

# Minutes: Greenpeace Nordic Annual General Meeting, 2025-05-24

Copenhagen, Denmark

[Greenpeace Norden Årsstämmoprotokoll 2025]

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For: Voting Members  
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## 1.0 Opening of the meeting / Öppnande av mötet

Board Chair Dan Hindsgaul welcomed everybody and opened the meeting.

[Styrelseordförande Dan Hindsgaul välkomnar alla och förklarar stämman öppnad.]

## 2.0 Establishing a list of voting members present in person or by proxy/ Faställande av ledamöter närvarande personligen eller genom fullmakt och godkännande av beslutsförhet

The following list of members was established, present in person or by proxy. A quorum was reached, i.e. 18 out of 20 votes. (2/3 of 20 needed to reach quorum)

[Beslutanderätt har uppnåtts genom att 18 av 20 medlemmar röstar, personligen eller genom fullmakt.]

### **Present in person/Närvarande personligen**

Gesche Jürgens (DE)  
Polina V. Malysheva (RU)  
Virág Kaufer (HU)  
Jen Maman (DE, ISR, UK)  
Sini Eräjää (FI) (GPI)  
Matthias Schickhofer (AT)  
Barbara Kuepper (DE)  
Rune Leithe-Eriksen (SE)  
Duane Raymond (CA, UK, CH)  
Anna Forsgren (SE)  
Márta Vetier (HU)  
Tina Loeffelbein (DE)

Saskia Richartz (DE)

**Present by proxy/Närvarande genom fullmakt**

Denitza Petrova (BG) proxy to Gesche Jürgens (DE)  
Victorine Che Thönor (DE) proxy to Polina V. Malysheva (RU)  
Joakim Bergman (SE) proxy to Matthias Schickhofer (AT)  
Martina Holbach (LU) proxy to Barbara Kuepper (DE)  
Sofia Tsenikli (GR, SE) proxy to Saskia Richartz (DE)

**Apologies/Icke Närvarande**

Valentin Sălăgeanu (RO)  
Auður Magnúsdóttir (IS)

**Board members present/Närvarande styrelsemedlemmar**

The Board was present with the following members:  
Chair Dan Hindsgaul (DK), Per Rosander (SE), Carl-Henrik Monrad-Aas (SE), Sandra Butoyi (NO),  
Jussi Nuortimo (FI)

### 3.0 Election of a chair for the Annual General Meeting / Val av ordförande för mötet

The voting assembly elected voting member Virág Kaufer to chair the Annual General Meeting.

[Röstande medlem Virág Kaufer utses till ordförande av årsstämman.]

### 4.0 Appointment of a secretary and two persons to verify the minutes / Val av sekreterare och två justerare

Lars Kampmann was appointed as the secretary for the meeting.

Barbara Kuepper and Tina Loeffelbein were elected to verify the minutes.

[Lars Kampmann utses till sekreterare av årsstämman.

Barbara Kuepper och Tina Loeffelbein utses till justerare av protokollet.]

### 5.0 Decision on the presence of further persons at the AGM

It was decided that Sini Harkki (Executive Director), Saffron Dixon (Nordic Organiser), Lars Kampmann (Nordic Organiser), Birgitte Lesanner (Programme Director), Kim Lind (Acting Human Resources Director) and Nazrene Abdullah (Finance Director) were allowed to be present during the meeting.

## 6.0 Decision on the question whether the AGM has been summoned in a correct way / Fråga om årsstämman utlysts på rätt sätt

It was agreed that the AGM had been summoned in a correct way.

[Stämman anser enhälligt att mötet utlysts på rätt sätt.]

## 7.0 Adoption of the agenda for the AGM / Fastställande av dagordning

Board Chair Dan suggested to add point 10.0 "Decision on acceptance of the Annual Report 2024 from the Board of Directors, income statement, balance sheet and auditor's report / Godkännande av verksamhetsberättelse samt fastställande av resultat och balansräkning" to the agenda, following point 9.0. Furthermore it was suggested to remove agenda point 15.0 since no motions had been submitted.

A report back from the Diversity Working group was to be included under point 14.0 "Presentation of the Board Evaluation + the Board Governance objectives"

The voting members adopted the agenda (with the changes proposed by Board Chair Dan).

[Dagordningen fastställs (med de ändringar som föreslogs av styrelsens ordförande Dan).]

## 8.0 The year that passed and looking ahead. Trustee updates: updates from GPI AGM and other Governance happenings.

Board Chair Dan began the session presenting on the key governance issues over the past year.

Andrea Cederquist, formerly the Trustee of the Board, has resigned from the board for private reasons, and Board Chair Dan reported back on global governance and on outcomes from the International AGM in 2025.

Executive Director Sini Harkki presented a summary and highlights of the year that passed and the work of Greenpeace Nordic in 2024. Sini's update followed on from the SMT presentation which took place during the AGM dinner on Friday 23th May 2025, with Birgitte Lesanner, Jesper Bigum and Kim Lind providing updates on the work of their respective departments in 2024. After the presentation Sini answered questions and responded to comments from the Voting membership.

