

Unofficial translation of the Finnish minutes

ANNUAL GENERAL MEETING OF ASPOCOMP GROUP PLC

Time: April 26, 2022 at 10:00 a.m.

Place: Keilaranta 1, 1st floor Auditorium, Espoo

Present: Shareholders and their proxy representatives registered in the list of votes approved at the meeting were represented at the meeting.

In addition, the members Board of Directors, the CEO, other management, the principal auditor, advisors and technical staff were present.

1 § OPENING OF MEETING

The Chair of the Board of Directors, Päivi Marttila, opened the meeting and welcomed shareholders to the meeting.

2 § CALLING MEETING TO ORDER

Katia Duncker, attorney-at-law, was elected as the Chair of the General Meeting, and she invited Matti Kuokkanen, attorney-at-law, to act as the secretary of the meeting.

The Chair explained the procedures for dealing with the matters on the agenda of the meeting.

It was noted that the Board of Directors' proposals to the General Meeting had been included in the notice to the General Meeting.

3 § ELECTION OF PERSONS TO SCRUTINIZE MINUTES AND SUPERVISE COUNTING OF VOTES

Karri-Pekka Lauren and Jouni Koskinen were elected to scrutinize the minutes and also to supervise the counting of votes if necessary.

4 § RECORDING LEGALITY OF MEETING

It was noted that the notice to the meeting had been published on the company's website and by a stock exchange release on March 10, 2022. It was noted that the annual report of the company for the year 2021 had been available on the company's website as of March 22, 2022. Other meeting documents had been available to shareholders on the company's website as of March 10, 2022.

It was noted that the General Meeting had been convened legally in accordance with the Articles of Association and the Finnish Limited Liability Companies Act and the meeting constituted a quorum.

The notice to the meeting was attached to the minutes (**Appendix 1**).

5 § RECORDING ATTENDANCE AT MEETING AND ADOPTION OF LIST OF VOTES

It was recorded that the shareholders' register of the company was available for review at the General Meeting.

In accordance with the list of votes of the meeting (**Appendix 2**), 10 shareholders were present at the General Meeting in its beginning either in person, by legal representative or by proxy, representing a total of 1 926 126 shares and votes, which corresponds to approximately 28 percent of all the shares and votes in the company.

The General Meeting adopted the list of votes.

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6 § PRESENTATION OF ANNUAL ACCOUNTS, CONSOLIDATED ANNUAL ACCOUNTS, REPORT OF BOARD OF DIRECTORS AND AUDITOR'S REPORT FOR YEAR 2021

It was noted that the annual accounts documentation and the auditor's report had been available on the company's website as of March 22, 2022 and they were also available at the meeting venue. It was further noted that the annual accounts for the financial year 2021 consists of the income statement, the balance sheet and the cash flow statement together with notes thereto, as well as the consolidated annual accounts and the annual report of the Board of Directors.

The CEO, Mikko Montonen, held the CEO's presentation in which he covered the company's most significant events during the year 2021 and presented the company's annual accounts for the year 2021.

The company's principal auditor, Mikko Nieminen, Authorized Public Accountant, presented the auditor's report.

The CEO's presentation and the annual accounts documentation (including the auditor's report) were attached to the minutes (**Appendix 3** and **Appendix 4**).

It was noted that the company's annual accounts, consolidated annual accounts, report of the Board of Directors', and the auditor's report had been presented to the General Meeting in accordance with the law and the Articles of Association.

7 § ADOPTION OF ANNUAL ACCOUNTS AND CONSOLIDATED ANNUAL ACCOUNTS

The General Meeting adopted the annual accounts and the consolidated annual accounts for the financial period ending on December 31, 2021.

8 § RESOLUTION ON USE OF PROFIT SHOWN ON BALANCE SHEET AND PAYMENT OF DIVIDEND

It was noted that under the company's annual accounts dated December 31, 2021, the parent company's distributable earnings amounted to EUR 7,286,660.81, of which the retained earnings were EUR 4,271,650.99. It was also noted that the parent company's profit for the financial year 2021 amounts to EUR 652,267.47.

