

YEAR 2019

FREEDOM FOR WORK



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Why invest in Eezy?

Making working life dreams come true

Humanity is transitioning from the era of work to the age of employees. We help employees and those who need them to find each other. We improve workplaces and make employees' lives smoother at every stage of their careers. We help people and organisations succeed and to realise their dreams.

Eezy was born to build this new working life. As Finland's most diverse provider of HR services, Eezy knows working life from Hanko to Utsjoki, and employs around 30,000 people each year. In the year 2019, our combined turnover was around EUR 300 million, and our growth continues. Our goal is market leadership in Finland by 2022.

2019 key figures

170

REVENUE, EUR MILLION

108

REVENUE GROWTH, %

16.4

ADJUSTED OPERATING
MARGIN, EUR MILLION

9.6

ADJUSTED OPERATING
MARGIN, %

0.25

EARNINGS PER SHARE,
€ / SHARE

WE PROVIDE THE WIDEST RANGE OF SERVICES

WE HAVE AROUND

60

OFFICES IN STAFFING
SERVICES ALL OVER FINLAND



Chain-wide
revenue, including
the franchise
chain and the
self-employment
volume, was
289 million euro.

Hannu Nyman
CFO



NOVEMBER

We changed our
name to Eezy and
published our new
strategy for the
period from 2020
to 2022.

2019 highlights

FEBRUARY

We acquired Henkilöstöratkaisu Extraajat Oy

We continued the consolidation of the HR services market by acquiring Henkilöstöratkaisu Extraajat Oy. The acquisition of Extraajat strengthened our expertise in the retail industry.

APRIL

Organisational development expertise from the Corporate Spirit Oy acquisition

The acquisition of the market leader in organisational development strengthened our service offering and provided us with a lot of interesting new corporate customers.

AUGUST

VMP and Smile merged to become the front runner in the sector

By merging two of the top companies in the HR services sector, we created a new pioneer for the HR services sector. Towards the end of the year, we began making working life dreams come true as Eezy.

SEPTEMBER-OCTOBER

We renewed the management team and the organisation

Following the Smile merger, we appointed a new management team. The following were appointed to our management team: Sami Asikainen, Hannu Nyman, Tomi Laaksola, Jani Suominen, Laura Santasalo, Aki Peiju and Hanna Lehto.

We aim to make our services easy for our customers and employees. We are a partner at every stage of the career path.

Sami Asikainen
CEO

Working life dreams are why we are here

Last year was spectacular and momentous for us. We laid the foundation for our future success by consolidating two of the top companies in the sector. When the merger of Smile and VMP was completed in July, we reached an entirely new level. We created an extraordinary force in the market, which at the end of the year was given the name Eezy.

The combined revenue of Eezy is more than EUR 300 million. Nearly 30,000 people were paid through us, and more than 5,000 entrepreneurs were self-employed through us. We worked with thousands of companies as Eezy Personnel conducted 4,000 personnel assessments and filled hundreds of key positions. Eezy Spirit's services enabled us to research and develop the personnel experience at Finnish companies. In light of these events, our position in the Finnish labour market is highly significant.

Eezy's mission is to make working life dreams come true, and we are aiming to become the market leader. We are bringing dreams to life by offering Finland's most extensive services and most comprehensive functional network, together with our franchise entrepreneurs. We aim to make our services easy for our customers and employees. We are a partner at every stage of the career path.

We are seeking market leadership by strengthening our position in all of our business areas. We have executed numerous acquisitions in recent years. Last year, the acquisition of Extraajat expanded our HR services into the retail industry. Thanks to Corporate Spirit, our service offering expanded to include services aiming to improve the personnel and customer experience.

In addition to acquisitions, we are also aiming for organic growth. During our 30 years in business, we have proven our ability to reinvent ourselves as a part of the evolving labour market. In the coming years, our modernisation will be most apparent in the form of new digital services to facilitate job search and finding employees. Our success is based on growth and operational efficiency, which is expected to improve to the tune of approximately EUR 5 million over the next two years thanks to synergies realised from the merger.

