

Annual General Meeting of Finnair Plc

Time: 29 May 2020 at 4.00 p.m.

Place: Finnair Plc headquarters, Tietotie 9, Vantaa

Present: The Board of Directors of the company has by virtue of Section 2, Subsection 3 of the temporary legislative act 290/2020 to limit the spread of the Covid-19 pandemic approved by the Finnish Parliament on 24 April 2020 ("Temporary Act"), resolved that the company's shareholders and their proxy representatives may participate in the meeting and exercise shareholder rights only through voting in advance as well as by making counterproposals and asking questions in advance.

The shareholders set out in the list of votes ([Appendix 1](#)) adopted at the meeting were represented at the meeting.

Present at the meeting were Chairman of the Board of Directors Mr. Jouko Karvinen, member of the Board of Directors and Chairman of the Audit Committee Mr. Jukka Erlund, Chief Executive Officer Mr. Topi Manner, General Counsel Mr. Sami Sarelius, IR Director Mr. Erkkä Salonen (remote access), Chairman of the General Meeting Mr. Manne Airaksinen, person to confirm the minutes and to verify the counting of votes Ms. Vuokko Rajamäki, the responsible auditor appointed by the company's audit firm Mr. Markku Katajisto and the new responsible auditor candidate Ms. Kirsi Jantunen.

In addition, the representative of the company's annual general meeting registration and voting service provider Euroclear Finland Oy, Jarkko Heinonen, attended by telephone.

1 §

OPENING OF THE MEETING

The Chairman of the Board of Directors, Mr. Jouko Karvinen, opened the meeting. It was recorded that the greetings of the Chair of the Board of Directors to the shareholders has been available on the company's website.

2 §

CALLING THE MEETING TO ORDER

Mr. Manne Airaksinen, attorney-at-law, acted as the Chairman of the General Meeting in accordance with the notice to the General Meeting and he called Mr. Sami Sarelius, General Counsel, to act as secretary.

It was recorded that the Board of Directors', Shareholders' Nomination Board's and the State of Finland's proposals to the General Meeting were published by stock exchange releases on 5 May 2020 as well as on the company's website on 5 May 2020.

The Chairman noted that in order to guarantee the health and safety of the company's shareholders, personnel and other stakeholders, the company has resolved to arrange the General Meeting in accordance with Section 2, Subsection 3 of the Temporary Act so that the company's shareholders and their proxy representatives may participate in the meeting and exercise shareholder rights only through voting in advance as well as by making counterproposals and asking questions in advance.

It was recorded that by the deadline on 8 May 2020 at 8 p.m. (EEST) no counterproposals by shareholders were made. Shareholders have had the right to ask questions referred to in Chapter 5, Section 25 of the Companies Act by 14 May 2020 at 4 p.m. (EEST). It was recorded that no such questions were presented in the procedure concerning the General Meeting to the company's management by the deadline.

As participation in the Annual General Meeting has been possible only in advance, all agenda items have been subject to voting. The Chairman noted in addition that the proposals in all agenda items may have been opposed without making a counterproposal in accordance with the Temporary Act. Further, the Chairman noted that shareholders have had the right to demand minority dividend in agenda item 8. A summary of the votes cast in the advance voting conducted by Euroclear Finland Ltd was attached to the minutes ([Appendix 2](#)).

The Chairman noted that a shareholder may have refrained from providing a proper voting instruction in each particular agenda item, in which case such shareholder has not been recorded to have been represented at the General Meeting in that specific agenda item. Therefore, the number of shareholders and shares being represented in each agenda item is not the same.

It was recorded that in addition to the Companies Act and the Temporary Act, as well as the government bill thereto, company practice and recommendations of the Advisory Board of Finnish Listed Companies were adhered to in terms of the meeting arrangements. It was recorded that to the company's or Euroclear Finland Oy's knowledge no technical or other issues or uncertainties had arisen regarding the advance voting or meeting arrangements in general, and that the shareholders' right to participate and the validity of counting of the votes had been able to be clarified in a manner equivalent to the processes complied with in a normal general meeting.

