

Annual General Meeting of Terveystalo Plc

Time: 24 March 2026 at 10:00 a.m. (EET)

Place: Kulttuurikasarmi, Narinkka 2, 00100 Helsinki, Finland

Present: The shareholders set out in the list of votes adopted at the Annual General Meeting ([Appendix 1](#)) were present, in person or by way of representation.

Present were also all current members of the Board of Directors, except for Matts Rosenberg, the new candidates for the Board of Directors, CEO of the company, the principally responsible auditor, representatives of the company's senior management as well as technical personnel.

1 §

OPENING OF THE MEETING

The Chairman of the Board of Directors, Kari Kauniskangas, opened the Annual General Meeting.

2 §

CALLING THE MEETING TO ORDER

Seppo Kymäläinen, Attorney-at-Law, was elected as the Chairman of the Annual General Meeting and he called Elina Saviharju, Senior Vice President, Legal, to act as secretary.

The Chairman explained the procedures for considering the items on the agenda of the Annual General Meeting.

It was noted that the Annual General Meeting was conducted in Finnish and simultaneously translated into English.

It was noted that the Financial Statements, the notice to the Annual General Meeting, proposals of the Board of Directors and the Shareholders' Nomination Board to the Annual General Meeting, the company's Remuneration Report as well as other documents and information required by the Finnish Companies Act and the Securities Markets Act had been available to shareholders on the company's website for the period required by the Finnish Companies Act prior to the Annual General Meeting. These documents were also available for review at the meeting venue.

The proposals of the Board of Directors and the Shareholders' Nomination Board were appended to the minutes ([Appendix 2](#)).

It was noted that shareholders who have a Finnish book-entry account had been able to vote in advance on agenda items 7–23 of the Annual General Meeting. In addition, certain custodian banks representing nominee-registered shareholders had participated in the advance voting on behalf of the shareholders they represented. Proposals subject to advance voting were, according to the Finnish Companies Act, considered to have been presented without amendments at the Annual General Meeting.

Summary list by Innovatics Oy of the votes cast in the advance voting were appended to the minutes ([Appendix 3](#)).

It was noted that approximately 99.9 per cent of all shares registered for the Annual General Meeting had voted in advance, and that nearly all advance votes had been cast in favor of all proposals to be considered at the Annual General Meeting.

The Chairman noted based on the advance voting that if an agenda item is not subject to a full counting of votes at the Annual General Meeting, the number of opposing or abstaining votes cast in the advance voting would be recorded in the minutes under the agenda item in question. The Chairman further noted that in such agenda items where it was not possible to vote against a proposal made to the Annual General Meeting without a valid counterproposal, it had also not been possible to provide an opposing vote in the advance voting. Accordingly, any instructions to vote against notified through nominee registration were treated as abstentions.

It was noted that if nothing else was stated in connection with the matters addressed at the Annual General Meeting, and if the votes cast in advance did not indicate otherwise, shareholders would be deemed to support the proposals made to the Annual General Meeting.

3 §

ELECTION OF THE PERSONS TO SCRUTINIZE THE MINUTES AND TO VERIFY THE COUNTING OF VOTES

Alexander Tallberg and Ilkka Jakonen were elected to scrutinize the minutes and to verify the counting of votes.

4 §

RECORDING OF THE LEGALITY OF THE MEETING

It was recorded that the notice to the Annual General Meeting had been published on the company's website and through a stock exchange release on 27 February 2026. According to the notice to the Annual General Meeting, registration for the Annual General Meeting had to be completed by 4:00 p.m. (EET) on 17 March 2026 at the latest.

It was noted that the Annual General Meeting had been convened in accordance with the Articles of Association and in compliance with the provisions of the Finnish Companies Act, and that the Annual General Meeting therefore was legally convened and constituted a quorum.

The notice to the Annual General Meeting was appended to the minutes ([Appendix 4](#)).

