

ANNUAL GENERAL MEETING

Time 25 March 2021 at 13.00

Location SATO Corporation offices, 1st floor, Panuntie 4, Helsinki, Finland

Participants In the meeting were present or represented

- 1) Shareholders recorded in the adopted list of votes;
- 2) Members of the top management of the Company: Antti Aarnio, Markku Honkasalo and Katri Innanen;
- 3) Attorney-at-law Pauliina Tenhunen;
- 4) Technical personnel.

The following persons monitored the meeting via Teams application:

- 5) Chairman of the Board of Directors Erik Selin and the members of the Board of Directors Esa Lager, Tarja Pääkkönen and Timo Stenius;
- 6) Sharam Rahi, nominee for election as member of the Board of Directors;
- 7) APA Eero Lumme and APA Mikko Lahtinen representing the audit company Deloitte Oy;
- 8) Shareholders and their representatives.

1

Opening the meeting

President and CEO Antti Aarnio opened the meeting. Chairman of the Board of Directors Erik Selin welcomed the participants in the meeting and presented Sharam Rahi who is standing for election as member of the Board of Directors. Sharam Rahi described his experience in housing business.

2

Calling the meeting to order

Pauliina Tenhunen, Attorney-at-Law, was elected as the Chairman of the meeting and she called Katri Innanen (LL.M., trained at the bench) to act as the secretary in the meeting.

It was noted that the matters will be handled in the order listed on the agenda distributed to the participants.

The Chairman explained the procedures for the meeting (which also included the exemptions in the organization of the meeting due to the corona virus pandemic) and handling the matters on the agenda. It was recorded in the minutes that the members of the Board of Directors were prevented from participating in the General Meeting due to the precautions and travelling restrictions based on the corona virus pandemic.

3

Election of examiner of the minutes and a person to supervise the counting of votes

Visa Heiskanen was elected as the examiner of the minutes and to supervise the counting of votes.

4

Recording the legality of the meeting

It was noted that the notice of the meeting was published on 11 February 2021 on the Company's website. In addition, the notice of the meeting has been delivered to all shareholders by post on 23 February 2021.

It was noted that the proposals made by the Shareholders' Nomination Committee and the Board of Directors and the financial statements 31 December 2020, report of the Board of Directors and the auditor's report had been available on the Company's website as of 11 February 2021. The documents were also available in the meeting.

It was recorded that none of the shareholders had raised any matters to be handled in the General Meeting or presented in advance any question to be handled in the General Meeting.

It was noted that the meeting was convened in compliance with the provisions of the Articles of Association of the Company and the Limited Liability Companies Act.

The notice of the meeting was included as an appendix to the minutes.

Appendix 1

5

Recording of the participants and adoption of the list of votes

It was noted that six (6) shareholders were present at the opening of the meeting, either in person or by an authorized representative, representing 20,065,248 shares and votes out of the total amount of Company's shares and votes, which is 56,783,067. 35.34 % of the Company's shares and votes are represented in the meeting. It was noted that the Company holds 160,000 own shares and in joint book-entry account there are 6,000 shares with no right to participate in the General Meeting.

The participation and the list of votes in force at the opening of the meeting were adopted and included as an appendix to the minutes. It was recorded that the list of votes will be confirmed to correspond the participation at the time of a possible vote.

Appendix 2

It was noted that the Company's list of shareholders was available in the meeting room.

It was noted that there was present at the meeting, in addition to the shareholders and their representatives, the Chairman of the meeting, members of the Company's top management as well as technical personnel who were recorded as present in the minutes. Some members of the Board of Directors and a nominee for election as a member of the Board of Directors, the representatives of the audit company as well as some shareholders or their representatives monitored the meeting via Teams application.

The proxies of the meeting representatives were included as an appendix to the minutes.

Appendix 3

6

Presentation of the financial statements, report of the Board of Directors and auditor's report for the year 2020

President and CEO Antti Aarnio presented the review on SATO Group's activities and result for the financial year 2020. The annual review was included as an appendix to the minutes.