3 §

ELECTION OF PERSON TO CONFIRM THE MINUTES AND TO SUPERVISE THE COUNTING OF VOTES

Ms. Vuokko Rajamäki, attorney-at-law, acted as the person to confirm the minutes and to supervise the counting of votes in accordance with the notice to the General Meeting

4 §

RECORDING THE LEGALITY OF THE MEETING

It was recorded that the notice to the meeting had been published on the company's website and by a stock exchange release on 5 May 2020. It was recorded that no considerations were presented to the company regarding the legality of the meeting in the procedure concerning the general meeting.

It was recorded that the General Meeting had been convened in accordance with the articles of association, the Companies Act and the Temporary Act and that the meeting therefore constituted a quorum.

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

5 §

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

The list recording the shareholders who had voted in advance within the advance voting period either in person or by proxy, and who have the right to participate the General Meeting pursuant to Chapter 5, Sections 6 and 6 a of the Companies Act, was presented. It was recorded that 238 shareholders, representing 85,314,604 shares and votes, had participated in the advance voting. The attendance status and list of votes was attached to the minutes ([Appendix 1](#)). It was recorded that the advance votes delivered to the company will be kept separately from the minutes.

6 §

PRESENTATION OF THE ANNUAL ACCOUNTS INCLUDING THE CONSOLIDATED ANNUAL ACCOUNTS, THE REPORT OF THE BOARD OF DIRECTORS AND THE AUDITOR'S REPORT FOR THE YEAR 2019

It was recorded that as participation in the Annual General Meeting has been possible only in advance, the company's annual report published on 7 February 2020, which includes the company's financial statements and the report of the Board of Directors and the auditor's report, and which has been available on the company's website, is deemed to have been presented to the Annual General Meeting. In addition, the video presentation of the review of the company's CEO, Mr. Topi Manner, including review of the corporate responsibility targets has been available on the company's website.

The annual accounts were attached to the minutes ([Appendix 4](#)).

The responsible auditor of the company, Mr. Markku Katajisto, APA, confirmed the contents of the auditor's report.

The auditor's report was attached to the minutes ([Appendix 5](#)).

7 §

ADOPTION OF THE ANNUAL ACCOUNTS INCLUDING THE CONSOLIDATED ANNUAL ACCOUNTS

It was recorded that 85,214,064 shares and votes, representing approximately 66.50 percent of all shares and votes in the company, participated in the voting. For the adoption of the annual accounts 85,214,064 votes were cast, representing 100,00 percent of the total votes cast. No votes were cast against the adoption of the annual accounts. 93,947 abstaining votes were recorded under this agenda item.

Based on the voting results, the General Meeting adopted the annual accounts including the consolidated annual accounts for the financial year 1 January 2019 – 31 December 2019.

8 §

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

It was recorded that the Board of Directors had proposed to the Annual General Meeting originally scheduled to be held on 18 March 2020 that a dividend of EUR 0.20 per share be paid based on Finnair Plc's balance sheet adopted for the financial period ended on 31 December 2019. The Board of Directors had reconsidered its dividend proposal and due to the rapid deterioration of the circumstances resulting from the Covid-19 pandemic, the Board of Directors concluded that the company should refrain from paying dividend. Therefore, the Board of Directors had, in accordance with the proposal attached to the minutes ([Appendix 6](#)), proposed to the Annual General Meeting that no dividend be paid based on the balance sheet adopted for the financial year ended on 31 December 2019.

It was recorded that in accordance with the requirements of the Temporary Act the shareholders have as an alternative to the Board of Directors proposal had the right to demand minority dividend pursuant to Chapter 13, Section 7 of the Companies Act. The amount of minority dividend is 11,070,673.07 euros, which corresponds half of the profit of the financial year. It was recorded that shareholders who represent a total of 21,462 shares, representing approximately 0.02 percent of all shares in the company, have demanded minority dividend in accordance with the Temporary Act. The minority dividend must be distributed, if a demand to this effect is made by shareholders who have at least one tenth of all shares. It was recorded that a sufficient qualified minority had not demanded for the minority dividend.

It was recorded that 85,291,178 shares and votes, representing approximately 66.56 percent of all shares and votes in the company, participated in the voting. For the proposal of the Board of Directors 85,269,835 votes were cast, representing approximately 99.97 percent of the total votes cast, and against the proposal of the Board of Directors 21,343 votes were cast, representing approximately 0.03 percent of the total votes cast. 19,026 abstaining votes were recorded under this agenda item.

Based on the voting results, the General Meeting decided in accordance with the proposal of the Board of Directors that no dividend be paid based on the balance sheet adopted for the year 2019.

