

ANNUAL GENERAL MEETING OF KREATE GROUP PLC

Time and date 5 May 2021, at 10.00 a.m.

Place Krogerus Attorneys Ltd, Unioninkatu 22, Helsinki, Finland

Present The Board of Directors of Kreate Group Plc has by virtue of Section 2, Subsection 2 of the legislative act 677/2020 to limit the spread of the Covid-19 pandemic (the "**Temporary Act**") resolved that shareholders and their proxy representatives may participate in the general meeting only through advance voting.

The shareholders set out in the list of votes adopted at the meeting were represented at the meeting.

Present at the meeting:

Tom Fagernäs, Chair of the Meeting

Paul Raade, person to scrutinise the minutes

1 **OPENING OF THE MEETING**

Tom Fagernäs, attorney-at-law, opened the meeting.

2 **CALLING THE MEETING TO ORDER**

Attorney Tom Fagernäs served as the Chair of the Annual General Meeting in accordance with the notice to the Annual General Meeting. It was recorded that attorney Tom Fagernäs also prepared the minutes of the meeting.

It was noted that the Board of Directors' proposals to the Annual General Meeting had been published in their entirety on the Company's website on 6 April 2021. By the deadline on 9 April 2021, no counterproposals by the shareholders to be placed for a vote had been made. Further, it was noted that the shareholders have had an opportunity to present questions in advance and that by the deadline on 21 April 2021 no questions had been presented.

The Chair noted that the shareholders have been able to participate in the Annual General Meeting only through advance voting and, therefore, all agenda items requiring a resolution have been subject to voting. In addition, the Chair noted that in accordance with the Temporary Act it has been possible to oppose the proposals in all agenda items

requiring a resolution without making a counterproposal. A summary of the votes cast in the advance voting was appended to the minutes (**Appendix 1**).

3 ELECTION OF PERSONS TO SCRUTINISE THE MINUTES AND TO SUPERVISE THE COUNTING OF VOTES

Attorney Paul Raade acted as the person to scrutinise the minutes and to supervise the counting of votes in accordance with the notice to the Annual General Meeting.

4 RECORDING LEGALITY OF THE MEETING

Pursuant to Section 8 of the articles of association, the notice to the General Meeting must be delivered no earlier than three months and no later than three weeks before the General Meeting, and always no later than nine days before the record date. Pursuant to the articles of association, the notice shall be delivered to shareholders by an announcement published on the company's website. The record date of this meeting was 23 April 2021.

It was noted that the notice to the meeting had been published through a stock exchange release and on the company's website on 6 April 2021.

It was noted that the Annual General Meeting had been convened in accordance with the articles of association, the Finnish Companies Act and the Temporary Act, which enables temporary deviation from certain provisions of the Finnish Companies Act.

The notice to the meeting was appended to the minutes (**Appendix 2**).

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

A list of shareholders who had voted in advance within the advance voting period either in person or by proxy and who have a right to participate in the Annual General Meeting in accordance with Chapter 5, Sections 6 and 6 a of the Finnish Companies Act, was presented. It was recorded that 31 shareholders, representing 4,421,927 shares and votes had participated in the advance voting.

The attendance status and list of votes of the meeting were appended to the minutes (**Appendix 3**).

6 PRESENTATION OF THE FINANCIAL STATEMENTS, THE REPORT OF THE BOARD OF DIRECTORS AND THE AUDITOR'S REPORT FOR THE YEAR 2020

It was noted that as participation in the Annual General Meeting has been possible only by voting in advance, the annual report for the financial period 1 January – 31 December 2020, published by the company through a stock exchange release on 6 April 2021, including the financial statements and the report of the Board of Directors as well as the Auditor's report, and which has been available on the company's website, has been presented to the Annual General Meeting.

The financial statements, the report of the Board of Directors and the Auditor's report were appended to the minutes (**Appendix 4**).

