
Time: 8 November 2024 at 3:00 p.m. (EET)

Place: Remote meeting in accordance with Chapter 5, Section 16, Subsection 3 of the Finnish Companies Act

Present: The shareholders and their representatives mentioned in Appendix 2

1 § Opening of the Meeting

Leena Niemistö, the Chair of the Board of Directors, opened the Meeting and welcomed the shareholders.

2 § Calling the Meeting to order

Attorney-at-law Ari Keinänen was elected as Chair of the Meeting.

The Chair explained the course of action for handling the issues on the agenda of the Meeting. It was also noted that the General Meeting is held in Finnish, but the CEO's review shall be held in English.

It was noted that the contents of the proposals for resolutions made to the General Meeting appear from the notice to the General Meeting published on 10 October 2024.

Appendix 1

It was noted that the shareholders who participate in the remote meeting in real time had all the shareholder rights in use during the Meeting (such as the right to present questions orally and the right to vote), apart from the non-voting EMP-series shareholders who had all other shareholder rights in use except for the right to vote. In addition, it was noted that there was no written chat function in use at the General Meeting.

It was noted that the shareholders had also had the option to participate in the General Meeting through advance voting with respect to agenda items 7–17. The proposals for resolutions that are subject to the advance voting are deemed to have been presented at the General Meeting as unchanged in accordance with Chapter 5, Section 16, Subsection 5 of the Companies Act and the advance votes are taken into account in the possible voting at the remote meeting also in the situations where an alternative proposal for resolution has been made regarding the matter.

It was noted that holders of nominee-registered shares have notified the company of their votes and that the votes been included in the advance votes given at the Meeting.

It was noted that if a full account of voting is not carried out on an item, the number of opposing votes, if the item could have been voted without a counterproposal, and the number of abstain votes are recorded in the minutes for each item. Otherwise, the votes are set out in the summary enclosed with the minutes.

Appendix 2

It was noted that the company or Innovatics Ltd have not become aware of any technical or other problems or ambiguities related to the advance voting or the meeting procedures in general. It is possible to ascertain the shareholders' right to participate and the correctness of the counting of the votes in a manner comparable to the procedures adhered to at a regular general meeting.

3 §

Election of person to scrutinize the minutes and to supervise the counting of votes

Satu Sirén-Lähdeaho, a lawyer for the company, was elected as the person to scrutinize the minutes and to supervise the counting of votes.

4 §

Recording the legality of the Meeting

According to Section 13 of the Articles of Association, the Annual General Meeting must be held annually on a date decided by the Board of Directors within six (6) months from the end of the financial period. According to Section 11 of the Articles of Association, the financial period of the company is from 1 July to 30 June.

According to Section 12 of the Articles of Association, the notice convening the General Meeting shall be delivered to the shareholders no earlier than three (3) months and no later than three (3) weeks prior to the General Meeting, however, no later than nine (9) days before the record date of the General Meeting. The notice shall be delivered to the shareholders by means of a notice published on the company's website or in at least one national daily newspaper designated by the Board of Directors.

It was noted that the notice to the General Meeting ([Appendix 1](#)) had been published on the company's website and as a company release on 10 October 2024.

It was noted that the General Meeting had been convened in accordance with the Articles of Association and the Companies Act and constituted a quorum.

5 §

Recording attendance at the Meeting and list of votes

It was noted that the prerequisite for participating in the General Meeting and exercising the right to vote is that the shareholder was registered in the company's shareholders' register maintained by Euroclear Finland Ltd on 29 October 2024 and had registered for the General Meeting within the time specified in the notice to the General Meeting, i.e. by 1 November 2024 at 4:00 p.m. (EET).

It was noted that a holder of nominee-registered shares had the right to participate in the General Meeting by virtue of the shares based on which the shareholder would be entitled to be registered in the shareholders' register maintained by Euroclear Finland Ltd on 29 October 2024. In addition, it was noted that the participation of a holder of nominee-registered shares requires that the shareholder has, on the basis of such shares, temporarily been registered into the shareholders' register held by Euroclear Finland Ltd by 5 November 2024 at 10:00 a.m. (EET). Such registration is considered registration for the General Meeting.

