

**Organizational Document of the Annual General Meeting 2025 of Nokian Tyres plc**

This document includes the information and proposals concerning the formal organizational matters in agenda items 1–5 of the Annual General Meeting (**General Meeting**) of Nokian Tyres plc (**Nokian Tyres** or **Company**) to be held on May 7, 2025.

This document constitutes a part of the notice to the General Meeting and has been published on the Company's website at [company.nokiantyres.com/investors/agm-2025/](https://company.nokiantyres.com/investors/agm-2025/) on March 17, 2025. The document will be supplemented as needed at the meeting with such information that is not available before the General Meeting. Shareholders present at the General Meeting are entitled to speak on the items during the respective agenda item.

**1. Opening of the General Meeting**

Chair of the Board of Directors of the Company, Jukka Hienonen, will open the General Meeting. Should Jukka Hienonen for compelling reasons be unable to open the General Meeting, another member of the Board of Directors of the Company will open the General Meeting.

**2. Calling the General Meeting to order****Chair and secretary**

Attorney-at-law Mikko Heinonen will act as Chair of the General Meeting. Should Mikko Heinonen for compelling reasons be unable to act as Chair of the General Meeting, the person opening the General Meeting will propose the person deemed most suitable to act as Chair of the General Meeting.

Group General Counsel Elisa Erkkilä will act as secretary of the General Meeting. Should Elisa Erkkilä for compelling reasons be unable to act as Secretary of the General Meeting, the Chair of the General Meeting will elect the person deemed most suitable to act as Secretary of the General Meeting.

**Procedural matters**Language of the meeting and interpretation

The General Meeting will be held in Finnish, and it will be simultaneously interpreted into English. The review by the President and CEO will be held in English and simultaneously interpreted into Finnish. Headphones are available at the meeting hall.

Right to speak

Pursuant to Chapter 5, Section 25 of the Finnish Limited Liability Companies Act, a shareholder who is present at the General Meeting has the right to request information with respect of the matters to be considered at the meeting.

The persons addressing the meeting are requested to start by stating their name and the name of the shareholder they possibly represent or, alternatively, only the number of their voting tickets. It is further requested to address the meeting by using the microphone provided by the meeting assistants.

#### Following the General Meeting via webcast

Shareholders registered for the General Meeting may also follow the meeting via a webcast. The link and password for following the meeting remotely will be sent no later than the day before the General Meeting by e-mail and/or SMS to the e-mail address and/or mobile phone number provided by the shareholder in connection with registration.

Following the webcast is not considered as official participation in the General Meeting and it is not possible for shareholders to ask questions, make counterproposals, address the meeting otherwise, or vote via the webcast. Shareholders who intend to follow the meeting via webcast and wish to exercise their voting rights are referred to vote in advance or by way of proxy representation. Instructions on how to follow the webcast are available on the Company's website at [company.nokiantyres.com/investors/agm-2025/](https://company.nokiantyres.com/investors/agm-2025/).

#### Mobile phones, video recording and photography

It is requested to mute mobile phones for the duration of the General Meeting. It is prohibited to film or photograph during the General Meeting. The meeting will be recorded, and the Company may take photographs at the meeting venue. The Company will use the recording and photographs for its own internal purposes.

A recording of the President and CEO's review may be published on the Company's website after the General Meeting.

#### Meeting venue and exiting

The meeting venue is Helsinki Hall of Finlandia Hall. Persons leaving the meeting venue after the opening of the General Meeting are requested to return their voting tickets to the meeting staff at the entrance or outside the meeting hall.

#### Agenda of the General Meeting and availability of the meeting materials

The agenda of the items pertaining to the meeting is included in the notice of the General Meeting which is available on the Company's website and available for review at the meeting venue. The items will be considered in the order set forth in the agenda unless otherwise communicated by the Chair of the General Meeting.

The shareholders' register of the Company will be available for inspection at the General Meeting.

