

ATRIA PLC
Business ID: 0841066-1

MINUTES 1 / 2024
Annual General Meeting, 23 April 2024

ANNUAL GENERAL MEETING

Date 23 April 2024 at 1:00 p.m. (EEST)

Place Little Finlandia, Karamzininranta 4, 00100 Helsinki, Finland

Present Shareholders were present or represented by proxy, in accordance with the list of votes adopted at the meeting ([Appendix 1](#)).

Seppo Paavola, Chairman of the Board of Directors, Pasi Korhonen, Vice Chairman of the Board of Directors as well as Board Members Nella Ginman-Tjeder, Mika Joukio, Jukka Kaikkonen, Leena Laitinen, Kjell-Göran Paxal and Ahti Ritola were also present. The Company's main responsible auditor, Marika Nevalainen, Authorised Public Accountant, and the Company's CEO Kai Gyllström, were also present.

In addition, members of the Supervisory Board, Company's Management Group and meeting officers were also present.

1. Opening of the meeting

The Chairman of the Board of Directors of the Company, Seppo Paavola, opened the meeting, introduced the Board Members and outlined the key events of 2023 from the Company's point of view.

2. Calling the meeting to order

The Annual General Meeting elected Riikka Rannikko, Attorney at Law, as Chair, who asked Merja Harju, the Company's General Counsel, to act as secretary.

The Chair presented the practical arrangements and proceedings related to the meeting, as well as the course of procedure.

It was noted the General Meeting is conducted in Finnish, but the minutes of the meeting will be available in Finnish and English. In addition, the meeting was recorded on audio and video tape for the Company's use.

It was noted that it was possible to follow the General Meeting online via webcast. It was noted that it was not possible to ask questions, make proposals at the meeting, otherwise speak, or vote via webcast, and following the General Meeting via webcast was not considered participation in the General Meeting or exercising of the shareholder rights.

It was noted that the proposals of the Board of Directors and shareholders to the General Meeting were publicly disclosed by a stock exchange release on 19 March 2024 as part of the notice to the General Meeting. The proposals of the Nomination Board were publicly disclosed by a stock exchange release on 10 January 2024. All proposals made to the General Meeting have thus been available in full on the Company's website as of 19 March 2024.

The Chair noted that it was possible to participate in the General Meeting by voting in advance on certain matters on the agenda of the General Meeting. All of the custodian bank account managers representing the nominee-registered shareholders had also voted in

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advance on behalf of the shareholders they are representing. A proposal subject to advance voting was considered to have been presented unchanged at the General Meeting. A summary of the votes cast in advance voting was attached to the minutes ([Appendix 2](#)).

It was recorded that, due to the advance voting and opposing votes which had been otherwise notified to the Company, if a full vote count is not carried out on the agenda item, the number of opposing votes and, in the case of qualified majority decisions, also the number of abstained votes will be recorded in the minutes. To the extent that opposing votes without a counterproposal have been presented in the advance voting in agenda items where the proposal could not have been opposed without a counterproposal, such votes have not been formally taken into account as votes against the proposal and are not recorded in the relevant minutes. The votes cast in advance voting are included in the voting result if a full vote count is carried out on the agenda item.

3. Election of persons to scrutinise the minutes and to supervise the counting of votes

Olli Happonen was elected to scrutinise the minutes of the General Meeting.

Olli Yli-Rohdainen and Ritva Vainionpää were elected to supervise the counting of the votes in the General Meeting.

4. Recording the legality of the meeting

It was recorded that the notice to the General Meeting had been published on the Company's website and as a stock exchange release on 19 March 2024.

It was recorded that the documents that must be held on display pursuant to the Finnish Companies Act had been published on the Company's website at least three weeks before the General Meeting.

It was recorded that the General Meeting had been summoned in accordance with the Articles of Association and the Finnish Companies Act, and the meeting had a quorum.

The notice to the General Meeting was attached to the minutes ([Appendix 3](#)).

5. Recording the attendance at the meeting and adoption of the list of votes

It was recorded that shareholders who had duly registered for the General Meeting before the end of the registration period and who had the right to participate in the General Meeting pursuant to Chapter 5, Sections 6 and 6 a of the Finnish Companies Act and who had either voted in advance during the advance voting period or participated in the General Meeting at the meeting venue were deemed as shareholders participating in the meeting.