5 §

RECORDING THE ATTENDANCE AT THE MEETING AND ADOPTION OF THE LIST OF VOTES

A list of shareholders represented at the Annual General Meeting as at the opening of the meeting and a list of votes ([Appendix 1](#)) were presented. It was recorded that at the opening

of the Annual General Meeting a total of 219 shareholders were represented either through advance voting, in person at the meeting venue or through a statutory representative or a proxy representative. At the opening of the Annual General Meeting, a total of 92,521,536 shares and votes were represented, corresponding to approximately 72.8 per cent of all shares in the company.

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

It was resolved that shareholders present at the meeting venue who had not registered for the Annual General Meeting were given the possibility to follow the meeting without the right to vote or address the meeting.

6 §

PRESENTATION OF THE FINANCIAL STATEMENTS, THE REPORT OF THE BOARD OF DIRECTORS, THE AUDITOR'S REPORT AND THE SUSTAINABILITY REPORTING ASSURANCE REPORT FOR THE YEAR 2025

The company's CEO, Ville Iho, held the CEO's review and presented the Financial Statements for the financial year 1 January – 31 December 2025 and the report of the Board of Directors.

The company's principally responsible auditor, Henrik Holmbom, APA, ASA, presented the Auditor's Report and the Sustainability Reporting Assurance Report.

It was recorded that the Financial Statements, the Auditor's Report and the Sustainability Reporting Assurance Report had been available to shareholders on the company's website for the period required by the Finnish Companies Act prior to the Annual General Meeting and were also available at the meeting venue.

The Financial Statements, the Auditor's Report and the Sustainability Reporting Assurance Report were appended to the minutes ([Appendix 5](#)).

7 §

ADOPTION OF THE FINANCIAL STATEMENTS

The Annual General Meeting adopted the Financial Statements, which also include the Consolidated Financial Statements, for the financial year 1 January – 31 December 2025.

It was recorded that shareholders represented on the agenda item who had voted in advance, holding a total of 122,013 shares and votes, had abstained from voting.

8 §

RESOLUTION ON THE USE OF THE PROFIT SHOWN ON THE BALANCE SHEET AND DISTRIBUTION OF DIVIDEND

It was noted that the parent company's distributable funds totaled approximately EUR 582 million, of which approximately EUR 84 million was result for the financial year.

It was recorded that the Board of Directors had proposed to the Annual General Meeting that a dividend of EUR 0.64 per share be paid based on the balance sheet adopted for the financial year ended 31 December 2025.

The Board of Directors had proposed that the dividend be paid in two instalments as follows:

- The first dividend instalment of EUR 0.32 per share be paid to shareholders who are entered in the shareholders' register of the company maintained by Euroclear Finland Oy on the record date of the first dividend instalment 26 March 2026. The Board of Directors had proposed that the first dividend instalment be paid on 8 April 2026.
- The second dividend instalment of EUR 0.32 per share be paid to shareholders who are entered in the shareholders' register of the company maintained by Euroclear Finland Oy on the record date of the second dividend instalment 8 October 2026. The Board of Directors had proposed that the second dividend instalment be paid on 15 October 2026.

The Board of Directors had also proposed that the Annual General Meeting authorize the Board of Directors to resolve, if necessary, on a new record date and date of payment for the second dividend instalment should the rules of Euroclear Finland Oy or statutes applicable to the Finnish book-entry system change or otherwise so require.

It was noted that the proposal was set out in the notice to the Annual General Meeting appended to the minutes ([Appendix 4](#)).

The Annual General Meeting resolved on the use of the profit shown on the balance sheet and distribution of dividend in accordance with the proposal of the Board of Directors.

It was recorded that shareholders represented on the agenda item who had voted in advance, holding a total of 20,000 shares and votes, had abstained from voting.

9 §

RESOLUTION ON THE DISCHARGE OF THE MEMBERS OF THE BOARD OF DIRECTORS AND THE CEO FROM LIABILITY FOR THE FINANCIAL YEAR 1 JANUARY 2025 – 31 DECEMBER 2025

It was recorded that the discharge from liability concerned all persons who had acted as members of the Board of Directors or as CEO during the financial period 1 January 2025 – 31 December 2025.

The Annual General Meeting resolved to discharge from liability the persons who had acted as members of the Board of Directors or as CEO during the financial period 1 January 2025 – 31 December 2025.