The future of our sector is bright and interesting, although the frenetic pace of growth began to level

out in 2019. We believe that markets will develop over the long term despite changes in the economic cycle. Above all, growth will be driven by the need of companies to boost their competitive advantage and the desire of employees for greater flexibility and freedom in their work. We believe that attitudes to work have already changed. People are increasingly seeking more choice and variation in their careers. When people choose a workplace, the key criteria include meaningfulness, self-actualisation in and out of work, and a functional work community.

Several sectors are already suffering from labour shortages. It will become increasingly challenging to find skilled workers as the population gets older. Our sector and Eezy are already addressing this problem. Our solutions include our service for bringing in foreign workers and the employment services by Eezy Ura (Eezy Career Services). We have brought hundreds of employees to Finland from Romania to help address needs in sectors such as construction and the food industry. Eezy Ura is involved in employment projects around Finland, helping young people and those in a difficult employment position to find work. The future success of the Finnish labour market and the employment targets will require collaboration with the public sector and easier ways to bring foreign workers to the country.

Eezy's future looks bright. The increased resources of the consolidated company, improved efficiency and new commercial synergies will provide a strong basis for success in expanding markets. This is why we have been efficient in the integration process. We have implemented an organisational renewal, changed our brand and launched a new strategy. We are well underway to build a winning organisation and culture. The culture is strongly based on our values, which are courage, positivity, professionalism and respect. We have an amazing, extraordinary team gathered. By respecting our shared values, we can be confident in proceeding towards market leadership in the new decade. I would like to thank all of the employees, customers and partners for a great collaboration over the past year.

Sami Asikainen
CEO

Aiming for market leadership by 2022

Now that we have changed our name and formulated a new strategy, we can drive the company into a new doer's decade. Thanks to our diverse range of services, we are one of Finland's largest employers and a significant part of the Finnish labour market.

We promise to fulfil the dreams of our employees and customers with the help of more than 400 professionals. Our operations are founded on courage and expertise to do things positively while respecting people's diversity. The HR services market is an expanding billion-euro business in which we aim to become the market leader and trendsetter. We have already enjoyed 30 years of success in the evolving working environment, and we intend to continue succeeding. Growth is our passion.

People also want
their work to be
full of meaning and
responsibility.

Bringing together employers and employees is a billion-euro business

The HR services market has grown over the last decade. New, flexible types of work and personnel development trends will support continued market growth. In addition to positive financial development, the expanding market will be influenced by a set of megatrends, which will change the nature of the labour market and the ways that work is done. The most significant of these trends are a labour shortage among companies and the decrease in the number of people of working age. The HR services sector and Eezy are able to address the challenges posed by the structural changes in working life.

Work automation and digitalisation will alter the content of work tasks. Some jobs will disappear, while new work tasks are created. The change in work will support the growth of Eezy and the market overall. An increase in simplicity and flexibility will lead to favourable growth in the market.

We expect working life to continue becoming more flexible. Flexibility is sought by employees as well as

employers. Climate change will affect our future and our work. People's consumption habits will change, and the coming years will reveal how that will affect working life. People also want their work to be full of meaning and responsibility.

Bringing together employers and employees is an expanding billion-euro business where it makes a difference

to have a comprehensive offering. The HR services market remains fragmented among several different operators. The market as a whole will benefit from strong companies like Eezy. Thanks to our size, we are able to bring different types of knowledge and skills together, thereby serving our employees and our customers in the middle of the change happening in working life.

TRENDS

COMPANIES
ARE SUFFERING
FROM LABOUR
SHORTAGES

THE WORKING-AGE
POPULATION IS
DECREASING

THE EFFECT OF
CLIMATE CHANGE
ON WORK

AUTOMATIZATION
AND
DIGITALIZATION
ARE ENDING AND
CREATING JOBS

ATTITUDES
TOWARDS WORK
IS CHANGING





We are involved in every phase of the career

At the end of the year, our Board of Directors decided on our new strategy for the period from 2020 to 2022. At the same time, our company unveiled its new name and brand, which will help us to implement our new strategy in all of our operations.

