

**Annual General Meeting of Finnair Plc**

**Time:** 27 March 2025 at 3:00 p.m. (EET)

**Place:** Clarion Hotel Helsinki Airport, Taivastie 3, 01530 Vantaa, Finland

**Present:** The shareholders set out in the list of votes adopted at the meeting ([Appendix 1](#)) were present in the meeting, in person or represented.

Present at the meeting were also all members of the Board of Directors, the new candidates for the Board of Directors, the company's CEO, the company's auditor with principal responsibility, representatives of the company's senior management, as well as technical personnel.

**1 §**

**OPENING OF THE MEETING**

The Chair of the Board of Directors, Sanna Suvanto-Harsaae, opened the Annual General Meeting.

**2 §**

**CALLING THE MEETING TO ORDER**

Seppo Kymäläinen, attorney-at-law, was elected Chair of the Annual General Meeting and he called Maiju Airisniemi, LL.M., to act as secretary.

The Chair 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 shareholders were also able to follow the Annual General Meeting online via a webcast. However, it was not possible to present questions, make proposals, address the meeting or vote via the webcast. In addition, following the Annual General Meeting via the webcast was not considered participation in the Annual General Meeting or exercise of the shareholder rights.

It was noted that the annual accounts, the proposals of the Board of Directors and the Shareholders' Nomination Board to be considered at the Annual General Meeting, the notice to the Annual General Meeting, the company's remuneration report for governing bodies, the company's amended remuneration policy for governing bodies 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 statutory required period before the Annual General Meeting. It was noted that also a shareholder's proposal for the agenda item concerning the remuneration of the Board of Directors, which had been submitted to the Company in advance, had been available on the company's website. These documents were also available for review at the meeting venue.

The notice to the Annual General Meeting, the proposals of the Board of Directors and the Shareholders' Nomination Board to the Annual General Meeting, the remuneration report and the amended remuneration policy were appended to the minutes (Appendices 2–6).

It was noted that shareholders registered in the shareholders' register of the company on the record date of the Annual General Meeting had been able to vote in advance on agenda items 7 – 21 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.

A summary list by Innovatics Oy of the votes cast in the advance voting was appended to the minutes (Appendix 7).

It was noted that more than 95 per cent of all shares and votes registered for the Annual General Meeting had participated in the advance voting and that a clear majority of the votes cast in advance had been in favour of the adoption of all proposals of the Board of Directors and the Shareholders' Nomination Board to the Annual General Meeting. The highest number of votes against had been cast in the agenda item concerning the handling of the remuneration report, in which the number of votes against had been approximately 8 per cent of the votes cast in the advance voting. Abstentions in the advance voting represented approximately 3.6 per cent at most.

The Chair noted based on the advance votes that if a full counting of votes is not carried out in an agenda item, votes against and abstentions will be recorded in the minutes under the agenda item in question. In those agenda items where a proposal made to the Annual General Meeting could not have been opposed without a counterproposal, i.e., in the case of elections, no opposing votes could have been cast in the advance voting either.

### 3 §

#### **ELECTION OF PERSONS TO CONFIRM THE MINUTES AND TO SUPERVISE THE COUNTING OF VOTES**

Sami Sarelius and Anna-Maria Järveläinen were elected to confirm the minutes and to supervise the counting of votes.

### 4 §

#### **RECORDING THE LEGALITY OF THE MEETING**

It was noted that the notice to the Annual General Meeting had been published on the company's website and by a stock exchange release on 28 February 2025. Registration and possible advance voting had to be completed by 4:00 p.m. (EET) on 20 March 2025 at the latest and the nominee-registered shareholders participating in the Annual General Meeting had to be temporarily registered in the shareholders' register of the company maintained by Euroclear Finland Oy by 10:00 a.m. (EET) on 24 March 2025 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.

**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 539 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 137,584,063 shares and votes were represented.

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

**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 2024**

The company's CEO, Turkka Kuusisto, held the CEO's review and presented the annual accounts for the financial year 1 January – 31 December 2024 and the report of the Board of Directors.

It was recorded that the annual accounts and the report of the Board of Directors had been available on the company's website for the period required by the Finnish Companies Act prior to the Annual General Meeting. The annual accounts were also available at the meeting venue.

The annual accounts were appended to the minutes (Appendix 8).