It was noted that the Board of Directors had proposed to the General Meeting that a dividend of EUR 0.15 per share be paid. In accordance with the proposal, the dividend would be paid to shareholders registered in the Register of Shareholders maintained by Euroclear Finland Ltd on the record date of the dividend distribution, April 28, 2022. In accordance with the proposal, the dividend will be paid on May 5, 2022.

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

9 § RESOLUTION ON DISCHARGE OF MEMBERS OF BOARD OF DIRECTORS AND CEO FROM LIABILITY

It was noted that granting the discharge from liability for the financial year 2021 concerns the following persons:

- Päivi Marttila, Chair of the Board of Directors
- Kaarina Muurinen, member of the Board of Directors
- Jukka Huuskonen, member of the Board of Directors (as of April 13, 2021)
- Anssi Korhonen, member of the Board of Directors (as of April 13, 2021)
- Julianna Borsos, member of the Board of Directors (until April 13, 2021)
- Juha Putkiranta, member of the Board of Directors (until April 13, 2021)

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- Mikko Montonen, CEO

The General Meeting resolved to grant discharge from liability to the members of the Board of Directors and the CEO for the financial year 2021.

10 § ADOPTION OF THE COMPANY'S REMUNERATION REPORT 2021 FOR GOVERNING BODIES

It was noted that the company's remuneration report for governing bodies 2021 had been published by a stock exchange release on March 10, 2022 as of which date it had been available on the company's website. The remuneration report was also available at the meeting venue.

Päivi Marttila, the Chair of the Board of Directors, presented the remuneration report for governing bodies.

It was noted that the remuneration report 2021 was presented to the General Meeting. The remuneration report was attached to the minutes (**Appendix 5**).

It was noted that the Board of Directors had proposed to the General Meeting that it would approve the remuneration report for governing bodies 2021. The resolution concerning approval of the remuneration report is advisory in nature.

The General Meeting resolved to approve the remuneration report for governing bodies concerning the year 2021.

11 § RESOLUTION ON REMUNERATION OF MEMBERS OF BOARD OF DIRECTORS

It was noted that the Board of Directors had proposed to the General Meeting that the amount of remuneration payable to the Board of Directors remain the same as in the ending term and that Board members be thus compensated as follows: EUR 30,000 for the Chair of the Board of Directors, EUR 20,000 for the Vice Chair, and EUR 15,000 for each of the other members in remuneration for their term of office. The Board of Directors had further proposed that EUR 1,000 be paid as remuneration per meeting to the Chair and that the other members be paid EUR 500 per meeting of the Board and its committees. The Board of Directors had also proposed that the members of the Board of Directors be reimbursed for reasonable travel costs.

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

12 § RESOLUTION ON NUMBER OF MEMBERS OF BOARD OF DIRECTORS

It was noted that the Board of Directors had proposed to the General Meeting that four members would be elected to the Board of Directors.

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

13 § ELECTION OF MEMBERS OF BOARD OF DIRECTORS

It was noted that the Board of Directors had proposed to the General Meeting that the current members of the Board of Directors, Ms. Päivi Marttila, Ms. Kaarina Muurinen, Mr. Jukka Huuskonen and Mr. Anssi Korhonen would be re-elected as members to the Board of Directors. In accordance with the Articles of Association, the term of office of the members of the Board of Directors ends at the closing of the next Annual General Meeting following the election.

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

14 § RESOLUTION ON REMUNERATION OF AUDITOR

It was noted that the Board of Directors had proposed to the General Meeting that auditor's fees be paid according to the auditor's invoice.

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The General Meeting resolved on the auditor's remuneration in accordance with the proposal of the Board of Directors.

