

UNOFFICIAL ENGLISH TRANSLATION OF THE FINNISH ORIGINAL

ANNUAL GENERAL MEETING OF KEMPOWER CORPORATION

Time: 27 March 2024, starting at 14.00 hours (EET)

Place: Lahti Sibelius Hall, meeting premises Carpenter's Workshop, Ankkurikatu 7, 15140 Lahti, Finland

Present: Shareholders included in the list of votes adopted at the meeting were present or represented at the meeting.

All members of the Board of Directors, the CEO, the company's auditor in charge, other personnel of the company and technical personnel were also present at the meeting.

1 Opening of the meeting

Chair of the Board of Directors of the company Antti Kemppi opened the meeting.

2 Calling the meeting to order

Attorney at Law Antti Säiläkivi was elected as the Chairperson of the General Meeting, and he invited Master of Laws Lotta Vilén to act as the secretary of the meeting.

The Chairperson explained the procedures for handling the matters on the meeting's agenda.

It was noted that the meeting was held in Finnish.

In addition, the meeting was recorded on an audio and video recording.

It was noted that it was possible to follow the General Meeting via a webcast. It was not possible to ask questions referred to in the Finnish Limited Liability Companies Act, make counterproposals, address the meeting, or vote via the webcast, and following the meeting via the webcast was not considered as participation in the General Meeting or as the exercise of shareholders' rights. The shareholders who followed the webcast had the opportunity to ask questions or make comments in writing during the meeting. It was noted that questions and comments presented in writing relating to an item currently under discussion at the General Meeting at the time would be brought to the attention of the participants of the General Meeting and would be answered at the General Meeting if the Chairperson of the meeting deemed it appropriate.

It was noted that the proposals of the Board of Directors and the Nomination and Remuneration Committee of the Board of Directors to the General Meeting had been published in full as part of the notice by a company release published on 5 March 2024 and on the company's website on the same day.

The Chairperson noted that shareholders had had the opportunity to vote in advance on items 7 to 20 on the agenda of the General Meeting. According to the Finnish Limited Liability Companies Act, a proposal for a resolution subject to advance voting is deemed to have been made without any changes at the General Meeting. Also, the representatives representing all holders of nominee registered shares registered for the meeting had participated in the advance voting on behalf of the shareholders they represented.

The Chairperson noted on account of the advance votes that the number of opposing or abstaining votes will be recorded in the minutes under each relevant agenda item if a full counting of votes is not carried out. The Chairperson also noted that to the extent a summary list contains opposing votes without a counterproposal under such agenda items where it is not possible to vote against the proposal without presenting a counterproposal, such votes are not formally taken into account as votes opposing the proposal for a resolution and they are not recorded under the relevant agenda items in the minutes.

It was noted that a summary list of the advance votes was attached to the minutes (Appendix 1).

3 Election of a person to scrutinize the minutes and to supervise the counting of votes

It was resolved to elect one person to scrutinize the minutes and to supervise the counting of votes if necessary. Jukka Kainulainen was elected as the person to scrutinize the minutes and to supervise the counting of votes.

4 Recording the legality of the meeting

It was noted that the notice of the meeting had been published on the company's website and by a company release on 5 March 2024.

It was recorded that the documents required by the Finnish Limited Liability Companies Act to be made available had been available on the company's website at the latest three weeks before the meeting.

It was noted that the General Meeting had been convened in accordance with the provisions of the Articles of Association and the Finnish Limited Liability Companies Act.

The notice of the meeting with its appendix, including the proposals of the Board of Directors and the Nomination and Remuneration Committee of the Board of Directors to the General Meeting in full, was attached to the minutes (Appendix 2).

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

It was noted that those shareholders, who have duly registered for the General Meeting before the end of the registration period and who are entitled to participate in the General Meeting pursuant to Chapter 5, Sections 6 and 6 a of the Finnish Limited Liability Companies Act and who have either voted in advance during the advance voting period or attend the General Meeting at the meeting venue, are considered to be shareholders participating in the meeting.

A list recording the attendance at the beginning of the meeting and a list of votes, according to which 187 shareholders were represented at the General Meeting either by advance voting or in person or by legal representative or by proxy at the meeting venue, were presented. It was recorded that 40,902,923 shares and votes were represented at the meeting at the beginning of it.

The list recording the attendance at the beginning of the meeting and the list of votes were attached to the minutes (Appendix 3). It was noted that the list of votes would be confirmed to correspond with the attendance of the meeting at the beginning of a possible vote.

6 Presentation of the annual accounts, the report of the Board of Directors and the auditor's report for the year 2023

It was noted that the documents relating to the annual accounts, *i.e.* the company's annual accounts, consolidated annual accounts, the report of the Board of Directors and the auditor's report which are included in the company's annual report of 2023, had been available on the company's website from 6 March 2024 and were also available at the meeting venue.