The company's auditor with principal responsibility and key sustainability partner, Kirsi Jantunen, APA, ASA, presented the auditor's report as well as the assurance report on sustainability reporting.

It was recorded that the auditor's report and the assurance report on sustainability reporting had been available on the company's website for the period required by the Finnish Companies Act prior to the Annual General Meeting.

The auditor's report and the assurance report on sustainability reporting were appended to the minutes (Appendices 9–10).

**7 §**

**ADOPTION OF THE ANNUAL ACCOUNTS INCLUDING THE CONSOLIDATED ANNUAL ACCOUNTS**

The Annual General Meeting adopted the annual accounts, which also include the consolidated annual accounts, for the financial year 1 January – 31 December 2024.

It was recorded that shareholders that had voted in advance in the agenda item, holding a total of 7,118 shares and votes, had voted against the proposal, and shareholders holding a total of 147,997 shares and votes had abstained from voting.

**8 §**

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

It was noted that the Board of Directors had proposed to the Annual General Meeting that the profit for the financial year, approximately EUR 158 million, be recorded in the company's retained earnings/losses and that no dividend be distributed. In addition, the Board of Directors had proposed that a return of capital of EUR 0.11 per share be paid to the shareholders.

According to the proposal, the return of capital will be paid in two instalments as follows:

- The first instalment of EUR 0.06 per share will be paid to a shareholder who is registered in the shareholder register of the Company maintained by Euroclear Finland Oy on the record date of the first instalment 31 March 2025. The payment date proposed by the Board of Directors for the first instalment is 7 April 2025.
- The second instalment of EUR 0.05 per share will be paid in November 2025 to a shareholder who is registered in the shareholder register of the Company maintained by Euroclear Finland Oy on the record date of the second instalment, which, together with the payment date of the second instalment, shall be decided by the Board of Directors in its meeting scheduled for 28 October 2025.

It was noted that the proposal was set out in full in the notice to the Annual General Meeting appended to the minutes (Appendix 2).

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

It was recorded that shareholders that had voted in advance in the agenda item, holding a total of 22,416 shares and votes, had voted against the proposal, and shareholders holding a total of 12,993 shares and votes had abstained from voting.

**9 §**

**RESOLUTION ON THE DISCHARGE OF THE PERSONS WHO HAVE ACTED AS MEMBERS OF THE BOARD OF DIRECTORS AND CEO FROM LIABILITY FOR THE FINANCIAL YEAR 1 JANUARY 2024 – 31 DECEMBER 2024**

It was recorded that the discharge from liability concerned all persons who had acted as members of the Board of Directors, CEO or interim CEO during the financial year 1 January – 31 December 2024.

It was recorded that in the auditor's report presented to the Annual General Meeting, the company's auditor had supported the discharge from liability for the financial year 1 January – 31 December 2024.

The Annual General Meeting resolved to discharge the persons who have acted as members of the Board of Directors, CEO or interim CEO from liability for the financial year 1 January – 31 December 2024.

It was recorded that shareholders that had voted in advance in the agenda item, holding a total of 72,624 shares and votes, had voted against the discharge from liability, and shareholders holding a total of 166,886 shares and votes had abstained from voting.

## **10 §**

### **HANDLING OF THE REMUNERATION REPORT FOR GOVERNING BODIES**

The Chair of the company's People and Remuneration Committee, Hannele Jakosuo-Jansson, presented both the remuneration report for governing bodies for the financial year 1 January – 31 December 2024 and the company's amended remuneration policy. The remuneration report was appended to the minutes ([Appendix 5](#)).

It was noted that the resolution by the Annual General Meeting on the approval of the remuneration report was advisory.

The Annual General Meeting resolved to approve the presented remuneration report.

It was recorded that shareholders that had voted in advance in the agenda item, holding a total of 10,736,820 shares and votes, had voted against the approval of the remuneration report, and shareholders holding a total of 28,182 shares and votes had abstained from voting.

## **11 §**

### **HANDLING OF THE AMENDED REMUNERATION POLICY FOR GOVERNING BODIES**

The company's amended remuneration policy, which was presented in agenda item 10 and which had been available on the company's website, was appended to the minutes ([Appendix 6](#)). It was noted that the Annual General Meeting's resolution on the approval of the remuneration policy was advisory.

The Annual General Meeting resolved to approve the amended remuneration policy.

