

THE DISCLOSURE POLICY OF ENEDO PLC

The purpose of Enedo Plc's ("Enedo" or "Company") Disclosure Policy is to define the operating procedures for internal and external communication as well as investor relations that Enedo follows in its external communications.

Enedo Plc shares are listed on NASDAQ Helsinki. In its disclosure policy, Enedo complies with the European Union and Finnish legislation, the rules of NASDAQ Helsinki, the instructions of the Finnish Financial Supervisory Authority (FIVA), and other rules regulating listed companies.

This policy is approved by the Board of Directors on 27.2.2020 and it's available on the Company website in Finnish and English. Disclosure policy will be reviewed annually and updated as needed.

Goals and principles for the communication

Enedo is committed to communicating actively and openly with all parties, regardless of whether the information being communicated is positive or negative in regard to the Company. The Company operates in all communication situations in a transparent, consistent, credible and proactive manner.

Enedo communications are based on facts. The goal of Enedo's Investor Relations is to support the correct valuation of Enedo's share by providing correct, adequate, relevant and timely information on the Company and its business environment without unnecessary delay. Enedo follows a principle of consistency, high ethics and the rules and regulations concerning listed companies in all its communications.

Areas of responsibility

Enedo disclosure policy is decided by the Company Board of Directors. CEO is responsible for the Disclosure Policy updates and maintenance and is also responsible for answering questions related to the disclosure policy. CEO is responsible for the control of Enedo disclosure policy and potential deviations from it. Enedo investor relationship belongs to CEO responsibility.

Primary contact for the capital market is CEO, secondary CFO and chairman of the Board. Also other Enedo representatives may participate to meetings and events when relevant.

Enedo Publications

Enedo releases are divided into three categories; stock exchange releases, corporate press releases and other releases. The category of release is assessed based on significance and relevance of information and according to relevant laws, regulations and instructions.

Enedo's primary channel for up-to-date information is the Company's website (www.enedopower.com), which provides equal access to all investors. All Enedo Company releases are available on the website for at least five years from their date of publication.

Enedo's internal release process ensures that Enedo management is fully aware of the released information. This process ensures also the right timing of the release, wide and rapid global distribution towards main media, all the other stakeholder groups, and Nasdaq Helsinki stock exchange for stock exchange releases.

Enedo is listed in NASDAQ OMX Helsinki and therefore the official reporting language of the Company is Finnish. All regulatory material will be published in Finnish and English. Other than regulatory material and communications will happen either in Finnish, English or both Finnish and English. Based on specific needs company can also publish releases in other languages.

Stock Exchange Releases

In stock exchange releases Enedo publishes important decisions, issues and developments that are deemed to have significant effect on the value of Enedo's financial instruments.

A stock exchange release is used to announce, for example, financial statements, interim reviews, key strategic issues and significant changes in the financial and general outlook. A stock exchange release is also used to announce significant business acquisitions, divestments and joint venture agreements, significant investments and financial arrangements, material new customers and orders, business reorganizations, decisions by authorities and share-based incentive systems.

As a principle, trigger value for new customer or order to be announced in stock exchange release is over 5% of Company annual net sales. Business acquisitions and divestments are disclosed based on the rules and regulations specifically given by the stock exchange.

Appointments are communicated through a stock exchange release if they involve changes in the Board of Directors, CEO or CFO positions or if there is a change in the Company's auditor. A stock exchange release is also published for significant organizational changes in the Group's structure.

Stock exchange release is published also for any other information which has been defined in current regulations and laws to be disclosed with a stock exchange release.

Enedo CEO approves stock exchange releases.

Press Releases

All newsworthy information and information that is of interest to Company shareholders does not meet the criteria for stock exchange release. This kind of information is disclosed in press releases.

Enedo announces in press releases important new orders, projects or new customers not meeting the criteria for stock exchange release.

Press releases can also be used to cover other Company relevant and related contracts, agreements, new products, received awards or other topical matters when those are estimated to be newsworthy or otherwise of interest to stakeholders.

Press releases are approved by CEO.

Other releases

In addition to stock exchange releases and press releases Enedo publishes and shares also separate product and customer news, Company news, customer cases, blog writings and other information releases which tell in more detail about Company industry, products, services, customers, technology or is otherwise relevant for Enedo business.

Other releases are mainly published and distributed via Company internet pages and when relevant also via Company social media channels. Other releases may not be sent to media or those in the Company distribution list.

Silent period and Closed window

Enedo observes 30 days' silent period preceding the publication of its results. During this time, Enedo issues no statements on its financial position or business development. During the silent

period, Enedo executives and employees do not meet or be in contact with representatives of capital markets or financial media. The dates on which Enedo publishes its result are available in the Financial Calendar section of the Company's website.