It was recorded that shareholders represented on the agenda item who had voted in advance, holding a total of 10 shares and votes, had voted against the discharging of liability and shareholders holding a total of 122,013 shares and votes, had abstained from voting.

10 §

HANDLING OF THE REMUNERATION REPORT FOR GOVERNING BODIES

The Chairman of the company's Remuneration Committee, Kari Kauniskangas, presented the company's Remuneration Report for governing bodies. The Remuneration Report was appended to the minutes ([Appendix 6](#)).

It was noted that the resolution of the Annual General Meeting on this agenda item was advisory.

The Annual General Meeting resolved to approve the presented Remuneration Report.

It was recorded that shareholders represented on the agenda item who had voted in advance, holding a total of 16,209 shares and votes, had voted against the approval of the Remuneration Report and shareholders holding a total of 21,980 shares and votes, had abstained from voting.

11 §

RESOLUTION ON THE REMUNERATION OF THE MEMBERS OF THE BOARD OF DIRECTORS

A pre-recorded statement by Risto Murto, Chairman of the Shareholders' Nomination Board, was presented, in which he introduced the Shareholders' Nomination Board's proposals for the remuneration, number and composition of the Board of Directors.

The new candidates for the Board of Directors, Nathalie Ahlström and Petri Castrén, introduced themselves to the Annual General Meeting.

It was recorded that the Shareholders' Nomination Board had proposed to the Annual General Meeting that the remuneration be increased moderately and that the following remuneration be paid to the members of the Board of Directors during the next term:

- Annual remuneration of the Chairman EUR 94,300
- Annual remuneration of the Vice-Chairman EUR 55,400
- Annual remuneration of the members EUR 44,300
- Annual remuneration of the Chairman of the Audit Committee EUR 55,400.

Additionally, the following attendance fees be paid for each Board and Committee meeting: EUR 700 for members residing in Finland, EUR 1,455 for members residing elsewhere in Europe, and EUR 2,910 for members residing outside of Europe. For Board and Committee meetings that are held by telephone or other electronic means, the attendance fee is EUR 700. Travel expenses and other costs directly related to the work of the Board of Directors were proposed to be reimbursed in accordance with the company's policy.

In addition, the Shareholders' Nomination Board had proposed that the annual remuneration of the Board of Directors be paid as a combination of company shares and cash in such a manner that 40 per cent of the annual remuneration is paid in the company's shares, which will be purchased from the market on behalf of the members of the Board of Directors at a price determined in public trading, and 60 per cent is paid in cash. The company will reimburse the transaction costs and transfer tax in connection with the purchase of the remuneration shares. The shares will be purchased within a period of two

weeks beginning from the date following the publication of the quarterly result for the period 1 July – 30 September 2026.

Attendance fees were proposed to be paid in cash.

It was noted that the proposal was set out in the notice to the Annual General Meeting appended to the minutes ([Appendix 4](#)).

The Annual General Meeting resolved on the remuneration of the members of the Board of Directors in accordance with the proposal of the Shareholders' Nomination Board.

It was recorded that shareholders represented on the agenda item who had voted in advance, holding a total of 10 shares and votes, had voted against the proposal and shareholders holding a total of 42,976 shares and votes, had abstained from voting.

12 §

RESOLUTION ON THE NUMBER OF MEMBERS OF THE BOARD OF DIRECTORS

It was recorded that the Shareholders' Nomination Board had proposed to the Annual General Meeting that the number of the members of the Board of Directors be six (6).

The Annual General Meeting resolved on the number of members of the Board of Directors in accordance with the proposal of the Shareholders' Nomination Board.

It was recorded that shareholders represented on the agenda item who had voted in advance, holding a total of 20,000 shares and votes, had abstained from voting.

13 §

ELECTION OF THE MEMBERS OF THE BOARD OF DIRECTORS

It was recorded that the Shareholders' Nomination Board had proposed to the Annual General Meeting, for a term that ends at the end of the Annual General Meeting 2027, that Kari Kauniskangas, Sofia Hasselberg, Ari Lehtoranta and Teija Sarajärvi are re-elected as members of the Board of Directors and Nathalie Ahlström and Petri Castrén are elected as new members of the Board of Directors.

