

BOARD OF DIRECTORS CHARTER January 1, 2025

Competence, composition, and election

The Board of Directors is responsible for the administration and the proper organization of the operations of the company. The Board acts in accordance with the Articles of Association and the applicable legislation as well as the instructions and recommendations of the Financial Supervisory Authority and Nasdaq Helsinki Ltd. In accordance with the Articles of Association, the company's Board of Directors comprises at least six and maximum nine members. The Annual General Meeting elects all Board members. The Board of Directors elects a Chair and a Vice Chair from among its members. Under the Articles of Association, the term of the Board members is one year. The term begins at the close of the General Meeting at which the member is elected and ends at the close of the next Annual General Meeting following the member's election.

Selection criteria, diversity, and the independence of the members

The primary goal in Board member election is to gather a team where the joint capabilities of the members enable the Board to support the development of company's current and future business, impact, and sustainability. The Board should be considered as a whole that is capable of managing its tasks and duties in the best possible way. In addition, the Board should consist of members of different genders, different educational and professional backgrounds, different nationalities, and the members should have the chance to allocate a sufficient amount of time to managing their tasks.

The majority of the Board members must be independent of the company and at least two members in the majority must be independent of the company's major shareholders. The Board of Directors evaluates the independence of the members annually based on overall evaluation. This evaluation of a member takes into account information and analysis provided by the member themselves. A Board member has a duty to disclose to the Board required information needed for the evaluation of their independence without any delay, as well as any changes in the information affecting the evaluation.

The Board of Directors self-evaluates its operations, way of working as well as fulfilment of the diversity goals annually.

After election, new Board members will be familiarized with company's operations.

Meetings, duties, and decision-making

The Board of Directors convenes at least eight times a year and if otherwise needed. The President and CEO and the Chief Financial Officer also attend Board meetings. The other members of the Management Team attend Board meetings as required on the invitation of the Board of Directors. The Board of Directors may, on the basis of the Chair's decision, establish working groups from among its members in individual cases in order to prepare the matters allocated for it in order to ensure the effective organization of the Board of Directors' work.

The Board of Directors operates in accordance with an approved written charter. Meetings may, if necessary, be held as conference calls or e-mail meetings. Minutes of meetings are compiled in English, with annually running numbering. The Chair, the CEO, a rotating member of Board and the secretary of the Board shall sign the minutes. The General Counsel acts as the Secretary of the Board of Directors.

A member of the Board of Directors is not allowed to participate if they are biased in that issue between them and the company or between the company and a third party when there is a possibility to achieve essential advantage to them, which may conflict with the company's interest. The Board of Directors monitors, evaluates, and decides on related party transactions.

The members of the Board of Directors are bound by obligations related to commercial and trade secrets as well as by the restrictions and requirements of the Market Abuse Regulation (EU) N:o 596/2014 (MAR), and the restrictions and obligations of Vaisala's Insider Policy. The Board and its members must in their decision-making and other activities act in accordance with the interest of the company and all its shareholders, and in accordance with the principles of due care, information security and data protection.

Meeting materials are provided electronically to the members of the Board through an online Board portal that fulfils the information security requirements. All documents and other information pertaining to the work of the Board of Directors are confidential, unless otherwise explicitly stated. Confidentiality survives the termination or expiry of board membership.

As the members of the Board of Directors mainly handle confidential information on the company outside the company's business location, Board members are obligated to exercise great diligence in handling all information. Both technical means and accepted practices are used to ensure information security.

The Board will have a quorum when more than half of members are present. Decisions are made on a simple majority basis, and when the votes are even, the Chair has the casting vote. A Board member has a right to add their dissenting opinion in the minutes of meeting. When the votes for election of the Chair are even, the Chair is elected by drawing lots.

The President and CEO is responsible for the execution of the Board of Directors' decisions and reports to the Board on deficiencies or problems observed during the execution.

Main responsibilities of the Board of Directors are

- to decide on the election and dismissal of the President and CEO,
- to decide on the employment terms of the President and CEO,
- to decide on the election and dismissal of the members of the Management Team and their job descriptions, including employment terms, as well as the same of other direct reports of the President and CEO, based on the President and CEO's proposition,
- to ensure that the company has organized internal control of accounting and financial management as well as to monitor the effectiveness of supervision,
- to ensure monitoring, managing, and overseeing material impacts, risks and opportunities related to sustainability matters,
- to approve the results of double materiality assessment for sustainability reporting,
- to approve the company's strategy and oversee its implementation, and to approve the strategic plans of the business areas,
- to determine the company's long-term targets and to monitor their implementation, and to accept business areas' long-term targets,
- to assess the company's and its business areas' annual action plans,

- to approve the company's and its business areas' financial targets,
- to make the business decisions in value of which is exceeding the President and CEO's approval rights in accordance with the Approval Policy, such as restructurings, acquisitions, divestitures, major contracts and liabilities, investments, and financing arrangements,
- to review and approve the most important policies and instructions of the company, such as Approval Policy, Treasury Policy, Disclosure Policy, Dividend Policy, Risk Management Policy, Insider Policy, Code of Conduct and Anti-Corruption Policy,
- to review and approve a Financial Statement Release, non-financial reporting, Financial Statements, Sustainability statement, and the Board of Directors' Report as well as Corporate Governance Statement,
- to make a dividend proposal to General Meeting,
- to review and approve Interim Reports and Half Year Financial Report,
- to monitor evaluation and management of risks related to company's strategy and business operations, and
- to decide on Remuneration Policy and management remuneration and incentive systems.