The real-time participation in the remote meeting has also required shareholders to provide a telephone number and/or email address to Innovatics Ltd in connection with the

registration and within the registration period, so that the shareholders could be sent a participation link and password to participate in the remote meeting.

It was noted that, in accordance with Chapter 5, Section 16, Subsection 5 of the Companies Act, the shareholders who have exercised their right to vote before the Meeting (through the advance voting) or who can exercise their right to vote during the remote meeting shall be considered to be participants in the Meeting.

According to Section 4 of the Articles of Association, the company has A-series shares, B-series shares and EMP shares. Each A-series share entitles to 10 votes per share at the General Meeting and B-series share entitles to one (1) vote per share at the General Meeting. EMP shares are non-voting shares.

At the start of the Meeting, 38 shareholders participated in the Meeting, representing 30,823,352 shares and 200,233,978 votes. These numbers include both the shareholders who voted in advance and shareholders participating in the General Meeting in real time.

The list of votes for the Meeting's starting time was enclosed in the minutes.

Appendix 3

6 §

Presentation of the Financial Statements, Consolidated Financial Statements, the Report of the Board of Directors and the Auditor's Report for the financial period of 1 July 2023–30 June 2024

It was recorded that the company's Annual Report, including the Financial Statements, Consolidated Financial Statements, the Report of the Board of Directors, the Auditor's Report and the Remuneration Report for the financial period 1 July 2023–30 June 2024, has been available on the company's website as of 10 October 2024.

Teemu Suna, CEO, presented to the General Meeting a review of the financial period 1 July 2023–30 June 2024.

The company's Auditor with principal responsibility, Panu Vänskä, Authorized Public Accountant, presented the Auditor's Report to the General Meeting.

It was noted that the Financial Statements, the Consolidated Financial Statements, the Report of the Board of Directors and the Auditor's Report has been presented to the General Meeting.

7 §

Adoption of the Financial Statements and the Consolidated Financial Statements

It was resolved to adopt Nightingale Health Plc's Financial Statements for the financial period of 1 July 2023–30 June 2024, including the Consolidated Financial Statements.

Appendix 4

It was recorded that there were 7,487 abstain votes of shareholders who had voted in advance on this item.

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

It was noted that the Board of Directors proposes that, based on the balance sheet to be adopted for the financial period of 1 July 2023–30 June 2024, no dividend is paid and the loss of the financial period is recorded in retained earnings.

It was resolved to approve the proposal of the Board of Directors, as set out in the notice to the Meeting, regarding the use of the profit shown on the balance sheet and the payment of dividend.

9 §**Resolution on the discharge of the members of the Board of Directors and the CEO from liability**

It was recorded that the persons who served as members of the Board of Directors and CEO were disqualified from the handling of this matter.

It was resolved to discharge the members of the Board of Directors and the CEO from liability for the financial period 1 July 2023–30 June 2024.

10 §**Handling of the Remuneration Report of governing bodies**

It was noted that the Remuneration Report of the company's governing bodies for the financial period 1 July 2023–30 June 2024 has been published on 10 October 2024 as part of the Annual Report and is also available as a separate document on the company's website.

Appendix 5

It was noted that the key points of the Remuneration Report had been presented to the General Meeting as part of the CEO's review.

It was noted that in accordance with the notice to the General Meeting, the Board of Directors proposed the approval of the Remuneration Report.

It was resolved to approve the Remuneration Report of the company's governing bodies for the financial period 1 July 2023–30 June 2024 in accordance with the Board of Directors' proposal.

It was recorded that there were 1,824,245 opposing votes of shareholders who had voted in advance on this item.