7 ADOPTION OF THE FINANCIAL STATEMENTS

It was recorded that 4,421,392 shares and votes, representing approximately 49.21 percent of all shares and votes in the company, participated in the voting. For the adoption of the financial statements 4,421,392 votes were cast, representing 100.00 percent of the total votes cast, and against the adoption of the financial statements no votes were cast. The number of shares that abstained from voting was 535.

Based on the voting result, the Annual General Meeting adopted the financial statements for the financial year 2020.

8 RESOLUTION ON THE USE OF THE PROFIT SHOWN ON THE BALANCE SHEET

It was noted that the Board of Directors had proposed to the Annual General Meeting that that a dividend of EUR 0.44 per outstanding share be paid based on the balance sheet that will be adopted for 2020 and that the remaining distributable funds will be recorded in the unrestricted equity. It was noted that as at the date of the distribution proposal on 30 March 2021, the number of outstanding shares was 8,894,772, corresponding a total dividend of EUR 3,913,699.68.

Pursuant to the proposal, the dividend will be paid to shareholders who on the dividend record date of 7 May 2021 are entered as shareholders in the company's shareholder register held by Euroclear Finland Oy. In accordance with the proposal, the dividend will be paid on 19 May 2021.

It was recorded that 4,421,927 shares and votes, representing approximately 49.22 percent of all shares and votes in the company, participated in the voting. For the proposal of the Board of Directors 4,421,927 votes were cast, representing 100.00 per cent of the total votes cast, and against the proposal of the Board of Directors no votes were cast. The number of shares that abstained from voting was 0.

Based on the voting result, the Annual General Meeting decided to approve the Board of Directors' proposal.

9 RESOLUTION ON THE DISCHARGE OF THE MEMBERS OF THE BOARD OF DIRECTORS AND THE PRESIDENT & CEO FROM LIABILITY FOR THE FINANCIAL PERIOD 1 JANUARY–31 DECEMBER 2020

It was noted that the discharge from liability for the financial period 1 January–31 December 2020 concerns the following persons:

Petri Rignell, Chairman of the Board of Directors,

Timo Kohtamäki, member of the Board of Directors,

Ronnie Neva-aho, member of the Board of Directors,

Janne Näränen, member of the Board of Directors,

Markus Väyrynen, member of the Board of Directors,

Elina Pienimäki, member of the Board of Directors (as of 16 December 2020), and

Timo Vikström, President & CEO.

It was recorded that 4,316,177 shares and votes, representing approximately 48.04 percent of all shares and votes in the company, participated in the voting. For the discharge from liability 4,316,177 votes were cast, representing 100.00 percent of the total votes cast, and against the discharge from liability no votes were cast. The number of shares that abstained from voting was 1,535.

Based on the voting result, the Annual General Meeting decided to discharge the abovementioned members of the Board of Directors and the President & CEO from liability.

10 ADOPTION OF THE REMUNERATION POLICY OF THE GOVERNING BODIES

It was noted that as shareholders and their proxy representatives have been able to participate in the Annual General Meeting only by voting in advance, the remuneration policy published by the company on 6 April 2021 which has been available on the company's website, has been presented to the Annual General Meeting.

It was noted that the Board of Directors had proposed to the Annual General Meeting that the Annual General Meeting adopts the remuneration policy of the governing bodies.

The remuneration policy was appended to the minutes (**Appendix 5**).

It was recorded that 4,420,392 shares and votes, representing approximately 49.20 percent of all shares and votes in the company, participated in the voting. For the proposal of the Board of Directors 4,396,592 votes were cast, representing 99.46 percent of the total votes cast, and against the proposal of the Board of Directors 23,800 votes were cast, representing 0.54 percent of the total votes cast. The number of shares that abstained from voting was 1,535.

Based on the voting result, the Annual General Meeting decided to adopt the remuneration policy. The decision was advisory.