CEO Tomi Ristimäki gave a CEO's review and presented the company's annual accounts, the consolidated annual accounts and the report of the Board of Directors.

The company's auditor in charge, Authorized Public Accountant Toni Halonen presented the conducted audit and the main points of the resulting auditor's report.

The CEO's review was attached to the minutes (Appendix 4). The annual report of the company was attached to the minutes (Appendix 5).

It was noted that the annual accounts, the consolidated annual accounts, the report of the Board of Directors and the auditor's report had been duly presented.

7 Adoption of the annual accounts

The General Meeting adopted the annual accounts for the financial period of 1 January 2023 to 31 December 2023.

It was recorded that the number of abstaining votes of the shareholders who had voted in advance on this item was 259.

8 Resolution on the use of the profit shown on the balance sheet and the distribution of dividend

It was noted that on 31 December 2023 the distributable assets of the parent company were EUR 120,335,282.90, of which the profit of the financial year 2023 is EUR 27,249,591.08.

It was noted that the Board of Directors had proposed to the General Meeting that no dividend is paid for the financial year of 1 January 2023 to 31 December 2023 and that the profit of the financial year EUR 27,249,591.08 is transferred to the retained earnings / loss account.

The General Meeting resolved in accordance with the proposal of the Board of Directors that no dividend is paid for the financial year of 2023 and that the profit of the financial year is transferred to the retained earnings / loss account.

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

It was noted that the resolution on the discharge from liability for the financial year 2023 concerned all the persons who had acted as members of the Board of Directors or as CEO during the financial year of 1 January 2023 to 31 December 2023. These persons are:

Antti Kemppe, Chair of the Board of Directors

Vesa Laisi, Vice Chair of the Board of Directors

Tero Era, Member of the Board of Directors

Juha-Pekka Helminen, Member of the Board of Directors until 30 March 2023

Kimmo Kemppe, Member of the Board of Directors

Teresa Kemppe-Vasama, Member of the Board of Directors

Olli Laurén, Member of the Board of Directors as of 30 March 2023

Tuula Ryttilä, Member of the Board of Directors as of 28 August 2023

Eriikka Söderström, Member of the Board of Directors

Tomi Ristimäki, CEO

The General Meeting resolved to discharge the above mentioned persons who had acted as the members of the Board of Directors or as the CEO from liability.

It was recorded that the number of opposing votes of the shareholders who had voted in advance on this item was 26 and the number of abstaining votes was 603.

10 Advisory resolution on the remuneration report for governing bodies

The remuneration report for governing bodies for the financial year 2023 was presented.

It was noted that the remuneration report had been available on the company's website from 6 March 2024 and was also available at the meeting venue.

The remuneration report was attached to the minutes. It was recorded that the remuneration report is included in the company's annual review which is attached to the minutes as Appendix 5.

The General Meeting resolved to approve the remuneration report. The resolution was advisory.

It was recorded that the number of opposing votes of the shareholders who had voted in advance on this item was 463,859 and the number of abstaining votes was 1,067,012.

11 Resolution on the remuneration of the members of the Board of Directors

It was noted that the Nomination and Remuneration Committee of the Board of Directors had proposed to the General Meeting that the annual remunerations payable to the members of the Board of Directors are as follows:

- Chair of the Board of Directors EUR 100,000,
- Vice Chair of the Board of Directors EUR 80,000 and
- Members of the Board of Directors EUR 60,000.

It was noted that the Nomination and Remuneration Committee had further proposed that a separate meeting fee is paid to the members of the Board of Directors for attending a meeting as follows:

- the meeting fee is EUR 700 per meeting if the meeting is held in the home country of the member of the Board of Directors or if the meeting is a virtual meeting,
- the meeting fee is double per meeting if the meeting is held on the same continent as where the home country of the member of the Board of Directors is located but not in his or her home country, and
- the meeting fee is triple per meeting if the meeting is held on a different continent from where the home country of the member of the Board of Directors is located.

It was noted that the Nomination and Remuneration Committee had further proposed that an annual fee of EUR 10,000 is paid to the Chair of the Audit Committee in

addition to the annual remuneration of the member of the Board of Directors and that an annual fee of EUR 5,000 is paid to the Chairs of other Committees.

It was noted that possible travel expenses had been proposed to be reimbursed in accordance with the company's travel policy.

The General Meeting resolved to approve the proposal of the Nomination and Remuneration Committee of the Board of Directors.

It was recorded that the number of opposing votes of the shareholders who had voted in advance on this item was 4,016,296 and the number of abstaining votes was 18.

12 Resolution on the number of members of the Board of Directors

It was noted that according to the Articles of Association, the Board of Directors consists of a minimum of four and a maximum of eight members. The current number of members of the Board of Directors is eight.