A list recording the attendance at the beginning of the meeting, according to which 109 shareholders representing in total 9,075,021 A shares and votes and in total 9,203,981 KII shares, and 92,039,810 votes were represented in the meeting either by having voted in advance or present at the meeting venue in person, by statutory representative or by proxy ([Appendix 1](#)). It was recorded that there were 18,279,002 shares and 101,114,831 votes represented at the beginning of the meeting, comprising 64.87 percent of all shares and 91.01 percent of all votes in the Company.

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It was noted that Innovatics Oy had prepared a list of registered shareholders who had voted in advance during the advance voting period based on information provided to Euroclear Finland Ltd. The Company had not become aware of any technical or other problems relating to the advance voting. The right to participate and the validity of the vote count with respect to the shareholders who had voted in advance had thus been reliably verified.

It was recorded that the list of votes would be adjusted to correspond to the attendance at the beginning of a possible vote.

6. Presentation of the financial statements, the consolidated financial statements, the report of the Board of Directors, the auditor's report, and the Supervisory Board's statement for the year 2023

It was noted that the Company's financial statements, consolidated financial statements, the report of the Board of Directors, the auditor's report and the Supervisory Board's statement on the financial statements and the auditor's report have been available on the Company's website on 6 March 2024. The financial statement documents and the Supervisory Board's statement were available at the meeting venue, and copies of them have also, upon request, been sent to shareholders. The original versions of above-mentioned documents were with the Secretary of the meeting.

CEO Kai Gyllström presented the financial statements for the financial year which ended on 31 December 2023, as well as the report of the Board of Directors and described the Company's development in 2023.

The main responsible auditor of the Company, Marika Nevalainen, Authorised Public Accountant, presented the activities of the auditors as well as the auditor's report.

The Secretary of the meeting, Company's General Counsel Merja Harju, presented the Supervisory Board's statement on the financial statements and the auditor's report.

It was recorded that the financial statements, consolidated financial statements, the report of the Board of Directors and the auditor's report as well as the Supervisory Board's statement on the financial statements and the auditor's report had been presented in accordance with the Finnish Companies Act and the Articles of Association.

The financial statements, consolidated financial statements, the report of the Board of Directors and the auditor's report as well as the Supervisory Board's statement on the financial statements and the auditor's report were attached to the minutes (Appendix 4).

7. Adoption of the financial statements and the consolidated financial statements

It was recorded that the auditor had in the auditor's report presented the opinion that the consolidated financial statements give a true and fair view of the group's financial position, financial performance and cash flows, and that the financial statements give a true and fair view of the parent company's financial performance and comply with statutory requirements.

The General Meeting resolved to adopt the financial statements for the financial period from 1 January to 31 December 2023.

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It was recorded that there were 0 opposing votes from shareholders who voted in advance on this agenda item.

8. Resolution on the use of the profit shown on the balance sheet and payment of dividend and repayment of capital

It was recorded that according to the parent company's balance sheet on 31 December 2023, the Parent Company's distributable funds totalled EUR 258,698,853.13, of which the profit for the financial year amounted to EUR 10,028,272.97.

It was recorded that the Board of Directors had proposed to the General Meeting that a dividend of EUR 0.30 per share and a repayment of capital of EUR 0.30 per share, in total 0.60 EUR per share, be distributed for the financial year ended on 31 December 2023. The repayment of capital would be distributed from the Company's invested unrestricted equity fund. The proposed dividend and repayment of capital are paid to a shareholder who on the record date for the payment of the dividend and repayment of capital is entered into the Company's shareholder register maintained by Euroclear Finland Oy. The record date for the payment of the dividend and repayment of capital is 25 April 2024 and the proposed date of payment is 3 May 2024.

The proposal to the General Meeting were attached to the minutes ([Appendix 5](#)).

It was resolved, in accordance with the proposal of the Board of Directors, that a dividend of 0.30 per share and repayment of capital of EUR 0.30 per share, in total EUR 0.60 per share, be distributed for the financial year ended on 31 December 2023. Record date for the payment of the dividend and repayment of capital is 25 April 2024 and the date of payment is 3 May 2024.