11 ADOPTION OF THE REMUNERATION REPORT OF THE GOVERNING BODIES

It was noted that as shareholders and their proxy representatives have been able to participate in the Annual General Meeting only by voting in advance, the remuneration report published by the company on 6 April 2021 which has been available on the company's website, has been presented to the Annual General Meeting.

It was noted that the Board of Directors had proposed to the Annual General Meeting that the Annual General Meeting adopts the remuneration report of the governing bodies.

The remuneration report was appended to the minutes (**Appendix 6**).

It was recorded that 4,420,392 shares and votes, representing approximately 49.20 percent of all shares and votes in the company, participated in the voting. For the proposal of the Board of Directors 4,396,592 votes were cast, representing 99.46 percent of the total votes cast, and against the proposal of the Board of Directors 23,800 votes were

cast, representing 0.54 percent of the total votes cast. The number of shares that abstained from voting was 1,535.

Based on the voting result, the Annual General Meeting decided to adopt the remuneration report. The decision was advisory.

12 RESOLUTION ON THE REMUNERATION OF THE BOARD OF DIRECTORS

It was noted that based on the proposal prepared by the Remuneration and Nomination committee, the Board of Directors had proposed to the Annual General Meeting that the members of the Board of Directors of Kreate shall be paid the following remuneration: To the Chair of the Board of Directors EUR 4,750 per month and to each other member of the Board of Directors EUR 2,000 per month.

It was noted that the Board of Directors had further proposed that the member of the Board of Directors elected as Chair or Member of the Audit Committee or the Nomination and Remuneration Committee shall receive additional compensation of EUR 1,500 per year. Pursuant to the proposal, reasonable travel expenses will be refunded in as invoiced.

It was recorded that 4,420,392 shares and votes, representing approximately 49.20 percent of all shares and votes in the company, participated in the voting. For the proposal of the Board of Directors 4,420,392 votes were cast, representing 100.00 percent of the total votes cast, and against the proposal of the Board of Directors no votes were cast. The number of shares that abstained from voting was 1,535.

Based on the voting result, the Annual General Meeting decided to approve the Board of Directors' proposal.

13 RESOLUTION ON THE NUMBER OF MEMBERS OF THE BOARD OF DIRECTORS

It was noted that, pursuant to Section 4 of the articles of association, the Board of Directors shall consist of three to ten (3–10) regular members and that currently the Board of Directors consists of six (6) members.

It was noted that based on the proposal prepared by the Remuneration and Nomination committee, the Board of Directors had proposed to the Annual General Meeting that the number of members of the Board of Directors of Kreate shall be seven (7).

It was recorded that 4,421,927 shares and votes, representing approximately 49.22 percent of all shares and votes in the company, participated in the voting. For the proposal of the Board of Directors 4,421,927 votes were cast, representing 100.00 per cent of the total votes cast, and against the proposal of the Board of Directors no votes were cast. The number of shares that abstained from voting was 0.

Based on the voting result the Annual General Meeting resolved, in accordance with the proposal of the Board of Directors, that the number of members of the Company's Board of Directors shall be seven (7).

14 ELECTION OF THE MEMBERS OF THE BOARD OF DIRECTORS

It was noted that based on the proposal prepared by the Remuneration and Nomination committee, the Board of Directors had proposed to the Annual General Meeting that the following members of the Board of Directors of Kreate be re-elected: Petri Rignell, Timo Kohtamäki, Janne Näränen, Elina Pienimäki and Markus Väyrynen, as well as that Timo Pekkarinen and Jussi Aine be elected as new members of the Board of Directors. In accordance with the proposal, the term of office of all members of the Board of Directors of Kreate will expire at the end of the Annual General Meeting 2022. Pursuant to the proposal, the Board of Directors elects the Chairman among its members.

It was recorded that 4,421,392 shares and votes, representing approximately 49.21 percent of all shares and votes in the company, participated in the voting. For the proposal of the Board of Directors 4,421,392 votes were cast, representing 100.00 percent of the total votes cast, and against the proposal of the Board of Directors no votes were cast. The number of shares that abstained from voting was 535.