The responsibilities of the members of the Board of Directors when performing their duties is to always act with due care and in good faith while using their judgment, based on sufficient information, in a manner they reasonably believe to promote the interests of the company.

The President and CEO and the members of the management, as instructed by the President and CEO, represent the company in relation to shareholders, investors, media, and other stakeholders. The Board members usually direct third-party enquiries to the President and CEO. The Board of Directors is represented by the Chair of the Board of Directors.

Duties of the Chair

Duties of the Chair of the Board of Directors include chairing the Board's meeting and managing the Board's work so that it can fulfil its duties.

Chair of the Board of Directors shall

- ensure that the meetings are held according to schedule,
- ensure that the Board of Directors is convened for the extraordinary meetings, if necessary,
- ensure that the presentations and supporting materials are delivered to the Board members within the agreed time and early enough prior to the meeting,
- approve the agenda prepared by the President and CEO,
- ensure the documentation of the meetings and of the decisions made,
- keep in contact with the President and CEO and monitor the company's business performance, and
- oversee evaluating the work done by the Board of Directors.

BOARD COMMITTEES

The Board of Directors has three permanent committees: Audit Committee, Nomination Committee, and People and Sustainability Committee. The members and the chairs of the Committees are appointed annually from among the members of the Board of Directors in accordance with the charter of the respective committee. The Board of Directors may establish committees and working groups for duties assigned by the Board. The Board of Directors confirm the charter for the committees. The committees assist the Board of Directors by preparing matters that are within the scope of responsibilities of the Board. The committees are not decision-making or executive organs; instead, the Board of Directors is responsible for the tasks it has assigned to the committees, unless it has been stated otherwise in the committees' charters. The diversity of the know-how, experience, and opinions of the committee members contributes to open discussion and the committee's ability to address the issues under its responsibility in a comprehensive manner.

The committees keep minutes of their meetings in English; minutes are available to all members of the Board of Directors as well as other committee materials. The secretary of the Board of Directors acts as the secretary of the Audit Committee and the People and Sustainability Committee.

Audit Committee and its charter

The Audit Committee assists the Board of Directors in supervising the company's accounting and asset management, risk management as well as in organizing external and internal audit. The Audit Committee manages its tasks in accordance with the charter approved by the Board of Directors, the Securities Market Association's Finnish Corporate Governance Code as well as the applicable laws and regulations.

The Audit Committee comprises at least three members, appointed annually by the Board of Directors among its members. The members of the committee must be independent of the company and at least one member must also be independent of significant shareholders of the company. Audit Committee as a whole, taking into account members' complementary skills, knowledge and branch knowledge, shall have sufficient expertise and experience on the duties of Audit Committee and the environment where the company is active. At least one member of the Committee shall have expertise on accounting or auditing. A member of the Audit Committee may not participate in the company's or its group company's daily management. The Committee convenes at least five times a year. The President and CEO and the Chief Financial Officer also attend the Committee meetings. Other responsible Vaisala employees attend the Committee meetings as required on the invitation of the Committee. The Committee reports of its actions to the Board of Directors in the following Board of Directors' meeting.

Main responsibilities of the Audit Committee are

- to review Interim Reports, Half Year Financial Report, Financial Statement Release, Sustainability statement and Financial Statements as well as Board of Directors' Report,
- to approve goodwill testing,
- to approve management's essential estimates included in Financial Statements, Financial Statement Review, Half Year Financial Report, and Interim Reports,
- to prepare a dividend proposal,
- to accept company's accounting and calculation principles, as well as their changes,

- to monitor non-financial reporting and Annual Report,
- to monitor internal audit,
- to approve internal audit plan and cost estimate, as well as Internal Audit Charter,
- to monitor and evaluate financial reporting and forecast processes,
- to monitor and evaluate efficiency of the company's internal control and audit, assurance of non-financial reporting, including sustainability reporting, risk management and quality audit, and approve related plans,
- to monitor the double materiality assessment process and review the results of double materiality assessment prior Board resolution,
- to monitor and evaluate, if related party transactions and other acts between company and its related parties fulfill requirement of ordinary course of business and market price principle as well as define the standards related to these,
- to assess compliance with laws and regulations,
- to monitor compliance with company's Code of Conduct,
- to keep in contact with the auditor, monitor audit and Key Audit Matters, and to review audit report and auditor's additional report to Board,
- to prepare a decision proposal on the election of the auditor,
- to monitor and evaluate independence of the statutory auditor or audit firm, and particularly in relation to provision of non-audit services to the company,
- to monitor provision of non-audit services by auditor and to approve plan and cost estimate of non-audit services by auditor,
- to review Corporate Governance Statement,
- to review Treasury Policy and to monitor its financing position,
- to monitor company's tax situation,
- to monitor compliance of data protection and data security regulation and policies, and
- to approve Audit Committee's annual plan and evaluate committee's performance.