In accordance with the MAR, Enedo observes a closed period of 30 days, during which persons defined to be Company insiders are prohibited from trading the Company's shares, debt instruments, derivatives or other financial instruments on their own account or for the account of a third party and from conducting other transactions.

Investor and media communications

Enedo investor communications include in addition to financial reports and its Internet site, also various meetings with investors.

Based on separate announcement, Enedo can organize a Capital Markets Day intended for investors, analysts and financiers. In addition, the Company's representatives meet owners, investors and analysts at events organized by various organizations and one-to-one meetings. In these events, the conversations are based on the previously published information or facts that are generally known in the market.

CEO is responsible for investor and media relations. Related to financial information investor relations are managed also by Company CFO.

Enedo's financial targets and market guidance

Enedo discloses information about its financial situation according to a schedule announced in advance. The publication dates for the upcoming financial period are announced prior to the close of the on-going financial period.

Enedo market forecasts and future financial outlook statements are disclosed mainly in the financial statement release and interim reports. Enedo releases market guidance for full year. All information related to market forecasts and financial guidance will be published via stock exchange releases. Enedo does not comment on analyst estimates or market rumors and takes no responsibility for any evaluations or recommendations published by them.

A profit warning will be issued without undue delay if the Company's view on the development of its profits or financial position, its estimate on net sales or other similar future outlook statement has changed significantly in either a negative or positive way (positive profit warning) than expected in the disclosed guidance.

Enedo CEO will estimate and decide together with the Chairman of the Board of Directors on the need to issue a profit warning. The assessment of change is based on Enedo's previously issued forecasts and guidance. A stock exchange release is always published about a profit warning.

Enedo financial reports, releases and other information on Enedo are available on Company web site www.enedopower.com.

Releasing insider information and postponing this releasing

Enedo publishes Company related insider information in stock exchange release as soon as possible so that the public has prompt access to this information and this information can be thoroughly, appropriately and timely analyzed by the audience.

Enedo can however at own responsibility delay this disclosure if immediate disclosure would likely risk justified benefits for the Company, delay is not likely to mislead the audience and Company can guarantee the information staying confidential.

Enedo Board of Directors or Enedo CEO if authorized by the Board of Directors follows, evaluates and makes decisions about disclosing insider information and potential delay of the disclosure.

Enedo delivers information about delayed insider information disclosure to Finnish Financial Supervisory Authority immediately after the information has been disclosed. Further background for the reasons leading to delay in disclosure will be delivered to Finnish Financial Supervisory Authority based on separate request.

Disclosure of transactions of Managers and their closely associated persons

Persons discharging managerial responsibilities in Enedo and persons closely associated with them are under an obligation to inform both the Financial Supervisory Authority as well as Enedo of all transactions conducted on their own account relating to the shares or debt instruments of the Company or to derivatives or other financial instruments linked to them. The obligation to notify transactions applies to all transactions once a total amount of EUR 5,000 is reached within a calendar year.

The Company discloses information relating to transactions of Managers and their closely associated persons without delay and within three (3) working days from the execution of the transaction. The disclosure shall be made through a stock exchange release in a way corresponding to the disclosure of inside information and by using release category "Management transactions". Stock exchange releases concerning disclosed information on the management's transactions are available at the Company's web page for a period of five years from the publication of the release.

Communications in exceptional circumstances and in case of information leakage

Crisis management at Enedo is part of the Company's risk management activities and is in practice managed by The Crisis Management Team. The Crisis Management Team consists of Company CEO, CFO and other relevant management team members and individually selected experts. After Crisis Management Team has reviewed the severity of the incident, Company CEO takes responsibility for Stock market information sharing and Enedo releases.

Enedo does not comment on possible rumors on the market. If, however, the Company becomes aware that information possibly significantly affecting the price of the financial instruments of the Company has leaked from the Company, the Company informs about the matter by a decision of the CEO or the Board of Directors by a stock exchange release. Otherwise the Company may consider publishing a release in order to give the market the right information and to promote a reliable valuation of the financial instruments, if the rumor has significant impact on the price of the Company's financial instruments.

Internal communications and guidelines for insiders

The Group's result shall be shared with the whole personnel after the disclosure of the result. Stock exchange and press releases as well as other news shall be also disclosed on the Group's web site.

In issues related to inside information Enedo complies with the applicable legislation, standards of the Finnish Financial Supervisory Authority as well as Nasdaq Helsinki Ltd.'s Guidelines for Insiders.

Enedo has adopted guidelines for insiders approved by the Board of Directors. Each employee of Enedo shall comply with Enedo Plc's guidelines for insiders and each employee is responsible for the compliance with the insider rules.