It was noted that the Nomination and Remuneration Committee of the Board of Directors had proposed to the General Meeting that the number of members of the Board of Directors is six.

The General Meeting resolved that the number of members of the Board of Directors is six.

13 Election of the members, the Chair and the Vice Chair of the Board Directors

It was noted that the Nomination and Remuneration Committee of the Board of Directors had proposed to the General Meeting that the current members of the Board of Directors Vesa Laisi, Antti Kemppe, Eriikka Söderström, Teresa Kemppe-Vasama, Olli Laurén and Tuula Ryttilä are re-elected as members of the Board of Directors for the term starting at the conclusion of this General Meeting and ending at the conclusion of the annual general meeting of 2025. In addition, the Nomination and Remuneration Committee had proposed that Vesa Laisi is elected as the Chair of the Board of Directors and Antti Kemppe is elected as the Vice Chair of the Board of Directors.

The General Meeting resolved to elect the persons proposed by the Nomination and Remuneration Committee as the members, the Chair and the Vice Chair of the Board of Directors:

Vesa Laisi, Chair of the Board of Directors

Antti Kemppe, Vice Chair of the Board of Directors

Teresa Kemppe-Vasama, Member of the Board of Directors

Olli Laurén, Member of the Board of Directors

Tuula Ryttilä, Member of the Board of Directors

Eriikka Söderström, Member of the Board of Directors

It was recorded that the number of abstaining votes of the shareholders who had voted in advance on this item was 257,354.

14 Resolution on the remuneration of the auditor

It was noted that the Board of Directors had, based on a proposal prepared by the Audit Committee, proposed to the General Meeting that remuneration for the auditor is paid in accordance with an invoice approved by the company.

The General Meeting resolved in accordance with the proposal of the Board of Directors that remuneration for the auditor is paid in accordance with an invoice approved by the company.

It was recorded that the number of opposing votes of the shareholders who had voted in advance on this item was 8,802.

15 Election of auditor

It was noted that according to the Articles of Association, the company's auditor is an audit firm approved by the Finnish Patent and Registration Office.

It was noted that the Board of Directors had, based on a proposal prepared by the Audit Committee, proposed to the General Meeting that the audit firm Ernst & Young Oy is re-elected as the auditor of the company for a term ending at the conclusion of the next annual general meeting following the election.

The General Meeting resolved in accordance with the proposal of the Board of Directors that the audit firm Ernst & Young Oy is re-elected as the auditor for a term ending at the conclusion of the next annual general meeting following the election. It was recorded that Ernst & Young Oy had informed that Authorized Public Accountant Toni Halonen continues as the auditor in charge.

16 Resolution on the remuneration of the sustainability reporting assurance provider

It was noted that the Board of Directors had, based on a proposal prepared by the Audit Committee, proposed to the General Meeting that remuneration for the sustainability reporting assurance provider is paid in accordance with an invoice approved by the company.

The General Meeting resolved in accordance with the proposal of the Board of Directors that remuneration for the sustainability reporting assurance provider is paid in accordance with an invoice approved by the company.

It was recorded that the number of opposing votes of the shareholders who had voted in advance on this item was 8.733.

17 Election of the sustainability reporting assurance provider

It was noted that the Board of Directors had, based on a proposal prepared by the Audit Committee, proposed to the General Meeting that the authorized sustainability audit firm Ernst & Young Oy is elected as the sustainability reporting assurance provider of the company for a term ending at the conclusion of the next annual general meeting following the election.

The General Meeting resolved in accordance with the proposal of the Board of Directors that the authorized sustainability audit firm Ernst & Young Oy is elected as the sustainability reporting assurance provider of the company for a term ending at the conclusion of the next annual general meeting following the election. It was recorded that Ernst & Young Oy had informed that Authorized Public Accountant, Authorized Sustainability Auditor Toni Halonen will act as the key sustainability partner.

It was recorded that the number of opposing votes of the shareholders who had voted in advance on this item was 106.

18 Proposal by the Board of Directors to amend the Articles of Association

It was noted that the Board of Directors had proposed to the General Meeting that the Articles of Association are amended by changing their sections 12§ (12 § Notification on the Change of Holdings) and 13§ (Obligation to Make a Tender Offer) in such a way that, after the change, the company's Articles of Association take into account the ongoing legislative change of the Finnish Securities Market Act (746/2012, as amended), where the regulatory scope of the notification on the change of holdings and obligation to make a tender offer is extended to companies listed also on the First North Growth Market.

It was noted that the Articles of Association would be amended in such a way that their section 12§ would cease to apply, if the Finnish Securities Market Act is amended in such a way that the obligation to notify major holdings and share of votes is applicable not only in the regulated market but also in the multilateral trading facility defined in Chapter 2, Section 9 of the Finnish Securities Market Act.