11 §**Resolution on the remuneration of the members of the Board of Directors**

It was noted that in accordance with the notice to the General Meeting, the Board of Directors proposed that the members of the Board of Directors are paid a monthly remuneration of EUR 2,000.

It was resolved to approve the proposal of the Board of Directors, as set out in the notice to the Meeting, regarding the remuneration of the members of the Board of Directors.

It was recorded that there were 4,033,400 abstain votes of shareholders who had voted in advance on this item.

12 §**Resolution on the number of members of the Board of Directors**

According to Section 7 of the Articles of Association, the Board of Directors consists of at least three (3) and not more than ten (10) ordinary members.

It was noted that in accordance with the notice to the General Meeting, the Board of Directors proposed that the number of members of the Board of Directors is confirmed to be six (6).

It was resolved to approve the proposal of the Board of Directors, as set out in the notice to the Meeting, regarding the number of members of the Board of Directors.

13 §**Election of members of the Board of Directors**

According to Section 7 of the Articles of Association, the term of the members of the Board of Directors shall expire at the closing of the Annual General Meeting following the election.

It was noted that in accordance with the notice to the General Meeting, the Board of Directors proposed that, until the end of the next Annual General Meeting, the current members of the Board of Directors Antti Kangas, Olli Karhi, Ilkka Laurila, Leena Niemistö, Timo Soininen and Teemu Suna are re-elected as members of the Board of Directors.

It was resolved to approve the proposal of the Board of Directors, as set out in the notice to the General Meeting, regarding the election of the members of the Board of Directors.

It was recorded that there were 1,824,245 opposing votes of shareholders who had voted in advance on this item.

14 §**Resolution on the remuneration of the Auditor**

It was noted that in accordance with the notice to the General Meeting, the Board of Directors proposed to the General Meeting that the remuneration of the Auditor is paid in accordance with a reasonable invoice approved by the company.

It was resolved to approve the proposal of the Board of Directors, as set out in the notice to the Meeting, regarding the remuneration of the Auditor.

15 §**Election of the Auditor**

According to Section 10 of the Articles of Association, the company shall have an Auditor that is an auditing firm approved by the Finnish Patent and Registration Office. The term of office of the Auditor shall expire at the closing of the Annual General Meeting following the election.

It was noted that in accordance with the notice to the General Meeting, the Board of Directors proposed that Authorized Public Accounting firm PricewaterhouseCoopers Oy is re-elected as the company's Auditor. PricewaterhouseCoopers Oy has informed that it will nominate Panu Vänskä, Authorized Public Accountant, as the company's Auditor with principal responsibility.

It was resolved to approve the proposal of the Board of Directors, as set out in the notice to the Meeting, regarding the election of the Auditor.

16 §**Authorizing the Board of Directors to decide on the repurchase of company's own shares**

It was noted that the Board of Directors proposed to the General Meeting that the Board of Directors is authorized to decide on the repurchase of the company's own shares on the following terms and conditions:

By virtue of the authorization, the Board of Directors is entitled to repurchase a maximum of 1,952,643 A-series shares and 4,029,322 B-series shares by using the non-restricted equity of the company. The amounts correspond approximately to 10% of both share series' shares and the total amount to 9.8% of the company's total amount of shares calculated by the amount of shares on the date of publication of the notice to the General Meeting. The shares may be repurchased in one or more lots.

The company's own shares shall be repurchased at the market price prevailing at the time of the repurchase through public trading on Nasdaq First North Growth Market Finland marketplace organized by Nasdaq Helsinki Ltd or otherwise at a market price. The authorization entitles the Board of Directors to decide on the repurchase also other than in proportion to the shareholdings of the shareholders (directed repurchase).

The shares may be repurchased to be used in the implementation of possible acquisitions or other arrangements within the company's business, to finance investments, to develop the company's financial structure, as part of the implementation of possible incentive schemes of the company and/or otherwise to be kept by the company, transferred or cancelled.