People and Sustainability Committee and its charter

The People and Sustainability Committee is responsible for preparing People, Sustainability and ESG topics for the Board of Directors. The Committee reviews Vaisala plans for employee development, talent attraction & management, succession planning and their progress. People and Sustainability Committee proposes the compensation of the President and CEO as well as top management, evaluation of the performance of the President and CEO and the Management Team, and the company remuneration and incentive plans to the Board of Directors.

The People and Sustainability Committee comprises at least three members, appointed annually by the Board of Directors among its members. The majority of the members of the committee must be independent of the company. The Committee convenes at least twice a year. The President and CEO, the Executive Vice President, Human Resources, and the Chief Financial Officer also attend the

Committee meetings, except for agenda items relating to them. Other responsible Vaisala employees attend the Committee meetings as required on the invitation of the Committee. The Committee reports its actions to the Board of Directors in the following Board of Directors' meeting.

The primary responsibilities of the People and Sustainability Committee are

- to review and prepare selected Sustainability and ESG strategy matters for the Board,
- to review and prepare People and Diversity, Equity, and Inclusion strategy for the Board,
- to monitor the engagement and development of the employees,
- to monitor succession planning and competence development of management,
- to monitor employee well-being, health, and development of safety,
- to review and prepare the company compensation philosophy,
- to prepare remuneration and other financial benefits of the President and CEO,
- to prepare remuneration and other financial benefits of the management,
- to prepare the matters relating to the company's incentive plans,
- to prepare exceptions impacting calculations of KPI outcomes of short-term incentive (STI) plans before Board resolution on STI plan payments,
- to evaluate the remuneration of the President and CEO and other management, and to ensure the appropriateness of the incentive plans,
- to prepare Remuneration Policy and Report for Board as well as presentation of the same for Annual General Meeting, and
- to approve the People and Sustainability Committee's annual plan and evaluate committee's performance.

The People and Sustainability Committee manages its tasks in relation to the members of the management independently. If the People and Sustainability Committee uses an external advisor to assist in managing its tasks, the Committee ensures that the advisor does not also act as an advisor to the members of the management in a manner that may give rise to a conflict of interest.

Nomination Committee and its charter

Nomination Committee is responsible for preparing proposals to the Annual General Meeting, and, if necessary, to an Extraordinary General Meeting, for the election and remuneration of the members of the Board of Directors and for identifying potential Board member candidates. The Nomination

Committee shall ensure that the Board of Directors and its members maintain and represent a sufficient level of expertise, knowledge, and competence as well as diversity. If necessary, the Nomination Committee shall also provide reasons for the proposed composition of the Board of Directors if the proposal deviates from the recommendations of the Corporate Governance Code or from the Board's diversity principles.

The Nomination Committee comprises at least three members, appointed annually by the Board of Directors among its members. The members of the Committee must be independent of the Company. The President and CEO or a Group Leadership Team member cannot be appointed to the Nomination Committee. The Committee shall meet at least annually and as determined by the Chair of the Committee. Chair of the Committee shall act as secretary to the Committee. The Committee reports of its actions to the Board of Directors in the following Board of Directors' meeting.

Main responsibilities of the Nomination Committee are

- preparation of the proposal to the General Meeting relating to the composition of the Board of Directors (the number of members of Board of Directors and the candidates)
- preparation of the proposal to the General Meeting concerning the remuneration of the members of the Board of Directors in accordance with the Remuneration Policy
- presentation of the proposals to be made to the General Meeting
- preparation of the Board of Directors' diversity principles and
- successor planning for the Board of Directors.

The Chair of the Nomination Committee may invite other persons, such as external experts, to participate in Committee meetings as determined case by case. When carrying out its duties, the Committee shall act independently with relation to the operative management of the Company. Thus, if the Committee uses an external advisor to assist in carrying out its duties, the Committee shall ensure that the advisor is not also an advisor to the operative management in a manner that can result in a conflict of interest.

Strategic Planning Committee and its charter

Strategic Planning Committee is responsible for formulating, reviewing, and evaluating strategic initiatives and special projects, and provides recommendations on such initiatives for Board. Committee is merely temporary of its nature to address topical matters arising during the year and is nominated when deemed necessary.

The Strategic Planning Committee comprises at least three members and is appointed by the Board of Directors among its members as needed. The majority of the members of the Committee must be independent of the company. The Committee's charter is published as part of the charter of the Board of Directors on the company's website. When operative, the Committee reports about its actions to the Board of Directors.