Our mission is to fulfil working life dreams. Our vision is to be the most significant actor in Finnish employment and working life, together with our employees and clients. As a strategic goal, this means market leadership in Finland by 2022.

Our strategy is founded on the favourable trends driving the growth of the HR services sector, such as labour shortages and the need for more flexible work. With this wind in our sails, we can prepare our company for the growth opportunities presented by the fragmented market, having completed several corporate acquisitions to get to this stage.

In our view, the winning company in this business is the one that is able to be the most convenient partner for different phases of people's careers and in companies' growth stories. At Eezy, we do this by offering more diverse services through a nationwide service network. In addition, we help organisations to build workplaces that provide development opportunities, wellbeing and meaning in people's lives. We aim for organic growth that outpaces the market. At the same time, we will ensure that our profitability continues to develop.

As a single entity, Eezy helps more than 5,000 customer companies, which will now receive a simpler

overview of all of our services. The new brand will also be an enormous advantage in terms of raising awareness and reaching out to new customer companies. As an entity, Eezy provides a source of livelihood for up to 30,000 people each year. In the future, we will be able to offer them more exciting and diverse work opportunities.

We have commissioned research on people's attitudes to us at Eezy as well as to work as a whole, and the results point to the same things: people are looking for flexibility, self-determination and meaningfulness in working life. Eezy can offer a solution to the changing needs of working life. In the future, we aim to clarify the message about our abilities to address these needs.

Our strategy can be broken down into three entities

1. Integration: The integration year 2020 sets the ground for future growth and the development of good profitability
2. Growth: Growth and strengthening of market position in all businesses
3. The doer's decade The wellbeing of the work community and the individuals are key to success

**We believe
that healthy,
dedicated
employees
make for a
productive
business.**

A partner in responsibility for working life

The key to making work dreams come true is responsibility. Our vision is to be Finland's most significant operator in working life together with our customers and employees by 2022. We are already one of Finland's largest operators in working life: in 2019, almost 30,000 people were employed through us.

People are responsible of others through work. We address the needs of society by enabling employees and employers to come together simply and effortlessly. Humanity is transitioning from the era of work to the age of doers. We improve workplaces and make employees' lives go more smoothly at every stage of their careers. We help people and organisations succeed and realise their dreams.

A responsible partner at every step of the career path

We address the challenges of employment by lowering its barriers. We aim to be a partner at every step of the career path, from the first summer jobs to the final steps in working life. We help people who are at risk of social exclusion and those who

need support to find employment. We organise collaboration via our Eezy Ura unit through the employment projects run by TE Offices and funded by the EU. People can also find employment through us via apprenticeship contracts and recruitment training, whereby we train employees to work in sectors that are suffering from labour shortages. We collaborate with educational institutions and public employment services to address the challenges of employment as thoroughly as possible. Our Self-employment services enable people to remain in work throughout their careers.

Responsibility to develop

For us, the "doer's decade" means an increase in employees' freedom to make decisions. We believe that the best jobs belong to the best doers. In addition to addressing matters of employment, we aim to take responsibility for driving working life in a positive direction. In the spring of 2019 when we acquired Corporate Spirit, a company focused on organisational development, we gained new expertise in the development of working life and company wellbeing. Today we are

looking for Finland's most inspiring jobs via Eezy Spirit's Innostavimmat concept (Most Inspiring Workplaces), and we grant annual awards to the companies. We believe that healthy, dedicated employees make for a productive business. That is why we also invest in training our personnel and developing their competences.

Responsibility gives rise to responsible services

We also consider responsibility important in service provision. We comply with the EU General Data Protection Regulation (GDPR) in everything we do, and our company has a dedicated GDPR specialist. We use internal audits and risk management to intervene immediately in the event of any deviations. As a part of Finnish working life, we work in close cooperation with trade unions and employers' federations. We enhance occupational safety in collaboration with our client companies. In our internal activities, we make major investments in sustainable development by emphasising environmentally friendly choices in areas such as office supplies. We have the freedom to choose – and we choose to act responsibly.



