

Asikkalan kunta, The Municipality of Asikkala
Rusthollintie 2, 17200
Vääksy
FINLAND

JELD-WEN Suomi Oy
Jyväskylän tie 288, 17200
Vääksy,
FINLAND

[date]

Letter of Intent - The proposed cooperation between JELD-WEN Suomi Oy ("JELD-WEN"), The municipality of Asikkala ("Asikkala"), and Lahden Seudun Kehitys LADEC Oy ("Ladec") to develop and strengthen their relationship with the goal of increasing local support for JELD-WEN

This letter sets out the principal terms on, and subject to which, JELD-WEN, Asikkala, and Ladec are willing to work together (the "Project") subject to the agreement and signing by the parties of a detailed, legally binding agreement(s) should the Project move past initial discussions.

This letter is not exhaustive and is not intended to be legally binding between the parties.

The following terms have been agreed between the parties in principle, subject to contract:

1. BACKGROUND

The aim is to anticipate JELD-WEN's long-term growth needs and ensure the timeliness and scope of the solutions provided by Asikkala. Through the Project, the parties will develop and strengthen their mutual partnership and commit to joint interaction. Together, the parties will produce entrepreneur-friendly communications and build a positive image of the region's growth and entrepreneurial opportunities in line with Päijät-Häme's regional strategy.

Asikkala is committed to providing JELD-WEN with a sustainable business environment. JELD-WEN commits to evaluate the supply of Asikkala and the Lahti region when making growth investments.

Ladec is a development company in the Lahti region, whose purpose is to develop the growth and competitiveness of the Lahti region's business community together with the municipalities. Ladec is committed to supporting the growth of JELD-WEN in Asikkala and the Lahti region.

2. POSSIBLE OPENINGS FOR COOPERATION

The issues listed below have emerged from the joint exploratory discussions and will be considered in separate consultations within the Project.

- a. Review of JELD-WEN's energy consumption and production, utilisation of surplus energy and preliminary study
 - o the building right of the plot to be considered and the use of the existing network for heat distribution
 - o Asikkala and Ladec to review studies and projects on the subject

- joint communication on sustainable development actions (Motiva, Climate Partnership)
- Examining the need for investment in a power plant and identifying briquette sales channels

b. Future development of the Saitta industrial estate

- JELD-WEN examines future needs and the concentration of its service needs in Asikkala
- Asikkala explores possibilities for 10-15 staff working spaces as a contingency arrangement
- Asikkala to explore the possibilities of utilising the Saitta area from the perspective of zoning and regional development and heat utilisation (other suitable business activities, spa, ice rink)

3. PUBLIC TRANSPORT AND TRAFFIC MANAGEMENT

Asikkala is committed to promoting traffic arrangements and to influencing traffic arrangements on state roads in order to avoid incidents and, where possible, to influencing accessibility of JELD-WEN's Asikkala site by public transport (MAL agreement, lobbying).

JELD-WEN provides up-to-date traffic volume data and aims to realistically reflect the number of other road and junction users.

4. ACCESS TO STAFF, SERVICES, AND HOUSING

Asikkala actively supports the availability of skilled labour at JELD-WEN's facility and the integration of JELD-WEN personnel moving to Asikkala.

From 2025, TE services will be transferred from the state to the municipalities, which will enable more comprehensive cooperation in labour matters. Ladec will identify companies' labour needs and pass them on to TE services and other labour providers. It also works closely with educational institutions to promote training solutions that meet the needs of enterprises. Possible needs for international employment will be addressed through the Lahti Venture and International House cooperation.

Asikkala has the opportunity to organise events for new JELD-WEN employees and their families to introduce Asikkala's housing, education and leisure opportunities. More detailed needs and implementation will be agreed in cooperation and formalised in a legally binding contract. JELD-WEN's HR services will be provided with a package of information on housing, leisure and study opportunities in Asikkala, as well as other necessary services.

5. TRAINING, RESEARCH, AND PRODUCT DEVELOPMENT

Asikkala and Ladec contribute to JELD-WEN's cooperation with regional training providers and to JELD-WEN's access to the trained workforce it needs.

Ladec will map JELD-WEN's research and development needs and help find the right partners from universities in the region.

Asikkala offers financial support to thesis authors if the thesis concerns a company operating in Asikkala or the municipality itself.

6. VISIBILITY

Business visibility will be improved regionally and provincially through cooperation, for example through partner events, consumer pop-up sales and visible sponsorship. Cooperation with educational institutions will be exploited and events will be considered in separate negotiations.

The (corporate) history of the area will be used alongside JELD-WEN's own branding work and in building the image of the Saitta area.

JELD-WEN promotes career path development in its company and uses career path stories in its recruitment in cooperation with Asikkala Employment Services.

Ladec can highlight JELD-WEN in its newsletters and through event cooperation (e.g. Partner Friday). The municipality will similarly share presentations on its own channels and report on the results of the cooperation.

6. PREMISES AND LAND RESERVE

Asikkala and Ladec will identify the best possible premises and land for JELD-WEN's future investments, with their support and cooperation.

7. MONITORING

Asikkala will contribute and ensure that JELD-WEN's cooperation with the various municipal functions is as flexible as possible. The implementation of this Project and the forms of cooperation will be evaluated and developed in regular consultations between the parties, which will take place at least once a year at a mutually agreed time. In addition, key and contact persons from each of the parties will be agreed in an annex (Annex 1).

8. FORMAL AGREEMENT

The Parties agree to negotiate in good faith with a view to executing a formal, legally binding agreement if the Project (or any part thereof) moves past initial discussions to implementation.

9. CONFIDENTIALITY

The Parties agree to enter into a separate, legally binding, mutual non-disclosure agreement to protect the confidential information disclosed in advancement of the Project.

10. VALIDITY

Nothing express or implied in this letter is intended to create legal relations between the parties. This letter shall be effective upon signature by all the Parties and shall remain in force until 31 December 2028, after which the Project shall terminate without notice unless otherwise agreed at a later date or unless the Parties mutually agree to extend the Project.

In Asikkala XX.XX.

N.N.

JELD-WEN Suomi Oy, xx

Rinna Ikola-Norrbacka

Mayor of Asikkala

Tomi Tura

Lahden Seudun Kehitys LADEC Oy, Managing Director

Annexes:

Annex 1 Key and contact persons

Key and contact persons in the municipality:

- Mayor Rinna Ikola-Norrbacka, tel. 044 778 0210
- Development Manager Isa Maunula, tel. 044 778 0211
- Minna Toivonen, Employment Officer, tel. 044 778 0224