9 §

RESOLUTION ON THE DISCHARGE OF THE MEMBERS OF THE BOARD OF DIRECTORS AND THE CEO FROM LIABILITY FOR THE FINANCIAL YEAR 1 JANUARY 2019 – 31 DECEMBER 2019

It was recorded that 85,167,821 shares and votes, representing approximately 66.47 percent of all shares and votes in the company, participated in the voting. For the discharge from liability 85,150,566 votes were cast, representing approximately 99.98 percent of the total votes cast, and against the discharge from liability 17,255 votes were cast,

representing approximately 0.02 percent of the total votes cast. 78,600 abstaining votes were recorded under this agenda item.

Based on the voting results, the General Meeting decided to discharge the members of the Board of Directors and the CEO from liability for the financial year 1 January 2019 – 31 December 2019.

10 §

HANDLING OF THE REMUNERATION POLICY FOR GOVERNING BODIES

It was recorded that as participation in the Annual General Meeting has been possible only in advance, the company's remuneration policy published by a stock exchange release on 26 February 2020, which has been available on the company's website, is deemed to have been presented to the Annual General Meeting. The remuneration policy was attached to the minutes ([Appendix 7](#)).

It was recorded that 85,290,441 shares and votes, representing approximately 66.56 percent of all shares and votes in the company, participated in the voting. For the remuneration policy 85,247,356 votes were cast, representing approximately 99.95 percent of the total votes cast, and against the remuneration policy 43,085 votes were cast, representing approximately 0.05 percent of the total votes cast. 19,763 abstaining votes were recorded under this agenda item.

Based on the voting results, it was recorded, that the General Meeting decided to support the presented remuneration policy. It was recorded that no considerations were presented to the company regarding the remuneration policy in the procedure concerning the general meeting.

11 §

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

It was recorded that the State of Finland had proposed to the General Meeting that the annual remuneration of the Board members would be decided on in accordance with the proposal attached to the minutes ([Appendix 9](#)).

It was recorded that 85,309,903 shares and votes, representing approximately 66.58 percent of all shares and votes in the company, participated in the voting. For the proposal of the State of Finland 85,293,899 votes were cast, representing approximately 99.98 percent of the total votes cast, and against the proposal of the State of Finland 16,004 votes were cast, representing approximately 0.02 percent of the total votes cast. 301 abstaining votes were recorded under this agenda item.

Based on the voting results, the General Meeting decided in accordance with the proposal of the State of Finland that the annual remuneration shall be EUR 63,000 for the Chairperson, EUR 32,700 for the Vice Chairperson and EUR 30,300 for each member of the Board of Directors. It was decided that the annual remuneration for the Chairperson of the Audit Committee and the People and Remuneration Committee shall be EUR 32,700, if they are not also acting as the Chairperson or Vice Chairperson of the Board of Directors. In addition, a fee of EUR 600 shall be paid for each meeting of the Board of Directors taking

place in the country of residence of the Board member. A fee of EUR 2,400 per meeting shall be paid for other meetings of the Board or its Committees and EUR 600 per meeting for meetings held via conference calls. In addition, the Board members shall be reimbursed for reasonable travel and representation expenses in accordance with the company's general expenses policy and the Board members and their spouses will have a limited right to discounted travel on the company's flights in accordance with the company's discount ticket policy regarding the Board of Directors.

12 §

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 shall comprise a Chairman and no less than four (4) and no more than nine (9) other members.

It was recorded that the Shareholders' Nomination Board had, in accordance with the proposal attached to the minutes ([Appendix 8](#)), proposed to the General Meeting that the number of members of the Board of Directors would be nine (9).

It was recorded that 85,291,053 shares and votes, representing approximately 66.56 percent of all shares and votes in the company, participated in the voting. For the proposal of the Shareholders' Nomination Board 85,275,582 votes were cast, representing approximately 99.98 percent of the total votes cast, and against the proposal of the Shareholders' Nomination Board 15,471 votes were cast, representing approximately 0.02 percent of the total votes cast. 19,151 abstaining votes were recorded under this agenda item.

Based on the voting results, the General Meeting decided in accordance with the proposal of the Shareholders' Nomination Board that the number of members of the Board of Directors shall be nine (9).