WE HELP YOUNG PEOPLE ONTO THE CAREER LADDER

Employing young people is one of Eezy's corporate responsibility themes. In 2019, we were a part of the Pikaduuni Campaign to seek summer employment for young people, thereby opening the doors to working life. The campaign was carried out in collaboration with municipalities and cities. The purpose of the Pikaduuni Campaign was to make employment as easy as possible and lower the related barriers.

We want to be a partner in guiding young people into working life by offering jobs as well as coaching for working life. Good working skills and accrued work experience help young people to find employment later on in life. In 2019, we employed more than 700 young people via the Pikaduuni Campaign.

In addition to improving the work opportunities for young people, we began a two-year project entitled 'Come to Work' in 2019. We started this in collaboration with the Finnish Institute for Health and Welfare and the Uusimaa TE Office. The project involves offering enhanced employment support to jobseekers who are in a weak position in the labour market, alongside public work and business services. The aims of the project are to find employment for unemployed jobseekers and facilitate employment. We also aim to address the regional problems of aligning jobseekers and employers.

The project seeks to affect the situation in which public employment services and private employers do not work together closely enough or do not have sufficiently effective practices for promoting employment. The new model combines providers of public- and private-sector employment services. The model also seeks to improve the process of finding employment for the target group in the service system, enhance recruitment competences and create sustainable contacts with employers. The outcome of the project will be a nationally scalable, customer-oriented operating model that creates new means of improving employment.

During the project, Eezy produces a coaching model intended to improve both the employment process and guidance of the job applicant, as well as customers' practices for recognising competences and abilities. As professionals in the field of jobseeking and employment guidance, we are in a key role in terms of delivering on the societal responsibility towards job applicants who require support.

Eezy aims to become Finland's most significant operator in working life together with our customers and employees by 2022. This also requires us to take responsibility via our projects, campaigns and societal influence.

Careers don't need to follow a straight line to be easy

Eezy's mission is to make the working life dreams of employees and companies come true. We aim to be a partner for employees throughout their careers and offer comprehensive services at every step down the career path. For companies, we find the best doers for any given task. We are involved in developing organisational cultures, leadership, and the customer and personnel experience through our services. We provide the full range of HR services all under one roof, in an easy and convenient way.

The freedom to work under one roof

We offer jobseekers and employees three service packages: HR services, self-employment services and recruitment services. Additionally, we provide organisational development services to support companies' success even further.

We aim to provide all our customers with the most seamless

solutions for their various needs. We improve workplaces and help employees' lives go more smoothly at every stage of their careers. Personal and individualised services are a part of our operations, which we are further enhancing to help people throughout their careers in the best possible ways.

We aim to provide all our customers with the most seamless solutions for their various needs.



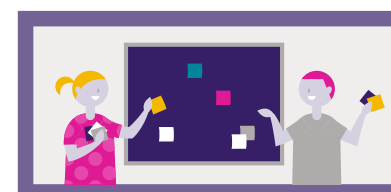
HR SERVICES

- The Freedom to Do
- Service units: Eezy Staffing Services, Eezy VMP, Doctors by Eezy, Eezy Ura, Eezy Staffing
- Provides HR services, both directly via the Group's own companies and via the franchise chain
- Approximately 30,000 employees every year



SELF-EMPLOYMENT

- The Freedom to Do Business
- Service unit: Eezy Self Employment Services
- Offers an easy new way for people to become self-employed
- Approximately 5,000 light entrepreneurs, 26% increase in registrations in 2019
- Customer NPS of 65



ORGANISATIONAL DEVELOPMENT

- The Freedom to Develop
- Service unit: Eezy Spirit
- Provides improvements to the personnel and customer experience through knowledge and research
- Leadership, organisational culture and customer experience development, trainings
- Growth in revenue from last year nearly 23 %

RECRUITMENT SERVICES

- The Freedom to Choose
- Service unit: Eezy Personnel
- Provides companies with recruitment and headhunting services
- Personal assessments are also a key service
- In 2019, we conducted 4,000 personal assessments

Employment contract

We are the most significant actor in Finnish employment and working life, together with our employees and customers.