It is proposed that the authorization includes the right of the Board of Directors to decide on other terms and conditions related to the repurchase of the company's own shares. It is proposed that the authorization is valid for 18 months. The authorization revokes the authorization to repurchase the company's own shares decided by the previous Annual General Meeting on 16 November 2023.

It was resolved to approve the proposal of the Board of Directors, as set out in the notice to the General Meeting, regarding the authorization of the Board of Directors to decide on the repurchase of company's own shares.

17 §**Authorizing the Board of Directors to decide on the share issue and granting of special rights entitling to shares**

It was noted that the Board of Directors proposed to the General Meeting that the Board of Directors is authorized to decide on issuing new shares, conveying the company's own shares held by the company and/or granting of special rights referred to in Chapter 10, Section 1 of the Companies Act on the following terms and conditions:

Maximum amount of shares to be issued

By virtue of the authorization, the Board of Directors is entitled to issue and/or convey a maximum of 573,598 A-series shares under one or more decisions. The maximum amount corresponds approximately to 2.9% of the total amount of A-series shares and approximately to 1.0% of the company's total amount of shares calculated by the amount of shares on the date of publication of the notice to the General Meeting. The share issue and shares granted under the special rights are included in the specified maximum amount.

In addition, by virtue of the authorization, the Board of Directors is entitled to convey a maximum of 577,920 EMP-series shares held by the company under one or more decisions.

The authorization does not apply to the company's B-series shares.

For the sake of clarity it is stated that, on 18 February 2021, the company's Extraordinary General Meeting decided on the Board of Directors' authorization regarding issuing new shares, conveying the company's own shares held by the company and/or granting of special rights entitling to shares referred to in Chapter 10, Section 1 of the Companies Act with regard to the company's A-series and B-series shares, and the authorization is valid until 18 February 2026 ("Valid Authorization"). On the date of the notice to the Annual General Meeting, 1,463,600 A-series shares and 6,900,000 B-series shares remain unused of the Valid Authorization. The Valid Authorization does not apply to EMP-series shares.

The proposed authorization does not revoke the Valid Authorization, but it revokes the authorization decided by the Annual General Meeting on 16 November 2023 to authorize the Board of Directors to decide on the share issue and granting of special rights entitling to shares.

By virtue of the proposed authorization and the unused part of the Valid Authorization, the Board of Directors is entitled to issue and/or convey no more than 2,037,198 A-series shares and 6,900,000 B-series shares of the company in total. The share issue and shares granted under the special rights are included in the mentioned maximum amounts. In addition, by virtue of the proposed authorization, the Board of Directors is entitled to convey a maximum of 577,920 EMP-series shares held by the company.

Other conditions

The shares may be issued either against payment or without payment and they may also be issued to the company itself. The authorization entitles the Board of Directors to implement the share issue also as a directed issue. The authorization may be used in the implementation of possible acquisitions or other arrangements within the company's business, to finance investments, to develop the company's financial structure, as part of the implementation of possible incentive schemes of the company and/or for other purposes decided by the Board of Directors.

It is proposed that the authorization includes the right of Board of Directors to decide on other terms and conditions of the share issue and granting of special rights referred to in Chapter 10, Section 1 of the Companies Act. It is proposed that the authorization is valid for 18 months.

It was resolved to approve the proposal of the Board of Directors, as set out in the notice to the General Meeting, regarding the authorization of the Board of Directors to decide on the share issue and granting of special rights entitling to shares.

It was recorded that there were 1,824,245 opposing votes of shareholders who had voted in advance on this item.

18 §

Closing of the Meeting

It was noted that all issues pertaining to the Annual General Meeting had been discussed and the minutes of the Meeting will be available for the shareholders on the company's website on 22 November 2024 at the latest.

The Chair thanked the shareholders and the company's management and announced the General Meeting closed.

(signatures on the following page)

In fidem:

ARI KEINÄNEN
Ari Keinänen
Chair

Examined and confirmed by:

SATU SIRÉN-LÄHDEAHO
Satu Sirén-Lähdeaho
Scrutinizer of the minutes