

PRIVACY NOTICE

ALTIA PLC ANNUAL GENERAL MEETING

1 CONTROLLER

The controller is Altia Plc (business ID: 1505555-7), Kaapeliakio 1, 00180 Helsinki, tel. +358 207 013 013.

The person in charge of the processing of personal data / contact person: Sara Tuomala, Kaapeliakio 1, 00180 Helsinki, tel. +358 40 5737439, sara.tuomala@altiagroup.com.

2 PROCESSING OF PERSONAL DATA

2.2. Name of the register

Personal data register for the arranging the Annual General Meeting of Altia Plc ("Altia").

2.3. Purposes and grounds for processing

Altia will process your personal data for the following purposes:

- a) gathering the registrations to the Altia Annual General Meeting to be held on 19 March 2021 and the confirmation of the registrant's identity and that (s)he has the right to participate and, if necessary, the sending of notices related to the registration;
- b) drafting the participant list and the voting list for the Annual General Meeting and the printing of voting ballots and arranging any possible voting; and
- c) other arranging and documenting of the Annual General Meeting.

The legal grounds for processing the personal data is the fulfilment of Altia's legal obligations, which are based on the obligations for the organizing of General Meetings set out in the Companies Act (642/2006, as amended) and other legislation binding on Altia. The collection and processing of the personal data is essential for the fulfilment of the legal obligations. Provision of personal data in connection with the registration and participation to the Annual General Meeting is a mandatory statutory requirement.

2.4. Processed personal data and sources of information

Personal data is collected primarily from the data subject (or his/her assistant, proxy representative or legal custodian). Secondly, personal data is collected from the shareholder register of Altia maintained by Euroclear Finland Ltd by comparing the information given by the shareholder and by extracting from this register the information regarding the shares and votes held by the shareholder.

The processed personal data consist of following data:

- name, personal identification number, business ID, contact information
- book-entry account number and number of shares and votes
- name and personal identification number of possible assistant or proxy representative and information on proxy documents
- date of registration
- log information on registration and voting
- advance votes, numbers of the voting cards, voting instructions, advance questions and counterproposals
- possible other information given in connection with the registration
- time of arrival and exit from the meeting for persons participating in the meeting

2.5. Recipients of data and the transfer of data to countries outside the European Union or the European Economic Area

Text messages to registrants will be sent via a Swiss service. The European Commission has adopted a decision on the adequacy of the protection of personal data in Switzerland. Otherwise, personal data is not transferred to countries outside the European Union or the European Economic Area.

Altia may share your personal data with third parties outside Altia's organization, if access to and use of the personal data is reasonably necessary to: (i) meet any applicable law, regulation, order or decision made by a relevant authority and/or court order; (ii) detect, prevent, or otherwise address fraud, crime, security or technical issues.

Altia may provide your personal data to authorized service providers who perform services for Altia (including service providers providing data storage, accounting and consultancy services). Euroclear Finland Oy and Inderes Ltd, together with any subcontractors such as Innovatics Ltd, who provides the services related to electronic arranging of the general meeting, process personal data as Altia's authorized service providers as described in section 2.3.

If Altia is involved in a merger, acquisition or asset sale, Altia may provide your personal data to a third party involved (including such third party's consultants and advisors), to the extent necessary for the purposes of planning and executing the merger, acquisition or asset sale.

2.6. Storing of the data

Altia will store the data entered into the register until the purposes set out in this privacy notice have been fulfilled, unless any legislation sets an obligation to store the data longer. The minutes of the Annual General Meeting and their appendices will be stored in accordance with the Limited Liability Companies Act, for an indefinite period of time. A list of participants will be appended to the minutes of the general meeting. It contains the names of shareholders, names of possible proxy representatives or assistants, the number of shares and votes and the numbers of the voting cards.

The storage periods mentioned here do not affect the storage of similar personal data for purposes other than those mentioned in this Privacy Notice.

2.7. Principles for the protection of the register

Altia aims to protect the personal data with appropriate actions, taking into consideration the nature of the personal data. These actions and procedures are, as necessary, the use of firewalls and secure server rooms, encryption, implementing appropriate systems and processes for the management of user rights, careful selection of the processors of the data and other actions technically and commercially reasonable to ensure the appropriate protection of the personal data from authorized use or disclosure.

3 YOUR RIGHTS

A shareholder or other data subject whose personal data is processed pursuant to this privacy notice has, as allowed by the legislation, the following rights regarding the his/her personal data:

- **Right of access to data** – A shareholder or other data subject has the right to access his/her personal data processed by Altia.
- **Right to rectify data** – A shareholder or data subject has the right to request Altia to rectify any inaccurate or incorrect personal data and to complete any incomplete data.

A shareholder or other data subject also has all other rights provided by the applicable data protection legislation, such as the right to request the restriction of the processing and the right to request the erasure of the personal data.

The requests to use the above rights must be presented in writing and with sufficient specificity by either email to dataprivacy@altigroup.com or to the contact person nominated above in this privacy notice.

In addition to the foregoing rights, a data subject has the right to lodge a complaint to the relevant data protection authority. More information can be received from the local data protection authority, in Finland from the Office of the Data Protection Ombudsman (<https://tietosuoja.fi/en/home>).

4 UPDATES

Altia may update this privacy notice. Any updates will be announced on Altia's website.