It was recorded that there were 0 opposing votes from shareholders who voted in advance on this agenda item.

9. Resolution on the discharge of the members of the Supervisory Board and the Board of Directors and the CEO from liability for the financial period 1 January to 31 December 2023

It was noted that the discharging of liability concerns all persons who have served as members of the Board of Directors, members of the Supervisory Board or as President and CEO during the financial period from 1 January to 31 December 2023.

It was resolved to discharge the members of the Supervisory Board and the Board of Directors, and the persons who acted as the CEO from liability for the financial period from 1 January to 31 December 2023.

It was recorded that there were 400 opposing votes from shareholders who voted in advance on this agenda item.

10. Adoption of the remuneration report of the governing bodies

It was recorded that the remuneration report had been published by stock exchange release and on the Company's website on 6 March 2024, and that the remuneration report was available for viewing at the meeting venue.

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The remuneration report was attached to the minutes ([Appendix 6](#)).

It was noted that the Board of Directors had proposed that the General Meeting adopts the Company's remuneration report for governing bodies as an advisory resolution.

The General Meeting resolved to adopt the remuneration report of the governing bodies. The resolution was an advisory resolution.

It was recorded that there were 338,512 opposing votes from shareholders who voted in advance on this agenda item.

11. Adoption of the remuneration policy of the governing bodies

It was noted that the Company's remuneration policy of the governing bodies must be presented to the General Meeting at least every four years or whenever material changes are made to it. It was noted that the remuneration policy was last time presented to the General Meeting on 29 April 2020.

It was noted that the Board of Directors had proposed that the General Meeting adopts the Company's remuneration policy for governing bodies. It was noted that the amendments included in the proposed remuneration policy are of a technical nature compared to the remuneration policy adopted at the 2020 General Meeting. It was noted that remuneration policy had been published on the Company's website on 19 March 2024, and that the remuneration policy was available for viewing at the meeting venue.

The remuneration policy was attached to the minutes ([Appendix 7](#)).

The General Meeting resolved to adopt the remuneration policy of the governing bodies. The resolution was an advisory resolution.

It was recorded that there were 455,312 opposing votes from shareholders who voted in advance on this agenda item.

12. Resolution on the remuneration of the members of the Supervisory Board

The Chairman of the Nomination Board, Jyrki Halonen, presented the composition of the Nomination Board and reported on the work of the Nomination Board as well as presented the Nomination Board's proposals to the General Meeting, including the proposal regarding the remuneration of the members of the Supervisory Board.

It was recorded that in 2023, the remuneration of the members of the Supervisory Board was as follows: the meeting compensation was EUR 300 per meeting, the compensation for the loss of working time was EUR 300 for meeting and proceeding dates, the fee of the Chairman of the Supervisory Board was EUR 1,500 a month, the fee of the Vice Chairman was EUR 750 a month, and travelling expenses were compensated in accordance with the Company's travel policy. Compensation for meeting expenses was also paid to the Chairman and Vice Chairman of the Supervisory Board when attending Board meetings of the Company.

It was recorded that the Nomination Board had proposed to the General Meeting that the remuneration of the members of the Supervisory Board is kept at the same level as in 2023

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but the meeting compensation would be raised. The remuneration and meeting compensation would be as follows: the meeting compensation EUR 350 per meeting, the compensation for the loss of working time EUR 300 for meeting and proceeding dates, the fee of the Chairman of the Supervisory Board was EUR 1,500 a month, the fee of the Vice Chairman was EUR 750 a month, and travelling expenses compensated in accordance with the Company's travel policy. Compensation for meeting expenses would also be paid to the Chairman and Vice Chairman of the Supervisory Board when attending Board meetings of the Company.

The General Meeting resolved to approve the proposal of the Nomination Board on the remuneration of the members of the Supervisory Board.

13. Resolution on the number of the members of the Supervisory Board

It was recorded that according to the Articles of Association, the number of the members of the Supervisory Board is 18 to 21. In 2023, the Supervisory Board had 20 members.