15 § ELECTION OF AUDITOR

It was noted that the Board of Directors had proposed to the General Meeting that PricewaterhouseCoopers Oy, Authorized Public Accountants, would be re-elected as the company's auditor. PricewaterhouseCoopers Oy had notified that Mr. Mikko Nieminen, Authorized Public Accountant, would act as the principal auditor. In accordance with the Articles of Association, the term of office of the auditor ends at the closing of the next Annual General Meeting following the election.

The General Meeting resolved on the election of the auditor in accordance with the proposal of the Board of Directors.

16 § AUTHORIZING BOARD OF DIRECTORS TO DECIDE ON SHARE ISSUES AS WELL AS ISSUE OF OPTIONS AND OTHER SPECIAL RIGHTS

It was noted that the Board of Directors had proposed to the General Meeting that the Board of Directors would be authorized to, in one or several installments, decide on the issuance of shares and the issuance of options and other special rights entitling to shares referred to in Chapter 10 Section 1 of the Finnish Limited Liability Companies Act as follows:

The number of shares to be issued based on the authorization may in total amount to a maximum of 681,144 shares. The Board of Directors decides on all the terms and conditions of the issuances of shares and of options and other special rights entitling to shares. The authorization concerns both the issuance of new shares as well as own shares possibly held by the company. The issuance of shares and of options and other special rights entitling to shares referred to in Chapter 10 Section 1 of the Finnish Limited Liability Companies Act may be carried out in deviation from the shareholders' pre-emptive rights (directed issue).

The authorization cancels the authorization given by the General Meeting on April 13, 2021, to decide on the issuance of shares as well as the issuance of special rights entitling to shares.

The authorization is valid until June 30, 2023.

The General Meeting resolved to authorize the Board of Directors to decide on share issues as well as issues of options and other special rights in accordance with the proposal of the Board of Directors.

17 § ESTABLISHMENT OF SHAREHOLDERS' NOMINATION BOARD

It was noted that the Board of Directors had proposed to the General Meeting, based on a request by the significant shareholders of the company, that a Shareholders' Nomination Board would be established to the company to prepare proposals concerning the composition and remuneration of the Board of Directors to the General Meeting. In accordance with the proposal, the Nomination Board would serve until further notice until the General Meeting decides otherwise.

The Board of Directors had further proposed that the General Meeting would adopt the Rules of Procedure for the Shareholders' Nomination Board attached to the notice to the meeting. Under them each of the three largest shareholders of the company would have the right to appoint a member of the Shareholders' Nomination Board in accordance with the appointment procedure set out in the Rules of Procedure. Further, the Chair of the Board of Directors would serve as an expert member of the Shareholders' Nomination Board unless he/she is appointed as an ordinary member of the Nomination Board.

It was noted that the Rules of Procedure had been attached to the notice to the meeting and they had also been available to shareholders on the company's website as of March 10, 2022.

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The rules of procedure were also available at the meeting venue. The rules of procedure were attached to the minutes (**Appendix 6**).

The General Meeting resolved, in accordance with the proposal of the Board of Directors, that a Shareholders' Nomination Board is established to the company to prepare proposals concerning the composition and remuneration of the Board of Directors to the General Meeting. The Nomination Board is established to serve until further notice until the General Meeting decides otherwise.

The General Meeting also resolved to adopt the Rules of Procedure of the Shareholders' Nomination Board, in accordance with the proposal of the Board of Directors.

18 § CLOSING OF MEETING

Päivi Marttila, the Chair of the Board of Directors, gave a speech to the General Meeting participants.

It was noted that all items on the agenda of the General Meeting had been handled and all the resolutions had been made unanimously.

It was noted that the minutes will be available at the company's headquarters and on the company's website at the latest within two weeks of the meeting.

The Chair thanked the shareholders and the company's management and closed the meeting at 10:53 a.m.

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Chair of the General Meeting:

Katia Duncker

In fidem:

Matti Kuokkanen

Minutes scrutinized and approved:

Karri-Pekka Lauren

Jouni Koskinen