Eezy

HR SERVICES

The best work for the best talents

Our HR services entered a period of integration and change when VMP and Smile merged in August 2019. In our HR services, we aim to provide companies with an easy and convenient alternative for HR management. The merger expanded our expertise and offering. In 2019, we employed almost 30,000 people, to whom the merger and new Eezy brand will provide these employees with new opportunities.

We work in a broad range of sectors. In the merged HR services unit, our Staffing Services' management team is responsible for the unit's operations and efficiency. The management team is built around our main sectors: industry, services and international workforce. To ensure our expertise and success, our management team also includes an emerging industries unit, support function development and the Eezy Ura business. Our wide-ranging approach enables us to develop our business and provide better service to our employees and customers.

The acquisitions that started in 2018 have strengthened our competences in industry, and we kept pace with the organic growth of the market over the past year. Our service range includes Eezy's restaurant business and the retail industry. In line with our strategy, we have underpinned our growth through the acquisitions of Enjoy and Extraajat. The growth we have achieved in our services is evidence of our success in supporting our customers' businesses with good employees.

Our Doctors by Eezy unit is responsible for our doctor brokering services. The business showed strong growth in 2019, and we expect the favourable growth to continue.

We have combined international workforce imports into a single business unit. Within this unit, it has been possible to lay strong foundations for growth and create service models that will enable us to provide customers with competent workers from abroad, particularly in

As a consolidated company, Eezy can offer employees a greater range of job opportunities and more alternatives throughout their careers.

Tomi Laaksola,
Director of Staffing Services

construction, industry and the food sector. We are expanding into new sectors via our emerging industries unit. Eezy Ura is responsible for job application coaching, career guidance, vocational selection assistance and various training solutions.

For our business as a whole, the major themes in HR services are competence development via shared best practices and putting these into use. As we expand our toolkit, we will be able to forge closer customer relationships and be an even better partner for companies. Our employees benefit from our larger salesforce, which enables us to ensure that even more people find the jobs of their dreams more quickly.

SELF-EMPLOYMENT SERVICES

Easy start when you want to be paid doing your own thing

Light entrepreneurship has continued to grow in popularity, and it is solidifying its position in the diverse palette of Finnish working life. Eezy offers entrepreneurs an easy and risk-free solution on their journey towards their own work life dream. Self-employment is suitable for people in various life circumstances: for some, it may be the primary source of income for many years, while others may use it as a springboard towards establishing their own company. For some people, it may be a route to doing casual work alongside their studies or after retirement.

In the past year, the light entrepreneurship business developed in line with our targets. Our marketing efforts raised awareness of our services, and the number of new entrepreneurs increased by 26% year-on-year. Major investments in developing services and automating internal processes improved the service quality, scope and speed. The NPS, a measure of customer satisfaction, is 65, so we can conclude that our development work has been a success.

In order to realise Eezy's vision, we aim to lower the barriers to entrepreneurship and entrepreneurial activity. We are heading towards this vision on two mutually supportive paths. Firstly, we are continuing to improve our user-friendly online service together with our Self-employment customers. The aim is to provide our customers with the easiest to use digital services on the market. Secondly, although we are referring to an online service, we want to offer guidance and partnership



to every individual on their journey through working life. That is why we will continue investing in professional and personal customer service. In addition to developing our own services, we endeavour to raise awareness of Self Employment Services among decision-makers and influencers. This will enable us to improve the position of light entrepreneurship as working life continues to evolve.

In addition to our present operations, we have identified an opportunity to serve registered sole traders with their own business IDs from 2020 onwards. Our ability to provide guidance and support in the initial stages of business operations is particularly valuable.