Based on the voting result, the Annual General Meeting resolved to elect the persons proposed by the Board of Directors (Petri Rignell, Timo Kohtamäki, Janne Näränen, Elina Pienimäki, Markus Väyrynen, Timo Pekkarinen and Jussi Aine) as members of the Board of Directors.

15 RESOLUTION ON THE REMUNERATION OF THE AUDITOR

It was noted that based on the proposal prepared by the Audit Committee, the Board of Directors had proposed to the Annual General Meeting that the auditor of Kreate be paid reasonable remuneration in accordance with an invoice approved by the Board of Directors.

It was recorded that 4,420,392 shares and votes, representing approximately 49.20 percent of all shares and votes in the company, participated in the voting. For the proposal of the Board of Directors 4,396,592 votes were cast, representing 99.46 percent of the total votes cast, and against the proposal of the Board of Directors 23,800 votes were cast, representing 0.54 percent of the total votes cast. The number of shares that abstained from voting was 1,535.

Based on the voting result the Annual General Meeting resolved, in accordance with the proposal of the Board of Directors, that the auditor of Kreate shall be paid reasonable remuneration in accordance with an invoice approved by the Board of Directors.

16 ELECTION OF AUDITOR

It was noted that, pursuant to the articles of association, the company has one auditor that shall be an auditing firm approved by the Finnish Patent and Registration Office. In the previous financial period, the firm of authorised public accountants KPMG Oy Ab had acted as the auditor of the company with Authorised Public Accountant Turo Koila as the responsible auditor.

It was noted that based on the proposal prepared by the Audit Committee, the Board of Directors had proposed to the Annual General Meeting that the firm of authorised public accountants KPMG Oy Ab, which has appointed APA Turo Koila as the responsible

auditor, be re-elected as the auditor of Kreate for a term ending at the end of the Annual General Meeting 2022.

It was recorded that 4,420,392 shares and votes, representing approximately 49.20 percent of all shares and votes in the company, participated in the voting. For the proposal of the Board of Directors 4,420,392 votes were cast, representing 100.00 percent of the total votes cast, and against the proposal of the Board of Directors no votes were cast. The number of shares that abstained from voting was 1,535.

Based on the voting result, the Annual General Meeting decided to approve the Board of Directors' proposal.

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AUTHORISATION OF THE BOARD OF DIRECTORS TO RESOLVE ON THE ISSUANCE OF SHARES AND SPECIAL RIGHTS ENTITLING TO SHARES

It was noted that the Board of Directors had proposed that the Annual General Meeting authorises the Board of Directors to resolve on the issuance of shares, as well as the issuance of option rights and other special rights entitling to shares pursuant to Chapter 10 of the Finnish Companies Act, as follows:

Under the authorisation, a maximum of 898,000 shares can be issued, which would correspond to approximately 10 percent of all Kreate's shares at the time of the proposal. The shares or special rights entitling to shares can be issued in one or more tranches, either against or without payment. The shares issued under the authorisation can be new shares or shares in Kreate's possession.

The authorisation can be used for the financing or execution of acquisitions or other business arrangements, to strengthen the balance sheet and financial position of the company, for implementing the company's share-based incentive plans, or for other purposes determined by the Board of Directors.

Under the authorisation, the Board of Directors may resolve upon issuing new shares, without consideration, to Kreate itself. However, Kreate, together with its subsidiaries, may not at any time own more than 10 percent of all shares in Kreate.

The Board of Directors of Kreate is authorised to resolve on all terms for share issues and granting of special rights entitling to Kreate's shares. The Board of Directors of Kreate is authorised to resolve on a directed share issue and issuance of special rights entitling to shares in deviation from the shareholders' pre-emptive right, provided that there is a weighty financial reason for Kreate to do so.