It was recorded that shareholders representing more than 10 percent of the votes conferred by the Company's shares had proposed to the General Meeting that the number of the Supervisory Board members to be elected is 19.

The General Meeting resolved, in accordance with the proposal of the shareholders, that the number of the members of the Supervisory Board be 19.

14. Election of members of the Supervisory Board replacing those due to resign

It was recorded that in accordance with the Articles of Association, the following members of the Supervisory Board are due to resign: Mika Herrala, Jussi Joki-Erkkilä, Marja-Liisa Juuse, Ari Lajunen, Mika Niku, Ola Sandberg and Juha Savela. In addition, Pasi Ingalsuo and Risto Lahti have announced to renounce their memberships in the Supervisory Board.

It was recorded that shareholders representing more than 10 percent of the votes conferred by the Company's shares had proposed to the General Meeting that Mika Herrala, Jussi Joki-Erkkilä, Ari Lajunen, Mika Niku, Ola Sandberg and Juha Savela who are due to resign, be re-elected as members of the Supervisory Board and Piia Uusitalo be elected as a new member of the Supervisory Board for the term of the next three years, and that Lotta Iso-Tuisku be elected as a new member of the Supervisory Board and replace of Pasi Ingalsuo, who is renouncing his membership in the middle of his term.

The General Meeting resolved, in accordance with the proposal of the shareholders, that Mika Herrala, Jussi Joki-Erkkilä, Ari Lajunen, Mika Niku, Ola Sandberg and Juha Savela who are due to resign, be re-elected as members of the Supervisory Board and Piia Uusitalo be elected as a new member of the Supervisory Board for the term of the next three years, and that Lotta Iso-Tuisku be elected as a new member of the Supervisory Board and replace of Pasi Ingalsuo, who is renouncing his membership in the middle of his term.

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It was recorded that after the elections, the composition of the Supervisory Board is the following:

<i>Member</i>	<i>Term ends</i>
Juho Anttikoski	2025
Mika Asunmaa	2025
Jyrki Halonen	2025
Mika Herrala	2027
Veli Hyttinen	2026
Jaakko Isomäki	2026
Lotta Iso-Tuisku	2026
Jussi Joki-Erkkilä	2027
Juha Kiviniemi	2026
Ari Lajunen	2027
Vesa Lapatto	2026
Juha Nikkola	2025
Mika Niku	2027
Ari Pöyhönen	2025
Suvi Rantala	2025
Risto Sairanen	2026
Ola Sandberg	2027
Juha Savela	2027
Piia Uusitalo	2027

In total 19 members.

15. Resolution on the remuneration of the members of the Board of Directors

It was recorded that in 2023, the remuneration of the members of the Board of Directors was as follows: the meeting compensation was EUR 300 per meeting, the compensation for the loss of working time was EUR 300 for meeting and proceeding dates, the fee of the Chairman of the Board of Directors was EUR 5,000 a month, the fee of the Deputy Chairman was EUR 2,800 a month, the fee of a member of the Board of Directors was EUR 2,500 a month, and travelling expenses were compensated in accordance with the Company's travel policy.

It was recorded that the Nomination Board had proposed to the General Meeting that the remuneration of the members of the Board of Directors is kept at the same level as in 2023 but the meeting compensation would be raised. The remuneration and meeting compensation would be as follows: the meeting compensation EUR 350 per meeting, the compensation for the loss of working time EUR 300 for meeting and proceeding dates, the fee of the Chairman of the Board of Directors was EUR 5,000 a month, the fee of the Deputy Chairman was EUR 2,800 a month, the fee of a member of the Board of Directors was EUR 2,500 a month and travelling expenses compensated in accordance with the Company's travel policy.

The General Meeting resolved to approve the proposal of the Nomination Board on the remuneration of the members of the Board of Directors.

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16. Resolution on the number of members of the Board of Directors

It was recorded that according to the Articles of Association, the Board of Directors consists of a minimum of five (5) and a maximum of nine (9) members. In 2023, the number of members was eight (8).

It was recorded that the Nomination Board had proposed to the General Meeting that the number of the members of the Board of Directors to be elected be eight (8).

The General Meeting resolved, in accordance with the proposal of the Nomination Board, that the number of members of the Board of Directors be eight (8).