Appendix 4

It was recorded that the parent company's financial statements were prepared in accordance with Finnish Accounting Standards (FAS), and that the consolidated financial statements were prepared in accordance with the International Financial Reporting Standards (IFRS).

It was recorded that the financial statements 31 December 2020 and the report of the Board of Directors and the auditor's report had been published as a stock exchange release on 11 February 2021 and delivered to shareholders attached to the notice of the General Meeting on 23 February 2021.

Chairman Pauliina Tenhunen noted that the financial statements of SATO Corporation and the consolidated financial statements for the financial period 1 January – 31 December 2020 as well as the report of the Board of Directors have been presented as required by the law and the Articles of Association.

Secretary Katri Innanen read the auditor's opinions included in the auditor's report given by audit company Deloitte Oy on 10th February 2021.

The documents of the financial statements and the auditor's report were included as an appendix to the minutes.

Appendix 5-6

7

Adoption of the financial statements

SATO Corporation's financial statements, including the consolidated financial statements, for the financial period 1 January – 31 December 2020 was adopted by the General Meeting.

8

Use of profit shown on the balance sheet and resolution on the distribution of dividends

It was noted that the distributable funds of SATO Corporation, in accordance with the parent company's balance sheet on 31 December 2020, amounted to EUR 370,154,150.83 the share of profit for the financial year 2020 being EUR 58,039,315.77. The number of outstanding shares in SATO Corporation entitling to dividend is 56,623,067.

The general meeting resolved, in accordance with the Board of director's proposal, that SATO Corporation will distribute a dividend of EUR 0.50 per share for the financial period ended on 31 December 2020, in total EUR 28,311,533.50 and that the amount of EUR 29,727,782.27 will be transferred in the Company's retained profits.

The dividend will be paid to shareholders who on the record date for dividend distribution, 29 March 2021, are registered in the shareholders list of the Company maintained by Euroclear Finland Oy. The dividend is to be paid on 7 April 2021.

9

Resolution on discharge of the members of the Board of Directors and the President and CEO from liability

It was noted that discharge to be granted for the financial period 1 January – 31 December 2020 applies to the following persons:

Chairman of the Board of Directors Erik Selin; Deputy Chairman of the Board of Directors Jukka Hienonen; members of the Board of Directors, Esa Lager, Tarja Pääkkönen, Johannus (Hans) Spikker and Timo Stenius (for the period 1 January - 31 August 2020), member of the Board of Directors Marcus Hansson (for the period 1 January - 23 June 2020) and President and CEO Sharam Rahi (for the period 1 January - 17 December 2020) and President and CEO Antti Aarnio (for the period 18 December - 31 December 2020).

The General Meeting resolved to grant the abovementioned members of the Board of Directors and Presidents and CEOs discharge from liability for the financial period 1 January - 31 December 2020.

10

Resolution on the remuneration to the members of the Board of Directors

The General Meeting resolved, in accordance with the proposal of the Shareholders' Nomination Committee, that the members of the Board of Directors to be elected shall be paid for the period starting at the end of this General Meeting and ending at the close of the Annual General Meeting to be held in 2021 as an annual remuneration Chairman of the Board EUR 36,000, Deputy Chairman of the Board EUR 22,000 and other members of the board EUR 18,000 each. In addition, the General Meeting resolved, in accordance with the proposal of the Shareholders' Nomination Committee, that the Chairman and the members of the Board of Directors shall be, in addition to the annual remuneration, remunerated EUR 500 per meeting for attending Board and Committee meetings.

11

Resolution on the number of members of the Board of Directors

It was noted that in accordance with paragraph 6 of the Articles of Association the Board of Directors shall consist of no fewer than five (5) and no more than nine (9) members and their term of office will end at the closing of the Annual General Meeting following their election. Currently the Board of Directors consists of six (6) members.

The General Meeting resolved, in accordance with the proposal of the Shareholders' Nomination Committee, to confirm the number of the members of the Board of Directors to be six (6).

