

Privacy Notice

Musti Group plc Annual General Meeting 2023

This Privacy Notice for Musti Group plc's ("**Musti Group**", "**we**", "**our**", "**us**") Annual General Meeting 2023 ("**Privacy Notice**") describes what types of personal data is gathered by Musti Group about you as a shareholder or shareholder's representative, how the personal data is processed, and with whom the personal data is shared for purposes of the Annual General Meeting of Musti Group. This Privacy Notice also describes your rights in relation to your personal data.

Musti Group respects your privacy and will always process your personal data in accordance with the EU General Data Protection Regulation (Regulation (EU) 2016/679, as amended) , the Finnish Data Protection Act (1050/2018, as amended) and other applicable data protection legislation ("**Data Protection Legislation**").

1. Data Controller

Musti Group plc, business ID 2659161-1, is the data controller of your personal data processed for the purposes defined below.

2. Contact Person

In case you have any questions regarding the processing of your personal data or you need further information regarding this Privacy Notice, please feel free to contact us:

Toni Rannikko
toni.rannikko@mustigroup.com
Musti Group plc
Mäkitorpantie 3 B, 00620 Helsinki, Finland

3. Legal Basis and Purposes of Processing

Musti Group collects and processes personal data for purposes of our Annual General Meeting to be held on 30 January 2023 ("**AGM**"). These purposes include the following:

- gathering the registrations to the AGM;
- confirming identity and the right to participate in the AGM;
- preparing the participant list and the list of votes for the AGM;
- carrying out any possible voting;
- preparing meeting minutes of the AGM; and
- possible other purposes related to arranging the AGM.

Musti Group processes the personal data in order to comply with legal obligations, including the obligation to organize an Annual General Meeting in accordance with the Finnish Companies Act (624/2006, as amended). Processing of personal data is necessary for the fulfillment of Musti Group's legal obligations.

4. Categories and Sources of Personal Data

Only such personal data of our shareholders and their representatives is processed, that is necessary for the purposes provided above. The personal data processed includes, inter alia, the following:

- name and contact information (e.g. address, phone number, e-mail);
- personal identity number;
- number of shares and votes;
- number of book entry account; and
- the information on a possible representative.

Personal data is collected directly from the shareholder or shareholder's representative during the registration process to the AGM. In addition, we will collect information from our shareholders' register.

5. Recipients of Personal Data

In principle, Musti Group will not disclose your personal data to any third party. However, Musti Group may disclose your personal data to its group companies or if Musti Group is required to do so on the basis of a legal obligation or an order of an authority.

Your personal data may be transferred to and processed by such third parties which provide services to Musti Group. In such case, the third party will process the data on behalf of Musti Group and Musti Group as a data controller will ensure with an agreement that the processing is carried out in accordance with this Privacy Notice and Data Protection Legislation. Euroclear Finland Ltd. processes registration and voting information on behalf of Musti Group for the purposes provided above. You can find more information regarding this in the Notice to AGM.

Musti Group will not transfer personal data outside the European Economic Area.

6. Storing of Personal Data

Musti Group will store the personal data until the purposes set out in this Privacy Notice have been fulfilled and as long as required under applicable legislation. In principle, personal data will be stored up to 4 months after the AGM to handle any objections concerning decisions made by the AGM.

A list of participants will be attached to the minutes of the AGM. The list includes the name of the shareholder, number of the voting ballot and details on ownership (number of shares and votes). The minutes and its appendices will be stored throughout the operational life of Musti Group in order to comply with Musti Group's statutory obligations.

We have adopted appropriate technical and organizational measures to protect your personal data from loss, misuse, unauthorized access, disclosure, alteration and destruction. These measures include, inter alia, firewalls and limiting access to personal data.

7. Your Rights

Based on Data Protection Legislation, you have rights in relation to your personal data. You may at any time exercise these rights.

You have the right to request access to the personal data relating to you. This includes e.g. the right to be informed whether or not personal data about you is being processed, what personal data is being processed, and the purpose of the processing. You also have the right to request that inaccurate or incomplete personal data be corrected and ask personal data to be deleted or for the processing to be restricted within the limitations set out in Data Protection Legislation. The requests concerning exercising the rights provided herein shall be made to Musti Group's contact person defined in Section 2 above.

You may also file a complaint with a national supervisory authority regarding Musti Group's processing of your personal data. The supervisory authority in Finland is the Data Protection Ombudsman (www.tietosuoja.fi).

8. Changes to Privacy Notice

Musti Group may update this Privacy Notice due to changes in our data processing or applicable legislation. Musti Group will provide a notification of these updates by email or other appropriate means depending on the significance of the change.