of Directors is processing the Managing Director's remuneration.

The process of issuing of shares, options and other special rights entitling to shares
Based on the proposal of the Board of Directors, the General Meeting decides on the issue of shares, options or other special rights entitling to shares, or the authorisation of the Board of Directors to decide on the issue of shares, options or other special rights entitling to shares. The General Meeting decides on the issue of shares, options or other special rights entitling to shares to be provided to the Board of Directors and the Board of Directors decides, based on authorisation given by the General Meeting, on those provided to the Managing Director as a part of the remuneration system.

3. DESCRIPTION OF THE REMUNERATION OF THE BOARD OF DIRECTORS

The Annual General Meeting decides on the remuneration of the members of the Board of Directors once the Shareholders' Nomination Board has presented to the Annual General Meeting a proposal where the effective Remuneration Policy must be taken into account.

4. DESCRIPTION OF THE REMUNERATION OF THE MANAGING DIRECTOR

a) Remuneration components and proportional shares of overall remuneration
The Managing Director's remuneration can consist of fixed remunerations, variable remunerations or other financial benefits. All financial benefits the amount of which is known to the parties beforehand are regarded as fixed remunerations, such as fixed annual salary or fringe benefits. All remunerations that are scaled according to the person's performance or other externally defined factors, such as the development of the company's financial and nonfinancial key figures, or other specifiable factor are regarded as variable remunerations. These include short-term and long-term incentive schemes. The duration of the short-term incentive scheme is 12 months and the incentive amounts to a maximum of 50% of the annual salary of the CEO.

Other financial benefits can include signature and commitment bonuses, pension arrangement and financial compensations based on the termination of a service relationship. Remuneration can consist of cash, shares, options, other share-based rights or securities, and fringe benefits or other benefits. The components of the Managing Director's fixed and variable remunerations must be in correct proportions in terms of the goals of the remuneration arrangement, with due consideration to the current business strategy, goals and Nexstim Plc's long-term benefit.

b) Grounds for determining any variable remuneration components
Variable remunerations can be determined based on the achievement of quantitative or qualitative goals or the development of Nexstim Plc's share price. Quantitative goals can include the company's financial and profit performance, while qualitative goals can include operational development targets set for the profit period, adherence to internal and external rules, and an assessment of personal

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performance. The achievement of the quantitative goals promotes the company's business strategy and long-term financial interests by setting financial goals in such a way that their achievement generates value in the long-term through dividends paid to shareholders and the development of the company's value, for example. Qualitative goals can be related to the development of the company, its operations and the personnel. As they develop, the company's efficiency, innovativeness and competitiveness can be expected to improve, impacting the company's earning power and value. On the other hand, goals related to the development of Nexstim Plc's share price generate value for shareholders. The methods used to assess earning criteria are determining the achievement of numerical goals and, in terms of qualitative goals, whether or not the target set by the earning criteria has been achieved. Remuneration policies must include an earning period, which refers to the period of time for which the fulfilment of the set performance and profit criteria (earning criteria) will be assessed. The earning period must be at least one (1) year. In the case of a share-linked remuneration, the earning period must be at least two (2) years. Nexstim Plc's Board of Directors decides on the appropriate earning criteria for each period in order to ensure that the principles listed in Section 1 (Introduction) are observed. Payments based on the remuneration policies are paid at the end of the earning period in accordance with the terms and conditions of the remuneration policy.

c) Other key terms applicable to the service contract
Pension arrangements can be agreed with the Managing Director and it is possible to provide the Managing Director with signing bonuses, commitment bonuses and compensations for the termination of the service relationship. The Managing Director must, for the entire duration of the service relationship, own a number of shares gained through incentive schemes that is at least equal in value to his/her gross annual salary.

d) Terms for deferral and possible clawback of remuneration
A remuneration can only be provided if its payment is sustainable when taking into account the overall financial situation of the company and the group as well as known risks, and the payment is justified based on the performance of the company, the group and the Managing Director. A remuneration can be left unpaid, in part or in full, or postponed to a later time better suited to the company if the payment would jeopardise the solvency of the company or the group or lead to an otherwise harmful or unreasonable end result for the company or the group. A remuneration can be left unpaid, in part or in full, or already paid remunerations can be clawed back if the Managing Director's actions give cause to do so or the Managing Director has violated the regulations, guidelines or principles or procedures related to the company's operations, the legislation related to the Managing Director's employment relationship or the company's ethical guidelines or other ethical standards, or if the recovery is justified considering the overall financial situation of the company or the group.

5. REQUIREMENTS FOR TEMPORARY DEVIATION

Temporary deviations can be made from the remuneration policy if the Nexstim Group's essential operating capabilities have changed after the Annual General Meeting's processing of the Remuneration Policy, provided that the deviation is aimed at securing the long-term interests of the Nexstim Group. Factors such as the company's long-term financial success, competitiveness and the development of shareholder value can be considered in assessing the company's long-term benefit. The deviation can apply to the full Remuneration Policy to the extent required by the change in circumstances. The possibility of deviation applies to the following situations:

- change of the Managing Director or Deputy Managing Director
- corporate arrangement, such as mergers, splits or takeover bid
- establishment, acquisition or divestment of new business areas

• significant changes to the strategy or organisational structure
• obtaining or relinquishing the permits required for business
• changes in regulations or taxation

If the deviation from the Remuneration Policy is expected to continue to the point that it cannot be deemed temporary, the company must prepare a new Remuneration Policy to be discussed at the next possible Annual General Meeting. The preparation, decision-making and assessment procedures presented in Section 2 (Description of the decision-making process) are to be applied in deviating situations.