17. Election of members of the Board of Directors replacing those due to resign

It was recorded that in accordance with the Articles of Association, the following members of the Board of Directors are due to resign: Kjell-Göran Paxal, Ahti Ritola and Leena Laitinen.

It was recorded that the Nomination Board had proposed to the General Meeting that Kjell-Göran Paxal, Ahti Ritola and Leena Laitinen, who are due to resign, be re-elected as members of the Board of Directors for the term of the next three years.

The General Meeting resolved, in accordance with the proposal of the Nomination Board, that Kjell-Göran Paxal, Ahti Ritola and Leena Laitinen, who are due to resign, be re-elected as members of the Board of Directors for the term of the next three years.

It was recorded that in addition, Nella Ginman-Tjeder, Jukka Kaikkonen, Pasi Korhonen, Seppo Paavola and Mika Joukio continue as members of the Board of Directors. Nella Ginman-Tjeder, Jukka Kaikkonen and Pasi Korhonen are due to resign at the closing of the Annual General Meeting 2025 and Seppo Paavola and Mika Joukio are due to resign from the Board of Directors at the closing of the Annual General Meeting 2026.

18. Resolution on the number and remuneration of auditors and authorised sustainability auditor

It was recorded that according to the Company's Articles of Association, the Company shall have one (1) auditor which must be an auditing firm authorised by the Finnish Patent and Registration Office. The auditor's term of office expires at the end of the next Annual General Meeting following the election.

It was recorded that the Board of Directors had proposed to the General Meeting that one (1) auditor be elected for the Company.

It was recorded that the Board of Directors had proposed to the General Meeting that the remuneration of the auditor to be elected shall be paid as per an invoice approved by the Company. It was also recorded that the Board of Directors had proposed to the General Meeting that the remuneration of the authorised sustainability auditor to be elected shall be paid as per an invoice approved by the Company.

The General Meeting resolved, in accordance with the proposal of the Board of Directors, to elect one (1) auditor for the Company. It was further resolved that the remuneration of

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the auditor and authorised sustainability auditor shall be paid as per an invoice approved by the Company.

19. Election of auditors and authorised sustainability auditor

It was recorded that the Board of Directors had proposed to the General Meeting that authorised public accounting firm Deloitte Oy be elected as the Company's auditor for the term, which expires at the closing of the next Annual General Meeting following the election. It was recorded that Deloitte Oy had notified that Marika Nevalainen, Authorised Public Accountant, acts as the principal auditor.

It was also recorded that the Board of Directors had proposed to the General Meeting that authorised sustainability audit firm Deloitte Oy be elected as the Company's authorised sustainability auditor to audit the Company's sustainability report from the financial year 2024. Should it be elected, Deloitte Oy has notified the Company that Marika Nevalainen, Authorised Sustainability Auditor, acts as the key sustainability partner.

The General Meeting resolved, in accordance with the proposal of the Board of Directors, to elect authorised public accounting and authorised sustainability audit firm Deloitte Oy as the Company's auditor and authorised sustainability auditor for the next term. It was noted that Marika Nevalainen, Authorised Public Accountant and Authorised Sustainability Auditor, acts as the principal auditor and key sustainability partner.

20. Authorisation of the Board of Directors to resolve on the acquisition of the Company's own shares

It was recorded that the Board of Directors had proposed that the General Meeting authorises the Board of Directors to resolve on the acquisition of a maximum of 2,800,000 of the Company's own Series A shares in one or more instalments with funds belonging to the Company's unrestricted equity, subject to the provisions of the Finnish Companies Act on the maximum amount of treasury shares. The Company's own Series A shares may be acquired for use as consideration in any acquisitions or other arrangements relating to the Company's business, to finance investments, as part of the Company's incentive scheme, to develop the Company's capital structure, to be otherwise further transferred, to be retained by the Company, or to be cancelled.

The shares shall be acquired in a proportion other than that of the shareholders' current shareholdings in the Company in public trading arranged by Nasdaq Helsinki Ltd at the trading price of the moment of acquisition. The shares shall be acquired and paid according to the rules of Nasdaq Helsinki Ltd and Euroclear Finland Oy. The Board of Directors is authorised to decide on the acquisition of own shares in all other respects.