13 §

ELECTION OF THE CHAIRPERSON AND OTHER MEMBERS OF THE BOARD OF DIRECTORS

It was recorded that according to the articles of association the term of office of the members of the Board of Directors shall expire at the end of the first Annual General Meeting following their election.

It was recorded that the Shareholders' Nomination Board had proposed to the General Meeting that for a term of office expiring at the end of the next Annual General Meeting, the Board members would be elected in accordance with the proposal attached to the minutes ([Appendix 8](#)).

It was recorded that all the Board member candidates had given their consent to the election.

It was recorded that 85,294,846 shares and votes, representing approximately 66.57 percent of all shares and votes in the company, participated in the voting. For the proposal of the Shareholders' Nomination Board 84,472,554 votes were cast, representing approximately 99.04 percent of the total votes cast, and against the proposal of the

Shareholders' Nomination Board 822,292 votes were cast, representing approximately 0.96 percent of the total votes cast. 15,358 abstaining votes were recorded under this agenda item.

Based on the voting results, the General Meeting decided in accordance with the proposal of the Shareholders' Nomination Board that all of the current members of the Board of Directors are re-elected for a term of office ending at the end of the next Annual General Meeting:

Ms. Tiina Alahuhta-Kasko,
Mr. Colm Barrington,
Mr. Montie Brewer,
Ms. Mengmeng Du,
Mr. Jukka Erlund,
Mr. Jouko Karvinen,
Mr. Henrik Kjellberg and
Ms. Jaana Tuominen,

and that for the same term of office a new member of the Board of Directors is elected:

Ms. Maija Strandberg.

Based on the voting results, the General Meeting furthermore decided in accordance with the proposal of the Shareholders' Nomination Board that Mr. Jouko Karvinen is re-elected as Chairperson of the Board of Directors.

14 §

RESOLUTION ON THE REMUNERATION OF THE AUDITOR

It was recorded that the Board of Directors had, in accordance with the Audit Committee's recommendation, proposed to the General Meeting that the remuneration of the auditor to be elected would be paid in accordance with the proposal attached to the minutes (Appendix 6).

It was recorded that 85,310,204 shares and votes, representing approximately 66.58 percent of all shares and votes in the company, participated in the voting. For the proposal of the Board of Directors 85,245,866 votes were cast, representing approximately 99.92 percent of the total votes cast, and against the proposal of the Board of Directors 64,338 votes were cast, representing approximately 0.08 percent of the total votes cast. 0 abstaining votes were recorded under this agenda item.

Based on the voting results, the General Meeting decided in accordance with the proposal of the Board of Directors that auditor's fee be paid according to the auditor's invoice accepted by the company.

15 §

ELECTION OF THE AUDITOR

It was recorded that according to the articles of association the company has one (1) auditor, which shall be an auditing firm referred to in the Auditing Act. The auditor shall be elected at the Annual General Meeting for a term which shall end at the closing of the first Annual General Meeting following the election.

It was recorded that the Board of Directors had, in accordance with the Audit Committee's recommendation, proposed to the General Meeting that the auditor shall be elected for a term of office ending at the end of the next Annual General Meeting in accordance with the proposal attached to the minutes (Appendix 6).

It was recorded that the proposed auditor had given its consent to the election.

It was recorded that 85,290,946 shares and votes, representing approximately 66.56 percent of all shares and votes in the company, participated in the voting. For the proposal of the Board of Directors 85,255,264 votes were cast, representing approximately 99.96 percent of the total votes cast, and against the proposal of the Board of Directors 35,682 votes were cast, representing approximately 0.04 percent of the total votes cast. 3,600 abstaining votes were recorded under this agenda item.

Based on the voting results, the General Meeting decided in accordance with the proposal of the Board of Directors that KPMG Oy Ab, a firm of authorised public accountants, is elected auditor of the company for the term of office ending at the end of the next Annual General Meeting. It was recorded that KPMG Oy Ab has announced that Ms. Kirsi Jantunen, authorised public accountant, would act as the principal auditor.

16 §

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

It was recorded that the Board of Directors had proposed to the General Meeting that the Board of Directors be authorised to decide on the repurchase and/or the acceptance as pledge of the company's own shares in accordance with the proposal attached to the minutes (Appendix 6).