12

Election of the members of the Board of Directors

Chairman Pauliina Tenhunen introduced the nominees to be elected as members of the Board of Directors. It was recorded that the persons had given their consent for the election and the Board of Directors so proposed was in accordance with the recommendation set in the Finnish Corporate Governance Code 2020 for the independence of the members of the Board of Directors.

The General Meeting resolved, in accordance with the proposal of the Shareholders' Nomination Committee, that for the term of office beginning at the close of this General Meeting and ending at the close of the Annual General Meeting to be held in 2022, Esa Lager, Tarja Pääkkönen, Sharam Rahi, Erik Selin, Johannus (Hans) Spikker and Timo Stenius be elected as members of the Board of Directors.

13

Election of the Chairman of the Board of Directors

It was noted that in accordance with paragraph 5 of the Articles of Association the General Meeting shall elect one of the members of the Board of Directors to serve as the Chairman of the Board of Directors.

The General Meeting resolved, in accordance with the proposal of the Shareholders' Nomination Committee, Erik Selin be elect as the Chairman of the Board of Directors.

14

Resolution on the remuneration of the auditor

The General Meeting resolved, in accordance with the proposal made by the Board of Directors, that the auditor's fee shall be paid as reasonably invoiced and approved.

15

Election of the auditor

It was noted that, in accordance with paragraph 8 of the Articles of Association, the Company has one (1) auditor that must be an approved audit firm. The term of office of the auditor is the financial period and the auditor's duties end at the closing of the Annual General Meeting following the election.

The General Meeting resolved, in accordance with the proposal made by the Board of Directors, to elect audit company Deloitte Oy as the auditor. It was noted that Deloitte Oy had informed that APA Eero Lumme will serve as the auditor with principal responsibility. It was recorded that Deloitte Oy has served as the auditor of the Company since year 2018.

16

The forfeiture of the shares on the joint account and the rights that such shares carry in Sato Corporation

The shares of the SATO Corporation were incorporated in the book-entry system in 2003. The shareholders were required to declare their shares, that were based on paper share certificates, for registration on their book-entry accounts within the registration period, at the latest on 2 February 2003. Shares that had not been registered on a shareholder's book-entry account at the latest on the last day of the registration period were regis-

tered on a joint book-entry account opened by Central Securities Depository, the so-called joint account, where they have been stored on behalf of the shareholders.

The total number of shares registered on SATO Corporation's joint account on 10 February 2021 was 6,000 which corresponds to approximately 0.01 % of the Company's total shares.

The General Meeting resolved pursuant to Chapter 3, Section 14 a, Subsection 3 and Chapter 9, Section 19 of the Limited Liability Companies Act that the right to shares in SATO Corporation and to the rights such shares carry be forfeited with respect to all shares regarding which a request for registration to a book-entry account and, also the share certificate or other reliable evidence of title, has not been presented to SATO Corporation by 1:00 p.m. on 25 March 2021 at the latest. To the extent the share certificate or other corresponding document had been lost, the request for registration should have been made at the latest on the aforementioned date and the ruling on the cancellation of the share certificate or other corresponding document should have been presented to SATO Corporation at the latest on 31 December 2021. It was noted that none of the above-mentioned requests or documents have been presented to SATO Corporation by 1:00 p.m. on 25 March 2020.

The General Meeting resolved that the shares that are subject to forfeiture, in total 6,000 shares, become SATO Corporation's property and the provisions concerning treasury shares shall apply to such shares.

17

Closing the meeting

It was recorded that all the decisions made in this General Meeting were made unanimously.

It was noted that the minutes of the General Meeting will be available for the shareholders on the Company's website no later than 8 April 2021.

The Chairman noted that the matters on the agenda are now closed and closed the meeting at 13.40.

The minutes examined and approved:

Pauliina Tenhunen
Chairman

Visa Heiskanen
Examiner of the minutes

In fidem:

Katri Innanen
Secretary

APPENDICES

Appendix 1 Notice of General Meeting 10 February 2021
Appendix 2 List of votes
Appendix 3 Proxies of the meeting representatives
Appendix 4 Annual review
Appendix 5 Financial statement documents 2020
Appendix 6 Auditor's report