VMP Group changed its name to Eezy last year. The light entrepreneurship services that previously operated under the Eezy brand will certainly benefit from the unified brand being packaged as an HR service entity.

Light entrepreneurship services are the route to career transitions, so they are highly compatible with Eezy's overall offering.

Jani Suominen, Director of
Entrepreneur Services

ORGANISATIONAL DEVELOPMENT

Team spirit, powered by technology

Eezy's strengths in organisational development are reliable information obtained from research and in-depth expertise in data analysis. These support us in improving the personnel and customer experience offered by our customer companies. Eezy Spirit, which specialises in this area, was created from the acquisition of Corporate Spirit in April 2019. There was a good reason for retaining part of the name: the company is the market leader in personnel experience and research development in Finland, with 30 years of experience. Eezy Spirit serves a wide range of sectors and has had very many long-lasting customer relationships. Following years of collaboration, customers can track how the trends and matters influencing the success of their organisations are evolving.

As a single Eezy organisation, Spirit and Personnel supplement the service selection for corporate customers.

Laura Santasalo, Director of Recruitment and Organisational Development Services



Eezy Spirit is unusual among our HR services because its operations are firmly based on its own digital system. This means that a lot of our work with customers is done using the system. For example, if we conduct a personnel survey for an international customer in 57 countries, all of the information related to the project can be found on the system. The system generates research information and reports all the way down to individual customer teams. We reflect the results onto the organisation's strategy, targets and culture. After this, our analysts work with the customer to deduce what needs to be developed in the organisation.

Eezy Spirit provides a diverse range of consulting services to support changes within customer organisations. These include leadership, organisational culture and customer experience development. The effectiveness of actions within an organisation is usually measured throughout the year by taking various pulses and team evaluations, which produce reliable data for decision-making.

The need for a strong digital research and development system originated with our customers. Many of them have very high expectations of the system, which is why it is an important criterion in competitive tendering processes.

Spirit quickly found its place within Eezy's range of services as it introduced a clearly new and different form of expertise to our service palette. A strong customer base ensured that Eezy Spirit's business grew steadily throughout 2019. The growth prospects appear promising, as the revamped Eezy brand will make cross-selling within the company even easier. In 2020, we will expand our personnel and customer experience services and invest in our systems. We need to constantly improve the user experience of our digital service, as it is used by our customers every day.

RECRUITMENT SERVICES

When there is a vacancy, we will find the right person

Eezy Personnel focuses on headhunting, recruitment and personal assessments. We search for permanent employees to fill demanding expert or managerial positions at our customer companies. The most important thing is to bring compatible employees and companies together. Eezy Personnel already holds a strong position in the marketplace, but we aim for market leadership. We are constantly developing new services for recruitment. These include personnel searches for fixed-term project or change management positions.

We have also established a competence community on our new digital platform. This is used to actively gather information on people and

their competences with a view to future assignments. We strive to serve our customers through every stage in their employment relationships, including when new positions need to be identified for key personnel who are made redundant.

Personal assessments are a large part of Eezy Personnel's business. We use assessments during recruitment, and some customers – particularly large companies – buy them directly. We aim to further strengthen this expertise. The goal is to develop our assessment package, so it serves a larger customer base in every part of Eezy. The lightweight assessment procedure enables us to generate added value in areas such as selecting leased staff.

For the recruitment services, 2019 was a year of significant changes, and this will continue in 2020 as well. This business is sensitive to economic cycles and affected by changes in the economy and customer operations. In the future, we will improve the experience for our applicants and streamline processes using a new digital recruitment system. We will also develop our managerial and supervisory work as well as our products, so they are compatible with Personnel's various services all over Finland. Eezy Personnel has separate units in Tampere, Helsinki and Turku. Our Eezy entrepreneurs also conduct recruitment in Jyväskylä, Oulu, Joensuu and Kouvola.