The proposals to the General Meeting, the Financial Statements and all other documents and information required by the Finnish Limited Liability Companies Act and the Finnish Securities Markets Act have been available to shareholders on the Company's website for the period required by the Finnish Limited Liability Companies Act prior to the General Meeting. These documents are also available for inspection at the meeting venue.

### **3. Election of persons to scrutinize the minutes and to supervise the counting of votes**

One person will be elected at the General Meeting to scrutinize the minutes together with the Chair of the General Meeting. In addition, two persons will be elected to supervise the counting of votes.

It is proposed to the General Meeting that Annukka Angeria be elected to scrutinize the minutes and Johanna Horsma and Anne Aittoniemi to supervise the counting of votes. Should any of the aforementioned persons be unable to act in their role, the Chair of the General Meeting will

propose another person to replace that person.

The minutes of the General Meeting will be available on the Company's website at [company.nokiantyres.com/investors/agm-2025/](https://company.nokiantyres.com/investors/agm-2025/) as from May 21, 2025 at the latest.

#### **4. Recording the legality of the meeting**

According to Article 9 of the Articles of Association, the notice of a general meeting shall be published on the Company's website no earlier than three months before the record date referred to in the Finnish Limited Liability Companies Act and no later than three weeks before the general meeting. The notice must, however, be delivered no later than nine days before the record date of the general meeting.

The Notice to the General Meeting has been published as a stock exchange release and on the Company's website on March 17, 2025.

The notice to the General Meeting is available on the Company's website at [company.nokiantyres.com/investors/agm-2025/](https://company.nokiantyres.com/investors/agm-2025/) and a printed copy of the notice is available for viewing at the meeting venue.

It is noted that the General Meeting has been convened in accordance with the Articles of Association and in compliance with the provisions of the Finnish Limited Liability Companies Act, and that it has therefore been duly convened and constitutes a quorum. The notice will be appended to the minutes of the meeting.

#### **5. Recording the attendance and adoption of the list of votes**

##### **Information about the list of votes**

Shareholders who have duly registered for the General Meeting by the set deadline and who in accordance with Chapter 5 Section 6 a of the Finnish Limited Liability Companies Act are entitled to participate in a General Meeting and who have either voted in advance during the advance voting period, or personally participate in the General Meeting or are represented at the General Meeting, are regarded as shareholders participating in the General Meeting.

A list of all shareholders, their possible assistants and proxy representatives will be comprised at the General Meeting, including information on the number of their shares and votes (a list of votes). At the beginning of the meeting, the Chair of the General Meeting will state the number of shareholders present or represented at the General Meeting and the respective number of shares and votes represented at the meeting. Furthermore, the Chair of the General Meeting will inform of the presence of the members of the Board of Directors of the Company, the persons proposed to be elected as Board members, the President and CEO and the auditor at the General Meeting.

A summary of the list of votes will be available with the Chair of the General Meeting and it will be attached to the minutes of the meeting. The list of votes will be adjusted to correspond to the attendance at the beginning of a possible vote.

##### **Information about advance voting and the voting instructions of the holders of nominee-registered shares**

A shareholder whose shares are registered in their personal Finnish book-entry account have the opportunity to vote in advance in respect of agenda items 7–20 between March 18, 2025 at 12:00 p.m. (EET)–April 29, 2025 at 4:00 p.m. (EEST). An agenda item subject to advance voting is considered to have been presented unchanged to the General Meeting in accordance with the

Finnish Limited Liability Companies Act. Typically, the Company also receives voting instructions from nominee-registered shareholders in advance of the meeting. The Company and the Chair of the General Meeting will have a list of advance votes and voting instructions, a summary of which will be attached to the minutes of the meeting.

Unless a full counting of the votes is conducted under an agenda item, the number of opposing votes, and in respect of the resolutions requiring a qualified majority, also the number of abstaining votes, will be recorded in or attached to the minutes of the General Meeting under each agenda item. To the extent the opposing votes have been cast without presenting a counterproposal under such agenda items where it is not possible to vote against the proposal without presenting a counterproposal, such votes will not technically be considered as opposing votes in a vote and will not be recorded in the minutes.