It was further noted that the Articles of Association would be amended in such a way that their section 13§ would cease to apply, if the Finnish Securities Market Act is amended in such a way that the procedure for a public offer and an obligation to make an offer is applicable not only in the regulated market but also in the multilateral trading facility defined in Chapter 2, Section 9 of the Finnish Securities Market Act.

The proposal of the Board of Directors to amend the Articles of Association with regard to sections 12§ and 13§ in its entirety was attached to the minutes. It was

recorded that the proposal of the Board of Directors in its entirety is included in the appendix to the notice of the meeting which is part of Appendix 2 to the minutes.

The General Meeting resolved to amend the Articles of Association of the company in accordance with the proposal of the Board of Directors.

It was recorded that the number of opposing votes of the shareholders who had voted in advance on this item was 5,709.

19 Authorizing the Board of Directors to decide on the repurchase of the company's own shares

It was noted that the Board of Directors had proposed to the General Meeting that the General Meeting authorizes the Board of Directors to decide on the repurchase of the company's own shares in one or several instalments as follows:

Shares can be repurchased using funds belonging to the unrestricted equity of the company in such a way that the maximum number of shares to be repurchased is 2,777,146 shares. The proposed number of shares corresponded to 5 percent of all the shares in the company on the date of the notice.

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 authorization also entitles the Board of Directors to resolve on a repurchase of shares otherwise than in proportion to the shares owned by the shareholders (directed purchase). In that case, there must exist a weighty financial reason for the company for the repurchase of its own shares.

The shares may be repurchased in order to develop the capital structure of the company, to finance possible acquisitions, investments, or other arrangements included in the company's business, as well as to implement the company's share-based incentive scheme or otherwise to be further transferred, held by the company, or invalidated.

The Board of Directors is authorized to resolve on all other conditions and matters pertaining to the repurchase of the company's own shares. The repurchase of the company's own shares will reduce the unrestricted equity of the company.

The authorization is proposed to remain in force until the conclusion of the following annual general meeting, however, until 30 June 2025 at the latest. The authorization revokes the authorization for repurchasing the company's own shares granted to the Board of Directors by the Annual General Meeting on 30 March 2023.

The General Meeting resolved to authorize the Board of Directors to decide on the repurchase of the company's own shares in accordance with the proposal of the Board of Directors.

It was recorded that the number of opposing votes of the shareholders who had voted in advance on this item was 143 and the number of abstaining votes was 1,143.

20 Authorizing the Board of Directors to decide on the issuance of shares

It was noted that the Board of Directors had proposed to the General Meeting that the General Meeting authorizes the Board of Directors to decide on the issuance of shares in one or several instalments as follows:

The number of shares to be issued based on the authorization may not exceed 5,554,292 shares. The proposed number of shares corresponded to 10 percent of all the shares in the company on the date of the notice. The authorization includes the right to resolve to issue either new shares or to transfer treasury shares against payment. The new shares may be issued or the treasury shares transferred in deviation from the shareholder's pre-emptive rights (directed issue) if there exists a weighty financial reason for the company for this.

The Board of Directors is authorized to resolve on all other conditions and matters pertaining to the issuance of shares and transfer of treasury shares.

The authorization may be used inter alia for developing the capital structure of the company, financing possible acquisitions, investments, or other arrangements included in the company's business, as well as for expanding the ownership base and implementing the company's share-based incentive schemes.

The authorization is proposed to remain in force until the conclusion of the following annual general meeting, however, until 30 June 2025 at the latest. The authorization revokes the authorization for issuance of shares granted to the Board of Directors by the Annual General Meeting on 30 March 2023.

The General Meeting resolved to authorize the Board of Directors to decide on the issuance of shares in accordance with the proposal of the Board of Directors.

It was recorded that the number of opposing votes of the shareholders who had voted in advance on this item was 169 and the number of abstaining votes was 18.

21 Closing of the meeting

The Chairperson noted that all matters on the agenda had been handled and that the minutes would be available on the company's website from 10 April 2024 at the latest.

The Chairperson closed the meeting at 15.24 hours (EET).

Chairperson of the General Meeting:

ANTTI SÄILÄKIVI

Antti Säiläkivi

In fidem:

LOTTA VILÉN

Lotta Vilén

The minutes have been scrutinized
and approved:

JUKKA KAINULAINEN

Jukka Kainulainen

APPENDICES

Appendix 1 Summary list of advance votes

Appendix 2 Notice of the meeting

Appendix 3 List recording attendance of the meeting and list of votes

Appendix 4 CEO's review

Appendix 5 Annual report including annual accounts, consolidated annual accounts, report of the Board of Directors, auditor's report and remuneration report