**More than 400
Eezy employees
make working life
dreams come true
all over Finland.**

Hanna Lehto, CCO, CMO

Eezy employees making working life dreams come true

2019 was a year of change. We gained new colleagues thanks to new acquisitions, and the number of leased staff employed through us increased in proportion. Our offices are staffed by more than 400 HR professionals who work with HR services, self-employment services, organisational development and recruitment. In 2019, almost 30,000 employees found employment through us all over Finland.

In 2019, we invested in developing the competences of our personnel by continuing with JYEAT, a specialist vocational qualification in management. In line with our strategy, we will focus on leadership and competence development and support occupational wellbeing. Our JYEAT programme will continue, and we will begin training all of our supervisors to become leaders in the doer's decade. We aim to grow and train our employees in their professional development with the diversity of positions and career progression in mind. Supporting mobility during working hours is our way of investing in occupational wellbeing, and we will implement practices that support this in every company.

Our leadership and company culture are based on values, which form the basis for our interactions with our employees and customers. We build the future Eezy on these values, which are fit for the doer's decade.

Respect

Respect defines everything we do. We are here for the people – from human to human. We are realising a new type of working life that respects and values the differences between doers. We respect different dreams and help people to reach their goals. We respect the world around us and help society and the environment to do well. Success is based on doers and respect. These provide the freedom to grow towards one's dreams.

Courage

We are courageous. We have the courage to reinvent ourselves and the freedom to try, develop, choose and do. Courage means that we are not afraid to fail and learn from our mistakes. We are boldly bringing working life into the new decade. Today, we are creating the future of working life as we want to see it tomorrow. This requires courage, bravery and a desire for something better.

Positivity

Positivity accompanies us wherever we go. We are here for people, and we do our work from one person to another. We are easy to approach. People want to work with us. Positivity is an attitude – we are always free to choose it. We even choose it when it is not easy. We look to the future with an open mind and a positive attitude, encouraging each other and believing in our dreams.

Professionalism

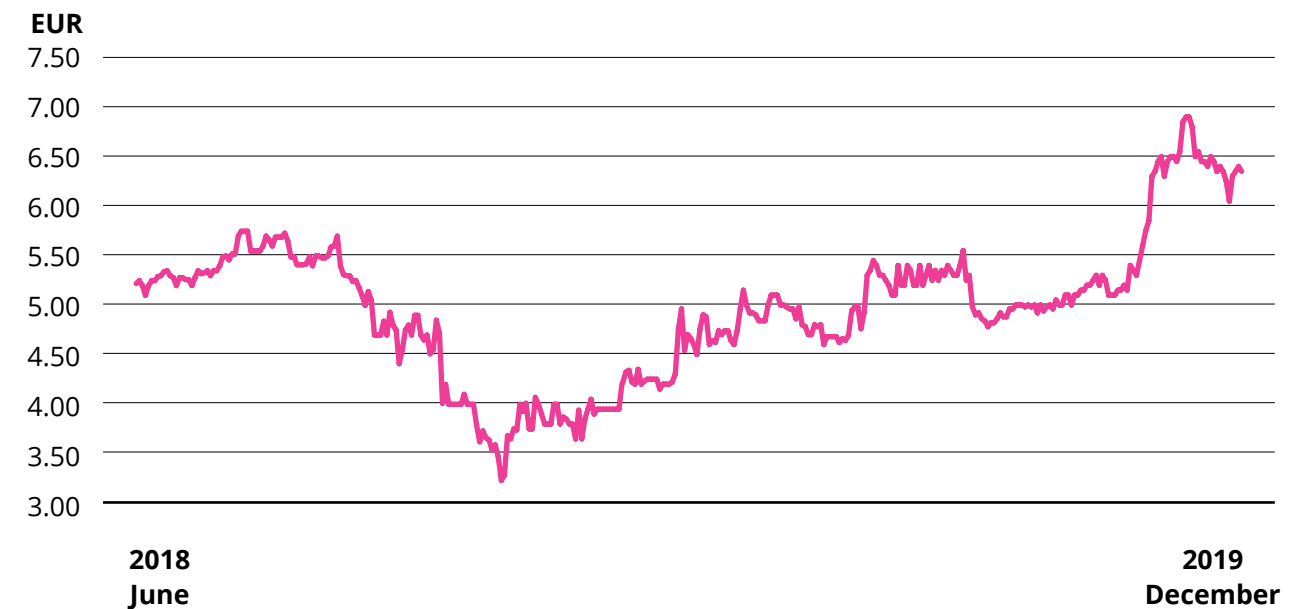
We do productive, high-quality work with pride. We have the freedom to work, we believe in ourselves and our expertise. We do not give up – we take responsibility, we finish what we start, and we keep our promises. Our entrepreneurial and professional attitude makes us a desirable partner.