The authorisation is valid until the end of the next Annual General Meeting, however, no longer than until 30 June 2022. The authorisation shall revoke previous unused share issue authorisations.

It was recorded that 4,419,307 shares and votes, representing approximately 49.19 percent of all shares and votes in the company, participated in the voting. For the proposal of the Board of Directors 4,419,307 votes were cast, representing 100.00 percent of the total votes cast and 99.94 percent of the shares represented in the agenda item, and against the proposal of the Board of Directors no votes were cast. The number of shares that were represented in the agenda item but abstained from voting was 2,620.

Based on the voting result the Annual General Meeting approved the proposal of the Board of Directors and authorised the Board of Directors to decide on the issuance of shares, as well as on the issuance of option rights and other special rights entitling to shares pursuant to Chapter 10 of the Finnish Companies Act in accordance with the proposal by the Board of Directors.

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AUTHORISATION OF THE BOARD OF DIRECTORS TO RESOLVE ON THE ACQUISITION OF KREATE'S OWN SHARES AND ON ACCEPTANCE AS PLEDGE OF KREATE'S OWN SHARES

It was noted that the Board of Directors had proposed that the Annual General Meeting authorises the Board of Directors to resolve on the acquisition of Kreate's own shares and on the acceptance as pledge of Kreate's own shares as follows:

The total number of own shares to be acquired or accepted as pledge shall not exceed 898,000 shares in total. Kreate together with its subsidiaries may not at any moment own and/or hold as pledge more than 10 percent of all the shares in Kreate. Only the unrestricted equity of Kreate can be used to acquire own shares on the basis of the authorisation.

Own shares can be acquired, in one or several instalments, at a price formed in public trading on the regulated market on which Kreate's shares are traded on the date of the acquisition or otherwise at a price formed on the market.

The Board of Directors of Kreate resolves how own shares will be acquired and accepted as pledge. Own shares can be acquired using derivatives, among other things. Own shares can be acquired otherwise than in proportion to the shareholdings of the shareholders (directed acquisition).

Own shares can be acquired and accepted as pledge to, among other things, limit the dilutive effects of share issues carried out in connection with possible acquisitions, to develop Kreate's capital structure, to be transferred in connection with possible acquisitions, to be used in incentive arrangements or to be cancelled, provided that the acquisition is in the interest of Kreate and its shareholders.

The authorisation is valid until the end of the next Annual General Meeting, however no longer than until 30 June 2022. The authorisation shall revoke previous unused authorisations regarding acquisition of Kreate's own shares and on acceptance as pledge of Kreate's own shares.

It was recorded that 4,420,307 shares and votes, representing approximately 49.20 percent of all shares and votes in the company, participated in the voting. For the proposal of the Board of Directors 4,420,307 votes were cast, representing 100.00 percent of the total votes cast and 99.96 percent of the shares represented in the agenda item, and against the proposal of the Board of Directors no votes were cast. The number of shares that were represented in the agenda item but abstained from voting was 1,620.

Based on the voting result the Annual General Meeting approved the proposal of the Board of Directors and authorised the Board of Directors to resolve on the acquisition of

Kreate's own shares and on the acceptance as pledge of Kreate's own shares in accordance with the proposal by the Board of Directors.

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CLOSING OF THE MEETING

The Chair 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 19 May 2021 at the latest.

The Chair announced the meeting closed at 11.00 a.m.

In fidem

TOM FAGERNÄS

Tom Fagernäs

Chair

Minutes confirmed and approved

PAUL RAADE

Paul Raade

scrutiniser of the minutes

APPENDICES

Appendix 1 A summary of votes cast in the advance voting

Appendix 2 Notice to the Annual General Meeting

Appendix 3 The attendance status and list of votes of the meeting

Appendix 4 The financial statements, the report of the Board of Directors and the Auditor's report

Appendix 5 The remuneration policy of governing bodies

Appendix 6 The remuneration report of governing bodies