It was proposed that the authorisation supersedes the authorisation granted by the Annual General Meeting on 25 April 2023 to the Board of Directors to decide on the acquisition of the Company's own shares and is valid until the closing of the next Annual General Meeting, however, no longer than until 30 June 2025.

The General Meeting resolved, in accordance with the proposal of the Board of Directors, to authorise the Board of Directors to resolve on the acquisition of the Company's own shares.

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It was recorded that there were 1,000 opposing A shares and votes from shareholders who voted in advance and there were 0 abstained votes on this agenda item.

21. Authorisation of the Board of Directors to resolve on the issuance of shares and the issuance of special rights entitling to shares

It was recorded that the Board of Directors had proposed that the General Meeting authorises the Board of Directors to resolve on an issue of a maximum total of 5,500,000 new Series A shares or Series A shares possibly held by the Company, in one or more instalments, by issuing shares and/or option rights or other special rights entitling to shares, referred to in Chapter 10, Section 1 of the Finnish Companies Act. It is proposed that the authorisation be used for the financing or execution of any acquisitions or other arrangements or investment relating to the Company's business, for the implementation of the Company's incentive scheme or for other purposes subject to the Board of Directors' decision.

It was proposed that the authorisation include the Board of Directors' right to decide on any terms and conditions of the share issue and the issue of special rights referred to in Chapter 10, Section 1 of the Finnish Companies Act. The authorisation thus also includes the right to issue shares in a proportion other than that of the shareholders' current shareholdings in the Company under the conditions provided in law, the right to issue shares against payment or without charge as well as the right to decide on a share issue without payment to the Company itself, subject to the provisions of the Finnish Companies Act on the maximum amount of treasury shares.

It had been proposed that the authorisation supersedes the authorisation granted by the Annual General Meeting on 25 April 2023 to the Board of Directors and is valid until the closing of the next Annual General Meeting, however, no longer than until 30 June 2025.

The General Meeting resolved, in accordance with the proposal of the Board of Directors, to authorise the Board of Directors to resolve on the issuance of shares and the issuance of special rights entitling to shares.

It was recorded that there were 338,512 opposing A shares and votes from shareholders who voted in advance and there were 0 abstained votes on this agenda item. It was further recorded that a shareholder, Varma Mutual Pension Insurance Company, voting ticket number 65, had informed the Company that it opposes the proposal without demanding a full counting of votes and that the total number of A shares and votes against in this item was therefore 863,152.

22. Authorisation of the Board of Directors to make donations

It was recorded that the Board of Directors had proposed that the General Meeting authorises the Board of Directors to donate a sum of no more than EUR 100,000 from the distributable capital of the Company to support activities of colleges, universities or other educational institutions or other charitable or corresponding purposes and, in the same context, that the Board of Directors be authorised to resolve on the schedule of the payments and any other terms and conditions relating to the donations.

The General Meeting resolved, in accordance with the proposal of the Board of Directors, to authorise the Board of Directors to resolve on making of donations.

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It was recorded that there were 450 opposing votes from shareholders who voted in advance on this agenda item.

23. Closing of the meeting

It was recorded that all decisions of the General Meeting were unanimous unless otherwise indicated in the minutes.

It was recorded that all of the matters on the agenda had been addressed and the minutes were to be available on the Company's website at the latest as from 7 May 2024.

The Chairman closed the meeting at 2:06 p.m. (EEST).

(Signature pages follow)

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In fidem:

MERJA HARJU
Merja Harju
Secretary

Minutes scrutinised and approved:

RIIKKA RANNIKKO
Riikka Rannikko
Chair

OLLI HAPPONEN
Olli Happonen
Scrutiniser of the minutes

APPENDICES

1. The list of attendees and the list of votes
2. Summary of the distribution of the votes cast in advance voting
3. Notice to the Annual General Meeting
4. Financial statements, consolidated financial statements, report of the Board of Directors and auditor's report and the Supervisory Board's statement on the financial statements and on the auditor's report
5. Proposals to the Annual General Meeting
6. Remuneration Report for the Governing Bodies
7. Remuneration Policy for the Governing Bodies