



Proposals by Altia's Shareholders' Nomination Board to Altia's Annual General Meeting 2021

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Altia's Shareholders' Nomination Board has submitted its proposals to the Annual General Meeting, which is planned to be held on 19 March 2021. Altia's Board of Directors will summon the Annual General Meeting later.

Proposal on the number of members and composition of Altia's Board of Directors:

The Shareholders' Nomination Board proposes to the Annual General Meeting that the number of members of the Board of Directors would be seven (7).

Further, the Nomination Board proposes that the present members Jukka Leinonen, Tiina Lencioni, Jyrki Mäki-Kala, Jukka Ohtola, Anette Rosengren, Torsten Steenholt and Sanna Suvanto-Harsaae would be re-elected as members of the Board of Directors.

The Nomination Board proposes that Sanna Suvanto-Harsaae would be elected as Chairman and Jyrki Mäki-Kala as Vice Chairman of the Board of Directors.

Proposal on the remuneration of the Board of Directors:

The Shareholders' Nomination Board proposes to the Annual General Meeting that the remuneration to be paid to the members of the Board of Directors during the next term would consist of a monthly term of office fee as follows:

- EUR 4 000 per month, Chairman
- EUR 2 500 per month, Vice Chairman
- EUR 2 000 per month, member

In addition to the monthly fee, the Board members would receive a meeting fee for the Board of Directors and Board Committee meetings of EUR 600 per meeting for Board members residing in Finland and EUR 1 200 per meeting for Board members residing abroad. Travel expenses would be reimbursed in accordance with the company's travel policy.

The proposals by the Nomination Board concern the term of office of the Board of Directors of Altia Plc that ends on the closing date of the merger of Altia Plc and Arcus ASA, however no later than by the end of Altia Plc's 2022 Annual General Meeting.

Altia Plc's Extraordinary General Meeting held on 12 November 2020 approved the merger of Altia and Arcus ASA in accordance with the merger plan approved by the Board of Directors of Altia and Arcus on 29 September 2020, including the number of members, the composition and remuneration of the Board of Directors of the combined company.

Composition of Altia's Shareholders' Nomination Board

As announced on 1 July 2020, the members of Altia's Shareholders' Nomination Board are:

- Pekka Hurtola, the Ownership Steering Department in the Prime Minister's Office, Chairman of the Shareholders' Nomination Board
- Annika Ekman, Ilmarinen Mutual Pension Insurance Company
- Hanna Kaskela, Varma Mutual Pension Insurance Company

In addition, the Chairman of Altia's Board of Directors, Sanna Suvanto-Harsaae acts as an expert member in the Nomination Board.

ALTIA PLC

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Altia is a leading Nordic alcoholic beverage brand company operating in the wines and spirits markets in the Nordic and Baltic countries. Altia wants to support a development of a modern, responsible Nordic drinking culture. Altia's flagship brands are Koskenkorva, O.P. Anderson and Larsen. Other iconic Nordic brands are Chill Out, Blossa, Xanté, Jaloviina, Leijona, Explorer and Grönstedts. Altia's net sales in 2019 were EUR 359.6 million and the company employs about 650 professionals. Altia's shares are listed on Nasdaq Helsinki. www.altiagroup.com.