It was noted that the proposal was set out in the notice to the Annual General Meeting appended to the minutes ([Appendix 4](#)).

It was noted that all the candidates for the Board of Directors had given their consent to being elected.

The Annual General Meeting resolved on the election of the members of the Board of Directors in accordance with the proposal of the Shareholders' Nomination Board.

It was recorded that the shareholders represented on the agenda item who had voted in advance, holding a total of 831,504 shares and votes, had abstained from voting. In addition, a total of 1,600 opposing votes had been cast in the advance voting, which in this agenda item were treated as abstentions.

14 §

AMENDMENT OF THE ARTICLES OF ASSOCIATION

It was recorded that the Board of Directors had proposed to the Annual General Meeting that the Annual General Meeting resolve to amend Sections 9 § and 12 § (current Section 11 §) of the company's Articles of Association to read in their entirety as set out below (amended parts have been underlined), to add a new Section 10 § as set out below, and to update the numbering of current Sections 10 § and 11 § correspondingly. The purpose of the proposed amendments concerning the term of office of the auditor is to enable the election of the auditor more flexibly than currently, also for a term of office commencing later. In other respects, the purpose is to update the Articles of Association to better reflect the currently applicable regulations and to define the term of office of the sustainability reporting assurance provider correspondingly with the auditor.

"**9 §** The General Meeting shall elect for each term of office one (1) auditor to examine the administration and accounts of the Company. The auditor shall be an audit firm authorized by the Finnish Patent and Registration Office with an authorized public accountant in charge of the audit.

An auditor may be elected for a term of office that commences at the close of the General Meeting resolving on the election or for a term commencing later in accordance with the resolution of the General Meeting. The auditor's term of office shall end at the closing of the next Annual General Meeting following the commencement of the term."

"**10 §** As the Company's sustainability reporting assurance provider for each term of office, the General Meeting shall elect one (1) authorized sustainability audit firm, with an Authorized Sustainability Auditor as referred to in the Finnish Auditing Act as the principally responsible sustainability reporting assurance provider. The Company's auditor with a special qualification as an Authorized Sustainability Auditor can also be elected for this position.

A sustainability reporting assurance provider may be elected for a term of office that commences at the close of the General Meeting resolving on the election or for a term of office commencing later in accordance with the resolution of the General Meeting. The sustainability reporting assurance provider's term of office shall end at the closing of the next Annual General Meeting following the commencement of the term."

"**12 §** At the Annual General Meeting, the following shall be

presented:

1. the financial statements, which encompasses the consolidated financial statements, and
2. the auditor's report;

decided upon:

3. the adoption of the financial statements,
4. the use of the profit shown on the balance sheet,

5. the discharge of the members of the Board of Directors and the Managing Director from liability,

6. if necessary, the remuneration policy,

7. the approval of the remuneration report,

8. the remuneration of the members of the Board of Directors and, if necessary, of the auditor and the sustainability reporting assurance provider, and

9. the number of the members of the Board of Directors;

elected:

10. the members of the Board of Directors,

11. the auditor, if necessary, and

12. the sustainability reporting assurance provider, if necessary; and

addressed:

13. other issues possibly indicated in the notice of the meeting."

It was noted that the proposal was set out in the notice to the Annual General Meeting appended to the minutes (Appendix 4).

The Annual General Meeting resolved on the amendment of the Articles of Association in accordance with the proposal of the Board of Directors.

It was recorded that shareholders represented on the agenda item who had voted in advance, holding a total of 1,600 shares and votes, had voted against the proposal and shareholders holding a total of 20,000 shares and votes, had abstained from voting.

15 §

RESOLUTION ON THE REMUNERATION OF THE AUDITOR FOR THE TERMS OF OFFICE 2026 AND 2027

It was recorded that the Board of Directors had proposed to the Annual General Meeting, based on the recommendation of the Audit Committee, that the auditor's fee for the term of office 2026 and the term of office 2027 each be paid against an invoice approved by the company.