Information for shareholders

MAJOR SHAREHOLDERS 31 DECEMBER 2019

	Shareholder	Number of shares	%
1	Noho Partners Oyj	7,520,910	30.27
2	Sentica Buyout V Ky	6,105,458	24.57
3	Meissa-Capital Oy	3,223,071	12.97
4	Sijoitusrahasto Evli Suomi Pienyhtiöt	412,165	1.66
5	Asikainen Sami	404,350	1.63
6	Taaleritehdas Mikro Markka Osake	380,000	1.53
7	Ilmarinen Mutual Pension Insurance Company	274,261	1.10
8	Oy Jobinvest Ltd	259,835	1.05
9	Laine Capital Oy	256,785	1.03
10	Sentica Buyout V Co-Investment Ky	253,068	1.02
11	Nordea Henkivakuutus Suomi Oy	201,224	0.81
12	Pajuharju Tapio	186,577	0.75
13	Viitala Teemu	158,388	0.64
14	Juvonen Ari	150,000	0.60
15	Oy Ingman Finance Ab	135,000	0.54
16	Sijoitusrahasto Säästöpankki Pienyhtiöt	122,200	0.49
17	Rausanne Oy	118,907	0.48
18	Finlandia 2030 Sr	118,648	0.48
19	Sr Danske Invest Suomen Pienyhtiöt	110,000	0.44
20	Hakkarainen Heimo	100,000	0.40
Total 20 largest shareholders		20,490,847	82.46
Nominee registered total		1,855,519	7.47
Other Shareholders		2,503,009	10.07
Number of shares total		24,849,375	100.00

SHARE PRICE TREND



INVESTOR CALENDAR 2020

- WEEK 13** Eezy Oyj's Annual Report 2019 is published
- 21 APR** Annual general meeting
- 12 MAY** Interim Report from January to March 2020
- 11 AUG** Half-Year Report from January to June 2020
- 10 NOV** Interim Report from January to September 2020

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Why invest in Eezy?

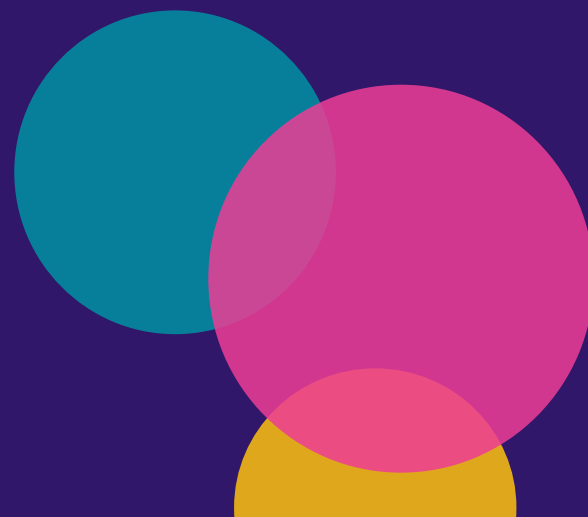
Bringing together employers and employees is a **fast-growing billion-euro business**.

Eezy is **the most diverse staffing services company in Finland** and knows working life from Hanko to Utsjoki.

We have the **most versatile offering in the staffing services and a scalable franchising business model** enabling flexibility and strong local presence.

Our market position is strong in each business.

We know how to grow both organically and through acquisitions, and **our vision is market leadership in Finland** by 2022.





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