It was recorded that shareholders that had voted in advance in the agenda item, holding a total of 9,343,253 shares and votes, had voted against the approval of the amended remuneration policy, and shareholders holding a total of 2,789,098 shares and votes had abstained from voting.

**12 §**

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

Maija Strandberg, Chair of the Shareholders' Nomination Board, presented the Nomination Board's activities and its proposals for the remuneration, number and composition of the Board of Directors.

The Shareholders' Nomination Board had proposed to the Annual General Meeting that the following remuneration be paid to the members of the Board of Directors for the next term of office:

1. Annual fees of the Chair, Vice Chair, and other members of the Board of Directors:
  - Chair EUR 80,000 per year;
  - Vice Chair EUR 48,000 per year; and
  - Member EUR 40,000 per year.
2. Fixed fees for Committee work:
  - Chairs of the Audit Committee and the People and Remuneration Committee are paid EUR 6,000 per year, and the members of the Committees EUR 3,000 per year. Similar fixed fees are paid to the Chairs and members of other permanent Committees possibly established by the Board of Directors.
3. Meeting fees:
  - A meeting fee of EUR 800 is paid to the members of the Board of Directors participating in a Board or Committee meeting when the meeting takes place in the member's country of residence, and EUR 3,200 for other meetings. For remote and telephone meetings, the meeting fee is EUR 800.
  - The members of the Board of Directors are entitled to reimbursement of reasonable travel expenses in accordance with the company's general expenses policy.
  - The members of the Board of Directors and their spouses are entitled to discounted travel on the company's flights in accordance with the company's discount ticket policy regarding the Board of Directors.

The fees set out in point 1 above are paid as a combination of shares and cash so that approximately 40 per cent of the fees are used for acquiring the company's shares for the members of the Board of Directors, and the rest is paid in cash. The company acquires the shares for the members of the Board of Directors at its cost and pays the share transfer tax, as applicable. The shares are acquired for the members of Board of Directors within two weeks from the publishing of the company's results for the first quarter of 2025. If the shares cannot be so acquired for a member of the Board of Directors due to a reason attributable to the company or to the member of the Board of Directors, the shares are acquired later. If it is impractical for administrative or other similar reasons to pay the Board of Directors' annual fees in shares, the fees may be paid fully in cash.

The fees set out in points 2 and 3 are paid fully in cash.

It was noted that the proposal was set out in full in the notice to the Annual General Meeting appended to the minutes ([Appendix 2](#)).

It was noted that in addition to the proposal made by the Shareholders' Nomination Board, the company's shareholder Ilmailualan Unioni IAU ry ("IAU") had previously submitted a proposal to the company regarding the remuneration and other financial benefits of the members of the Board of Directors and that the proposal of IAU had been available on the company's website in a way recommended by the Finnish Corporate Governance Code concerning listed companies. The proposal of IAU was appended to the minutes ([Appendix 11](#)).

The Chair explained the votes cast in advance for the agenda item and, for clarity, inquired about the stance of the Prime Minister's Office, which represented more than half of the votes represented at the Annual General Meeting. Based on this, it was noted that a clear majority of the shares and votes represented at the Annual General Meeting supported the proposal of the Shareholders' Nomination Board.

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

It was recorded that IAU noted its support for the aforementioned counterproposal made by it to the Annual General Meeting without requiring a vote on the matter.

It was further recorded that shareholders that had voted in advance in the agenda item, holding a total of 476,940 shares and votes, had voted against the proposal of the Shareholders' Nomination Board, and shareholders holding a total of 9,096 shares and votes had abstained from voting.

## 13 §

### 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 consist of a Chair and of a minimum of four (4) and a maximum of nine (9) other members.

It was noted that the Shareholders' Nomination Board had proposed to the Annual General Meeting that the number of the members of the Board of Directors be confirmed as eight (8).

It was noted that the proposal was set out in full in the notice to the Annual General Meeting appended to the minutes ([Appendix 2](#)).

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 that had voted in advance in the agenda item, holding a total of 56,448 shares and votes, had abstained from voting.

**14 §**

**ELECTION OF THE CHAIR 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 end at the closing of the first Annual General Meeting following their election.