It was noted that the proposal was set out in the notice to the Annual General Meeting appended to the minutes (Appendix 4).

The Annual General Meeting resolved on the remuneration of the auditor for the terms of office 2026 and 2027 in accordance with the proposal of the Board of Directors.

It was recorded that shareholders represented on the agenda item who had voted in advance, holding a total of 102,023 shares and votes, had voted against the proposal and shareholders holding a total of 21,700 shares and votes, had abstained from voting.

16 §

ELECTION OF THE AUDITOR FOR THE TERM OF OFFICE 2026

It was recorded that the Board of Directors had proposed to the Annual General Meeting, based on the recommendation of the Audit Committee, that KPMG Oy Ab, a firm of authorized public accountants, be elected as the auditor of the company for the term of office ending at the end of the Annual General Meeting 2027. KPMG Oy Ab had notified the company that Henrik Holmbom, APA, acts as the principally responsible auditor.

It was noted that the proposal was set out in the notice to the Annual General Meeting appended to the minutes ([Appendix 4](#)).

The Annual General Meeting resolved on the election of the auditor for the term of office 2026 in accordance with the proposal of the Board of Directors.

It was recorded that the shareholders represented on the agenda item who had voted in advance, holding a total of 122,013 shares and votes, had abstained from voting. In addition, a total of 475,000 opposing votes had been cast in the advance voting, which in this agenda item were treated as abstentions.

17 §

ELECTION OF THE AUDITOR FOR THE TERM OF OFFICE 2027

It was noted that the company has an obligation to organize an audit firm selection procedure in accordance with the EU Audit Regulation concerning the audit for the financial year 2027. As the EU Audit Regulation requires the inclusion of at least two candidates in the recommendation of the Audit Committee and the candidates' possibilities to provide services to the Company until the General Meeting deciding on the election are restricted, the Board of Directors had proposed that the auditor be elected for the term of office 2027 already in this Annual General Meeting 2026. The election of an auditor for the term of office 2027 already in this Annual General Meeting also provides the elected audit firm time to prepare for the new audit engagement and ensures the opportunity of the General Meeting to influence the selection.

It was recorded that the Board of Directors had proposed to the Annual General Meeting, based on the recommendation of the Audit Committee, that KPMG Oy Ab, a firm of authorized public accountants, be elected as the auditor of the company for the term of office commencing at the end of the Annual General Meeting 2027 and ending at the end of the Annual General Meeting 2028. KPMG Oy Ab had notified the company that Heli Tuuri, APA, acts as the principally responsible auditor.

It was noted that the proposal concerning the election of the auditor for the term of office 2027 shall enter into force once the amended Articles of Association have been registered in the Finnish Trade Register in accordance with the resolution of the Annual General Meeting in item 14.

It was noted that the proposal was set out in the notice to the Annual General Meeting appended to the minutes ([Appendix 4](#)).

The Annual General Meeting resolved on the election of the auditor for the term of office 2027 in accordance with the proposal of the Board of Directors.

It was recorded that the shareholders represented on the agenda item who had voted in advance, holding a total of 122,013 shares and votes, had abstained from voting. In addition, a total of 475,000 opposing votes had been cast in the advance voting, which in this agenda item were treated as abstentions. It was noted for the sake of clarity that more than 99 per cent of the shares represented in this agenda item had supported the approval of the proposal.

18 §

RESOLUTION ON THE REMUNERATION OF THE SUSTAINABILITY REPORTING ASSURANCE PROVIDER FOR THE TERMS OF OFFICE 2026 AND 2027

It was recorded that the Board of Directors had proposed to the Annual General Meeting, based on the recommendation of the Audit Committee, that the sustainability reporting assurance provider's fee for the term of office 2026 and the term of office 2027 each be paid against an invoice approved by the company.

It was noted that the proposal was set out in the notice to the Annual General Meeting appended to the minutes ([Appendix 4](#)).

The Annual General Meeting resolved on the remuneration of the sustainability reporting assurance provider for the terms of office 2026 and 2027 in accordance with the proposal of the Board of Directors.

