

Proposals of the Board of Directors of Altia Plc to the Annual General Meeting convening on 25 Feb 2021

Resolution on the use of profit shown on the balance sheet and the payment of dividend

According to the Financial Statements on 31 December 2020, the parent company's distributable funds amount to EUR 87 630 619.27, including profit for the period of EUR 5 873 094.86.

The Board of Directors proposes to the Annual General Meeting that a dividend of EUR 0.35 per share be paid for the financial year 2020. The dividend will be paid to a shareholder registered in the shareholders' register held by Euroclear Finland Oy on the record date of the payment, i.e. 23 March 2021. The Board of Directors proposes that the dividend be paid on 30 March 2021.

In addition to the above dividend payable for the financial year 2020, the Board of Directors proposes to renew the authorisation of the Board of Directors to resolve on an extra dividend granted by Altia Plc's Extraordinary General Meeting held on 12 November 2020.

Adoption of the Remuneration Report of the governing bodies

The Board of Directors proposes to the Annual General Meeting that the Remuneration Report of the governing bodies be adopted.

Since the Annual General Meeting may only be attended by voting in advance, the Remuneration Report, which has been published on 25 February 2021 and is available on the company's website at www.altiagroup.com/investors, is deemed to have been presented to the Annual General Meeting.

Resolution on the remuneration of the auditor

Upon the recommendation of the Audit Committee, the Board of Directors proposes to the Annual General Meeting that the auditor's fees be paid against an invoice approved by the company.

Election of the auditor

Upon the recommendation of the Audit Committee, the Board of Directors proposes to the Annual General Meeting, that PricewaterhouseCoopers Oy be re-elected as the company's auditor for a term that ends at the close of the next Annual General Meeting. PricewaterhouseCoopers Oy has informed the company that Authorized Public Accountant Ylva Eriksson would continue as the auditor in charge.

Authorization of the Board of Directors to resolve on an extra dividend

Further to the dividend payable for the financial year 2020, as proposed by the Board of Directors in agenda item 8 of this notice, the Board of Directors proposes that the Annual General Meeting renew the

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Board of Directors' authorisation to resolve on an extra dividend granted by Altia Plc's Extraordinary General Meeting held on 12 November 2020.

In connection with the resolution to approve the merger between Altia Plc and Arcus ASA, Altia Plc's Extraordinary General Meeting held on 12 November 2020 authorized the Board of Directors to resolve on the payment of an extra dividend, in one or several instalments, in the maximum total amount of EUR 0.40 per share (representing approximately EUR 14.5 million) to the shareholders of the company prior to the registration of the execution of the merger between Altia Plc and Arcus ASA. This authorization granted by the Extraordinary General Meeting is valid until the Annual General Meeting to be held in 2021 and the Board of Directors has not at the date of this notice resolved on the payment of the extra dividend.

Thus, as the above mentioned authorization would otherwise expire at the Annual General Meeting, the Board of Directors proposes to the Annual General Meeting that the Board of Directors' authorization be renewed so that the Board of Directors would be authorized to resolve on the payment of an extra dividend in the same amount and on the same terms and conditions as in the authorization granted by the Extraordinary General Meeting held on 12 November 2020.

For the sake of clarity, this authorization would replace the corresponding authorization granted by the Extraordinary General Meeting held on 12 November 2020 and it is in addition to the dividend of EUR 0.35 per share to be paid for the financial year 2020 as mentioned above.