It was noted that the Shareholders' Nomination Board had proposed to the Annual General Meeting that of the current members of the company's Board of Directors, Jukka Erlund, Hannele Jakosuo-Jansson, Jussi Siitonen and Sanna Suvanto-Harsaae are re-elected as members of the Board of Directors and that Andreas Bierwirth, Nicolas Boutin, Lisa Farrar and Mika Ihamuotila are elected as new members of the Board of Directors. Of the current members of the Board of Directors, Tiina Alahuhta-Kasko, Montie Brewer and Henrik Kjellberg had informed that they were not available for re-election at the Annual General Meeting.

It was noted that the Shareholders' Nomination Board had further proposed that Sanna Suvanto-Harsaae be re-elected as Chair of the Board of Directors and recommended to the Board of Directors that it elects Mika Ihamuotila as its Vice Chair.

It was noted that the proposal was set out in full in the notice to the Annual General Meeting appended to the minutes ([Appendix 2](#)).

It was noted that all proposed members of the Board of Directors had given their consent to the position.

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

It was recorded that shareholders that had voted in advance in the agenda item, holding a total of 4,671,939 shares and votes, had abstained from voting.

**15 §**

**RESOLUTION ON THE REMUNERATION OF THE AUDITOR**

It was noted that in accordance with the Audit Committee's recommendation, the Board of Directors had proposed to the Annual General Meeting that the auditor to be elected be paid fees according to the auditor's reasonable invoice.

It was noted that the proposal was set out in full in the notice to the Annual General Meeting appended to the minutes ([Appendix 2](#)).

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

It was recorded that shareholders that had voted in advance in the agenda item, holding a total of 27,856 shares and votes, had voted against the proposal, and shareholders holding a total of 38,576 shares and votes had abstained from voting.



**16 §**

**ELECTION OF THE AUDITOR**

It was recorded that according to the Articles of Association, the company has one (1) auditor, which shall be an audit 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 noted that in accordance with the Audit Committee's recommendation, the Board of Directors had proposed to the Annual General Meeting that KPMG Oy Ab, a firm of authorised public accountants, be re-elected as the auditor of the company for the term of office ending at the end of the next Annual General Meeting. KPMG Oy Ab had informed that Kirsi Jantunen, APA, ASA, acts as the principal auditor.

It was noted that the proposal was set out in full in the notice to the Annual General Meeting appended to the minutes ([Appendix 2](#)).

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

It was recorded that shareholders that had voted in advance in the agenda item, holding a total of 47,539 shares and votes, had abstained from voting.

**17 §**

**RESOLUTION ON THE REMUNERATION OF THE SUSTAINABILITY REPORTING ASSURANCE PROVIDER**

It was noted that in accordance with the Audit Committee's recommendation, the Board of Directors had proposed to the Annual General Meeting that the sustainability reporting assurance provider to be elected be paid fees according to the sustainability reporting assurance provider's reasonable invoice.

It was noted that the proposal was set out in full in the notice to the Annual General Meeting appended to the minutes ([Appendix 2](#)).

The Annual General Meeting resolved on the remuneration of the sustainability reporting assurance provider in accordance with the proposal of the Board of Directors.

It was recorded that shareholders that had voted in advance in the agenda item, holding a total of 53,860 shares and votes, had voted against the proposal, and shareholders holding a total of 44,589 shares and votes had abstained from voting.

**18 §**

**ELECTION OF THE SUSTAINABILITY REPORTING ASSURANCE PROVIDER**

It was noted that in accordance with the Audit Committee's recommendation, the Board of Directors had proposed to the Annual General Meeting that KPMG Oy Ab be elected as the sustainability reporting assurance provider of the company for the term of office ending at

the end of the next Annual General Meeting. KPMG Oy Ab had notified that Kirsi Jantunen, APA, ASA, acts as the key sustainability partner.

It was noted that the proposal was set out in full in the notice to the Annual General Meeting appended to the minutes ([Appendix 2](#)).

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

It was recorded that shareholders that had voted in advance in the agenda item, holding a total of 82,721 shares and votes, had abstained from voting.

## **19 §**

### **AUTHORISING THE BOARD OF DIRECTORS TO DECIDE ON THE REPURCHASE AND/OR ON THE ACCEPTANCE AS PLEDGE OF OWN SHARES**

It was noted that the Board of Directors had proposed to the Annual 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 appended to the minutes.

The number of own shares to be repurchased and/or accepted as pledge shall not exceed 7,300,000 shares, which corresponds to approximately 3.6 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 based on the authorisation in order to, inter alia, develop the capital structure of the company, to finance or carry out potential 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 Annual General Meeting and cancels the authorisation given by the Annual General Meeting on 18 March 2024 to decide on the repurchase and/or acceptance as pledge of own shares.