It was recorded that shareholders represented on the agenda item who had voted in advance, holding a total of 102,023 shares and votes, had voted against the proposal and shareholders holding a total of 28,876 shares and votes, had abstained from voting.

19 §

ELECTION OF THE SUSTAINABILITY REPORTING ASSURANCE PROVIDER FOR THE TERM OF OFFICE 2026

It was recorded that the Board of Directors had proposed to the Annual General Meeting, based on the recommendation of the Audit Committee, that KPMG Oy Ab, an authorized sustainability audit firm, be elected as the sustainability reporting assurance provider of the company for the term of office ending at the end of the Annual General Meeting 2027. KPMG Oy Ab had announced that Henrik Holmbom, APA, ASA, acts as the principally responsible sustainability reporting assurance provider.

It was noted that the proposal was set out in the notice to the Annual General Meeting appended to the minutes ([Appendix 4](#)).

The Annual General Meeting resolved on the election of the sustainability reporting assurance provider for the term of office 2026 in accordance with the proposal of the Board of Directors.

It was recorded that the shareholders represented on the agenda item who had voted in advance, holding a total of 122,013 shares and votes, had abstained from voting. In addition, a total of 476,600 opposing votes had been cast in the advance voting, which in this agenda item were treated as abstentions.

20 §

ELECTION OF THE SUSTAINABILITY REPORTING ASSURANCE PROVIDER FOR THE TERM OF OFFICE 2027

It was recorded that the Board of Directors had proposed to the Annual General Meeting, based on the recommendation of the Audit Committee, that KPMG Oy Ab, an authorized sustainability audit firm, be elected as the sustainability reporting assurance provider of the company for the term of office commencing at the end of the Annual General Meeting 2027 and ending at the end of the Annual General Meeting 2028. KPMG Oy Ab had announced that Heli Tuuri, APA, ASA, acts as the principally responsible sustainability reporting assurance provider.

It was noted that the proposal concerning the election of the sustainability reporting assurance provider for the term of office 2027 shall enter into force once the amended Articles of Association have been registered in the Finnish Trade Register in accordance with the resolution of the Annual General Meeting in item 14.

It was noted that the proposal was set out in the notice to the Annual General Meeting appended to the minutes ([Appendix 4](#)).

The Annual General Meeting resolved on the election of the sustainability reporting assurance provider for the term of office 2027 in accordance with the proposal of the Board of Directors.

It was recorded that the shareholders represented on the agenda item who had voted in advance, holding a total of 122,023 shares and votes, had abstained from voting. In addition, a total of 476,600 opposing votes had been cast in the advance voting, which in this agenda item were treated as abstentions. It was noted for the sake of clarity that more than 99 per cent of the shares represented in this agenda item had supported the approval of the proposal.

21 §

AUTHORIZING THE BOARD OF DIRECTORS TO DECIDE ON THE REPURCHASE AND/OR ON THE ACCEPTANCE AS PLEDGE OF THE COMPANY'S OWN SHARES

It was recorded that the Board of Directors had proposed to the Annual General Meeting that the Board of Directors be authorized to decide on the repurchase and/or on the acceptance as pledge of the company's own shares as follows.

The number of own shares to be repurchased shall not exceed 12,703,653 shares, which corresponds to approximately 10 per cent of all shares in the company. Only the unrestricted equity of the company can be used to repurchase own shares on the basis of the authorization.

Own shares can be repurchased at a price formed in public trading on the date of the repurchase or otherwise at a price formed on the market.

The Board of Directors decides how own shares will be repurchased and/or accepted as pledge. Shares can be repurchased using, inter alia, derivatives. Own shares can also be repurchased otherwise than in proportion to the shareholdings of the existing shareholders (directed repurchase).

The authorization is effective until the end of the next Annual General Meeting, however no longer than until 30 June 2027.

It was noted that the proposal was set out in the notice to the Annual General Meeting appended to the minutes ([Appendix 4](#)).

The Annual General Meeting resolved to authorize the Board of Directors to decide on the repurchase and/or on the acceptance as pledge of the company's own shares in accordance with the proposal of the Board of Directors.