It was recorded that 85,278,878 shares and votes, representing approximately 66.55 percent of all shares and votes in the company, participated in the voting. For the proposal of the Board of Directors 85,263,519 votes were cast, representing approximately 99.98 percent of the total votes cast and approximately 99.95 percent of the shares represented at the meeting, and against the proposal of the Board of Directors 15,359 votes were cast, representing approximately 0.02 percent of the total votes cast and approximately 0.02 percent of the shares represented at the meeting. 31,326 abstaining votes, representing approximately 0.04 percent of the shares represented at the meeting, were recorded under this agenda item.

Based on the voting results, the General Meeting decided in accordance with the proposal of the Board of Directors that the Board of Directors be authorised 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 and/or accepted as pledge shall not exceed 5,000,000 shares, which corresponds to approximately 3.9 per cent of all the shares in the company. Only the unrestricted equity of the company can be used to repurchase own shares on the basis of the authorisation.

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. Own shares can be repurchased using, inter alia, derivatives. Own shares can be repurchased otherwise than in proportion to the shareholdings of the shareholders (directed repurchase).

Own shares may be repurchased and/or accepted as pledge in order to, inter alia, develop the capital structure of Finnair, to finance or carry out acquisitions, investments or other business transactions, or in order to use the shares as part of the company's incentive and remuneration schemes.

The authorisation is effective for a period of 18 months from the resolution of the General Meeting and it cancels the authorisation given by the Annual General Meeting on 20 March 2019 to decide on the repurchase and/or acceptance as pledge of own shares.

17 §

AUTHORISING THE BOARD OF DIRECTORS TO DECIDE ON THE DISPOSAL OF FINNAIR'S OWN SHARES

It was recorded that the Board of Directors had proposed to the General Meeting that the Board of Directors be authorised to decide on the disposal of the company's own shares in accordance with the proposal attached to the minutes ([Appendix 6](#)).

It was recorded that 85,306,904 shares and votes, representing approximately 66.58 percent of all shares and votes in the company, participated in the voting. For the proposal of the Board of Directors 85,263,819 votes were cast, representing approximately 99.95 percent of the total votes cast and approximately 99.95 percent of the shares represented at the meeting, and against the proposal of the Board of Directors 43,085 votes were cast, representing approximately 0.05 percent of the total votes cast and approximately 0.05 percent of the shares represented at the meeting. 3,600 abstaining votes, representing approximately 0.00 percent of the shares represented at the meeting, were recorded under this agenda item.

Based on the voting results, the General Meeting decided in accordance with the proposal of the Board of Directors that the Board of Directors be authorised to decide on the disposal of the company's own shares held by the company as follows.

The number of shares to be disposed based on the authorisation shall not exceed 5,000,000 shares, which corresponds to approximately 3.9 per cent of all the shares in the company. The Board of Directors decides on all the conditions of the disposals, including to whom, at what price and in which manner the company's shares are disposed. The disposals may also be made in deviation from the shareholders' pre-emptive rights, such as using the shares to develop the company's capital structure, to finance or carry out acquisitions, investments or other business transactions, or in order to use the shares as part of Finnair's incentive and remuneration schemes.

The authorisation is effective for a period of 18 months from the resolution of the General Meeting and it cancels the authorisation given by the Annual General Meeting on 20 March 2019 to decide on the disposal of the company's own shares.

18 §

AUTHORISING THE BOARD OF DIRECTORS TO DECIDE ON A RIGHTS OFFERING

It was recorded that the Board of Directors of the company had proposed to the Annual General Meeting that the Board of Directors be authorised to resolve on the issuance of a maximum of 6,500,000,000 new shares by rights offering in accordance with the proposal attached to the minutes ([Appendix 6](#)).

It was recorded that 84,669,014 shares and votes, representing approximately 66.08 percent of all shares and votes in the company, participated in the voting. For the proposal of the Board of Directors 84,639,942 votes were cast, representing approximately 99.97 percent of the total votes cast, and against the proposal of the Board of Directors 29,072 votes were cast, representing approximately 0.03 percent of the total votes cast. 645,290 abstaining votes were recorded under this agenda item.

Based on the voting results, the General Meeting decided in accordance with the proposal of the Board of Directors that the Board of Directors be authorised to decide on a rights offering as follows.

The company plans to conduct a rights offering of approximately 500 million euros. The subscription period for the offering is expected to commence during the second quarter of 2020.