It was noted that the proposal was set out in full in the notice to the Annual General Meeting appended to the minutes ([Appendix 2](#)).

The Annual General Meeting resolved to authorise 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 that had voted in advance in the agenda item, holding a total of 83,755 shares and votes, had voted against the proposal, and shareholders holding a total of 37,537 shares and votes had abstained from voting.

**20 §**

**AUTHORISING THE BOARD OF DIRECTORS TO DECIDE ON THE ISSUANCE OF SHARES**

It was noted that the Board of Directors had proposed to the Annual General Meeting that the Board of Directors be authorised to decide on the issuance of shares in accordance with the proposal appended to the minutes.

The number of shares to be issued based on the authorisation shall not exceed 1,200,000 shares, which corresponds to approximately 0.6 per cent of all the shares in the company.

The Board of Directors decides on all the conditions of the issuance of shares, including to whom, at what price and in which manner the shares are issued. The authorisation concerns both the issuance of new shares as well as the transfer of treasury shares and share issues made with or without payment. The issuance may also be carried out in deviation from the shareholders' pre-emptive rights (directed issue), e.g. for using the shares to develop the company's capital structure, to finance or carry out potential 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 Annual General Meeting and cancels the authorisation given by the Annual General Meeting on 18 March 2024 to decide on the issuance of shares.

It was noted that the proposal was set out in full in the notice to the Annual General Meeting appended to the minutes (Appendix 2).

The Annual General Meeting resolved to authorise 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 shareholders that had voted in advance in the agenda item, holding a total of 118,966 shares and votes, had voted against the proposal, and shareholders holding a total of 50,748 shares and votes had abstained from voting.

**21 §**

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

It was noted that the Board of Directors had proposed to the Annual General Meeting that the Board of Directors be authorised to decide on donations up to an aggregate maximum of EUR 250,000 for public-benefit or corresponding purposes and on recipients, purposes and other terms and conditions of the donations.

The donations can be made in one or multiple instalments. The authorisation is effective until the next Annual General Meeting, and it does not limit the possibility under § 2 of the company's Articles of Association to additionally engage in, or support, activities that are

aimed at ensuring the acceptability, and thereby the long-term profitability, of the company's business by increasing the positive effects and reducing the negative effects of its business on the environment and society.

It was noted that the proposal was set out in the notice to the Annual General Meeting appended to the minutes (Appendix 2).

The Annual General Meeting resolved to authorise the Board of Directors to decide on donations for public-benefit in accordance with proposal of the Board of Directors.

It was recorded that shareholders that had voted in advance in the agenda item, holding a total of 101,224 shares and votes, had voted against the proposal, and shareholders holding a total of 19,413 shares and votes had abstained from voting.

## **22 §**

### **CLOSING OF THE MEETING**

It was recorded that all decisions of the Annual General Meeting were unanimous unless otherwise indicated in the minutes or in the summary list of the votes cast in the advance voting.

The Chair stated that all items on the agenda had been considered and that the minutes of the meeting will be available on the company's website as from 10 April 2025 at the latest.

The Chair closed the meeting at 4:45 p.m. (EET).

Chair of the Annual General Meeting:

SEPPO KYMÄLÄINEN

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Seppo Kymäläinen

In fidem:

MAIJU AIRISNIEMI

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Maiju Airisniemi

Minutes reviewed and approved:

SAMI SARELIUS

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Sami Sarelius

ANNA-MARIA JÄRVELÄINEN

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Anna-Maria Järveläinen

**Appendices**

<u>Appendix 1</u>	List of votes
<u>Appendix 2</u>	Notice to the Annual General Meeting
<u>Appendix 3</u>	Proposals of the Board of Directors
<u>Appendix 4</u>	Proposals of the Shareholders' Nomination Board
<u>Appendix 5</u>	Remuneration report
<u>Appendix 6</u>	Amended remuneration policy
<u>Appendix 7</u>	A summary list of the votes cast in the advance voting
<u>Appendix 8</u>	Annual accounts
<u>Appendix 9</u>	Auditor's report
<u>Appendix 10</u>	Assurance report on sustainability reporting
<u>Appendix 11</u>	Shareholder proposal in the agenda item 12