It was recorded that shareholders represented on the agenda item who had voted in advance, holding a total of 10 shares and votes, had voted against the proposal and shareholders holding a total of 28,356 shares and votes, had abstained from voting.

22 §

AUTHORIZING THE BOARD OF DIRECTORS TO DECIDE ON THE ISSUANCE OF SHARES AND THE ISSUANCE OF SPECIAL RIGHTS ENTITLING TO SHARES

It was recorded that the Board of Directors had proposed to the Annual General Meeting that the Board of Directors be authorized to decide on the issuance of shares and the issuance of special rights entitling to shares referred to in Chapter 10, Section 1 of the Finnish Companies Act as follows.

The number of shares to be issued under the authorization shall not exceed 12,703,653 shares, which corresponds to approximately 10 per cent of all shares in the company. The shares issued under the authorization may be new shares or treasury shares held by the company.

The Board of Directors decides on all the conditions of the issuance of shares and of special rights entitling to shares. The issuance of shares and of special rights entitling to shares may be carried out in deviation from the shareholders' pre-emptive rights (directed issue).

The authorization is effective until the end of the next Annual General Meeting, however no longer than until 30 June 2027.

It was noted that the proposal was set out in the notice to the Annual General Meeting appended to the minutes ([Appendix 4](#)).

The Annual General Meeting resolved to authorize the Board of Directors to decide on the issuance of shares as well as the issuance of special rights entitling to shares referred to in Chapter 10, Section 1 of the Finnish Companies Act in accordance with the proposal of the Board of Directors.

It was recorded that shareholders represented on the agenda item who had voted in advance, holding a total of 10,010 shares and votes, had voted against the proposal and shareholders holding a total of 41,556 shares and votes, had abstained from voting.

23 §

AUTHORIZING THE BOARD OF DIRECTORS TO RESOLVE ON DONATIONS FOR CHARITABLE PURPOSES

It was recorded that the Board of Directors had proposed to the Annual General Meeting that the Annual General Meeting authorizes the Board of Directors to decide on donations in a total maximum of EUR 150,000 for charitable or corresponding purposes and authorizes the Board of Directors to decide on the donation recipients, purposes of use and other terms of the donations.

The authorization was proposed to remain effective until the end of the Annual General Meeting 2027 and in any event no longer than for a period of 18 months from the date of the resolution of the Annual General Meeting.

It was noted that the proposal was set out in the notice to the Annual General Meeting appended to the minutes ([Appendix 4](#)).

The Annual General Meeting resolved to authorize the Board of Directors to decide on donations for charitable or corresponding purposes in accordance with the proposal of the Board of Directors.

It was recorded that shareholders represented on the agenda item who had voted in advance, holding a total of 26,564 shares and votes, had voted against the proposal and shareholders holding a total of 20,000 shares and votes, had abstained from voting.

24 §

CLOSING OF THE MEETING

It was recorded that the resolutions of the Annual General Meeting had been supported by all shareholders that were present at the Annual General Meeting, unless otherwise indicated in the minutes or in the summary list of the votes cast in the advance voting.

The Chairman stated that all items on the agenda had been considered and that the minutes of the Annual General Meeting will be available on the company's website as from 7 April 2026 at the latest.

The Chairman closed the Annual General Meeting at 11:23 a.m. (EET).

Chairman of the Annual General Meeting:

SEPPO KYMÄLÄINEN

Seppo Kymäläinen

In fidem:

ELINA SAVIHARJU

Elina Saviharju

Minutes reviewed and approved:

ALEXANDER TALLBERG

Alexander Tallberg

ILKKA JAKONEN

Ilkka Jakonen

Appendices

<u>Appendix 1</u>	List of votes
<u>Appendix 2</u>	Proposals of the Board of Directors and the Shareholders' Nomination Board
<u>Appendix 3</u>	Summary list by Innovatics Oy of the votes cast in the advance voting
<u>Appendix 4</u>	Notice to the Annual General Meeting
<u>Appendix 5</u>	Financial Statements, Auditor's Report, Sustainability Reporting Assurance Report
<u>Appendix 6</u>	Remuneration Report for governing bodies