The Board of Directors is authorised to resolve on the issuance of a maximum of 6,500,000,000 new shares to carry out the above-mentioned rights offering. The shares are offered to the company's shareholders for subscription in proportion to their shareholding on the record date of the share issue (rights offering). The authorisation includes the right for the Board of Directors to resolve upon the issuance of shares that remain unsubscribed for pursuant to the primary subscription right. The authorisation can only be used to execute one share issue. The Board of Directors is authorised to determine all other terms and conditions of the issuance of shares.

The company plans to use the funds raised in the rights offering to strengthen the company's balance sheet position and liquidity in the exceptional situation caused by the Covid-19 pandemic.

The authorisation is valid until the close of the next Annual General Meeting, however, no longer than until 30 June 2021. It does not revoke the company's share issue authorisations resolved earlier upon by the Annual General Meeting.

19 §

AMENDMENT OF THE ARTICLES OF ASSOCIATION

It was recorded that the Board of Directors had proposed to the General Meeting that the Articles of Association be amended in order to expand the company's field of business in accordance with the proposal attached to the minutes ([Appendix 6](#)).

It was recorded that 85,309,904 shares and votes, representing approximately 66.58 percent of all shares and votes in the company, participated in the voting. For the proposal of the Board of Directors 85,293,235 votes were cast, representing approximately 99.98 percent of the total votes cast and approximately 99.98 percent of the shares represented at the meeting, and against the proposal of the Board of Directors 16,669 votes were cast, representing approximately 0.02 percent of the total votes cast and approximately 0.02 percent of the shares represented at the meeting. 0 abstaining votes were recorded under this agenda item.

Based on the voting results, the General Meeting decided in accordance with the proposal of the Board of Directors that the Articles of Association be amended as follows.

The new wording of the Article 2 of the Articles of Association is:

"The company's field of business is to operate an airline by transporting passengers, cargo, and mail and to buy, sell, import, export, transport, store, lease and repair aircraft and their parts and supplies and to buy, sell, import, export, transport and store fuels and lubricants, and to provide hotel, forwarding, travel agency and other business operations relating to travelling and airline operations, as well as finance and insurance brokerage services and business operations related to the above. The company may also engage in, or support, activities that are aimed at ensuring the acceptability, and thereby the long-term profitability, of its business by increasing the positive effects and reducing the negative effects of its business on the environment and society. The company may conduct its business through subsidiaries, associated companies and joint ventures."

20 §

AUTHORISING THE BOARD OF DIRECTORS TO DECIDE ON DONATIONS FOR PUBLIC-BENEFIT PURPOSES

It was recorded that the Board of Directors had proposed to the General Meeting that the Board of Directors be authorised to decide on donations for the public-benefit purposes in accordance with the proposal attached to the minutes ([Appendix 6](#)).

It was recorded that 85,314,004 shares and votes, representing approximately 66.58 percent of all shares and votes in the company, participated in the voting. For the proposal of the Board of Directors 85,270,205 votes were cast, representing approximately 99.95 percent of the total votes cast, and against the proposal of the Board of Directors 43,799

votes were cast, representing approximately 0.05 percent of the total votes cast. 0 abstaining votes were recorded under this agenda item.

Based on the voting results, the General Meeting decided in accordance with the proposal of the Board of Directors that the Board of Directors be authorised to decide on donations for the public-benefit purposes as follows.

The Board of Directors is authorised to decide on donations up to an aggregate maximum of EUR 250,000 for charitable or corresponding purposes and to determine the recipients, purposes and other terms and conditions of the donations. The donations can be made in one or multiple installments.

The authorisation is effective until the next Annual General Meeting.

21 §

CLOSING OF THE MEETING

The Chairman stated that all items on the agenda had been considered and that the minutes of the meeting would be available on the company's website on 12 June 2020 at the latest.

The Chairman closed the meeting at 4.17 p.m.

Chairman of the General Meeting:

MANNE AIRAKSINEN

Manne Airaksinen

In fidem:

SAMI SARELIUS

Sami Sarelius

Minutes reviewed and approved:

VUOKKO RAJAMÄKI

Vuokko Rajamäki

Appendices

<u>Appendix 1</u>	Attendance status and list of votes
<u>Appendix 2</u>	Advance votes of shareholders delivered to the Company
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<u>Appendix 7</u>	Remuneration policy for governing bodies
<u>Appendix 8</u>	Proposals to the General Meeting by the Shareholders' Nomination Board
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