List of Signatures

Extract_Minutes_Board of Directors Meeting 10_2025.pdf

Name	Method	Signed at
Petri Matti Paajanen	Mobiilivarmenne	2025-10-01 11:19 GMT+02
Matti Pasi Petteri Aalto	FTN (OP)	2025-09-29 12:30 GMT+02

Board of Directors Meeting 10/2025

Thu 18 September 2025, 16:31 - 16:54

Microsoft Teams

Attendees

Board members

Timo Rautalahti (Chair of the Board), Peetu Lahtinen (Board Member), Johanna Huhtala (Board Member), Sanna Grönmark (Board Member), Ari Vaitiniemi (Board Member), Anna Elmfeldt (Board Member), Peter Dahl (Board Member), Carl-Wilhelm Levert (Board Member), Jarmo Tanhua (Board Member)

In addition

Petri Paajanen (Managing Director), Matti Aalto (CFO, Secretary)

Meeting minutes

1. Opening of the meeting

Timo Rautalahti

The Chair of the meeting opened the meeting.

2. Legality and Quorum

Timo Rautalahti

Quorum of the Board meeting is present when in total seven Board members and deputy Board members are present.

The meeting was declared legal and having a quorum.

3. Approval of the agenda

Timo Rautalahti

The agenda of the meeting was approved.

4. Verification of the minutes

Timo Rautalahti

Minutes will be reviewed by two Board members, one representing each ownership party. Carl-Wilhelm Levert and Ari Vaitiniemi are selected to verify the Minutes of this Meeting.

5. Proposal for dividend

Decision

Matti Aalto

The management proposed to the Board of Directors that a dividend of 17 M€ be distributed to shareholders during Q4 2025. The dividend payment proposal takes into account the terms of the shareholders' agreement, the covenant limits of the financing agreement, and the company's liquidity position. It is based on the Group's business plan, including planned investments and a conservative result forecast for the year 2026. The proposed dividend will be paid from retained earnings and does not compromise the company's solvency or future investment capacity. The details related to the dividend distribution were presented in more detail in Appendix 1.

The Board of Directors approved the dividend distribution proposal 17 000 000,00€ and submitted it to the shareholders for resolution.

Appendix 1 Dividend proposal - 2025.pdf

8. Closing of the meeting

Timo Rautalahti

The Chair closed the meeting at 16:54.

This extract is certified by

Petri Paajanen   Matti Aalto