The voting membership noted and thanked Sini and the SMT for their presentations and praised Greenpeace Nordic for excellent and professional work during 2024.

[De röstande medlemmarna noterade och tackade Sini och SMT för deras presentationer och berömde Greenpeace Nordic för utmärkt och professionellt arbete under 2024.]

## 9.0 Presentation by the Board Chair of the Annual Report 2024, income statement, balance sheet and auditor's report

Board Chair Dan Hindsgaul, as a member of the Board's Finance Committee, introduced the presentation of the Annual Report 2024. Executive Director Sini Harkki & Finance Director Nazrene Abdullah then presented the Annual Report 2024 and answered questions of clarification from the Voting Members.

## 10.0 Decision on acceptance of the Annual Report 2024 from the Board of Directors, income statement, balance sheet and auditor's report / Godkännande av verksamhetsberättelse samt fastställande av resultat och balansräkning

The Annual Report 2024 from the Board of Directors, income statement, balance sheet and the auditor's report of 2024 were unanimously accepted.

[Styrelsens verksamhetsberättelse för 2024 godkändes. Resultat och balansräkning fastställdes.]

## 11.0 Decision on disposition of surplus/deficit / Disposition av årets resultat

The Voting Members unanimously decided that the surplus of 8.895M SEK is to be added to the fund balance.

[Medlemmarna beslutade enhälligt att årets överskott på 8.895M SEK skulle balanseras i ny räkning.]

## 12.0 Decision on the question of indemnity for the Board of Directors / Beviljande av ansvarsfrihet för styrelsen

The voting members unanimously granted the Board of Directors indemnity.

[Medlemmarna beviljar enhälligt styrelsens ansvarsfrihet.]

## 13.0 Appointment of auditor for the following year and decision on auditor's fee.

The Voting Members agreed unanimously to follow the Board's recommendation to appoint PriceWaterhouseCoopers to audit Greenpeace Nordic for the fiscal year 2025 for the offering price of 342 000 SEK.

It was noted that Voting Members preferred SMT to look for smaller national auditors in the future if feasible under the fixed requirements.

[De röstande medlemmarna beslutar att följa styrelsens rekommendation att utse PriceWaterhouseCoopers AB att revidera Greenpeace Nordics verksamhet 2025 för erbjudandepriset 342.000 SEK.]

## 14.0 Presentation of the Board Evaluation + the Board Governance objectives

According to the Greenpeace Nordic Governance Policies (Board Evaluation Procedure, approved in September 2015), the Board self-evaluates its work annually.

In early 2025, the Board conducted its self-evaluation led by board members Per Rosander and Jussi Nuortimo. Both the results of the Board Self-Evaluation and the 2024 Governance Objectives were shared with voting members prior to the AGM. Jussi Nuortimo presented a summary of the results of the Board Evaluation. The floor was then open to the AGM to discuss the major findings from the evaluation and next steps. Afterwards Per Rosander went through the Governance Objectives for 2025 and took questions from the floor.

Board Chair Dan Hindsgaul noted that a correction to the proposed Governance Objective 2.0 needed a revision to better reflect the nature of the June Global Governance meeting in GPI.

Márta Vetier proceeded to update on the Diversity Group's outcome. The main finding was a clear suggestion for a phased approach to diversification. Full recommendations to be shared with board & SMT after the AGM.

The voting members noted both Jussi Nuortimo's presentation on the Board Evaluation and Per Rosander's overview of the 2025 Governance Objectives, and again commended the Board for being transparent and sharing the results.

[De röstande medlemmarna noterade både Jussi Nuortimo's presentation om styrelseutvärderingen och Per Rosander's översikt över styrningsmål för 2025, och återigen lovordade styrelsen för att vara transparent och dela resultaten.]

## 16.0 Elections of members of the Board of Directors and elections of Voting Members / Val av styrelsemedlemmar och röstande medlemmar

The meeting is handed over to the Voting Members of the Election Committee to conduct a Voting Members only election session.

[De röstande medlemmarna, av valberedning, kommer själva att administrera och leda en valsession för enbart röstande medlemmar.]

## 16.1 Board of Directors / Styrelsemedlemmar

There were two open positions in the Board, as Andrea Cederquist did not stand for re-election and Ingrid Skjoldvær decided to leave the board early. The Voting members would like to thank Andrea and Ingrid for all their contributions to the work of the Board.

To fill the positions, the Election Committee recommended two applicants: Charlotte Baumann and Andreas Großmann-Hensel.

Board Chair Dan Hindsgaul and board members Per Rosander and Carl-Henrik Monrad-Aas were standing for re-election.

The voting members re-elected Board Chair Dan Hindsgaul and board members Per Rosander and Carl-Henrik Monrad-Aas for another 3 years, and elected Andreas Großmann-Hensel and Charlotte Baumann as new board members for regular 3-year periods.

[De röstande medlemmarna valde Andreas Großmann-Hensel och Charlotte Baumann på en 3 årsperiod. Styrelseordförande Dan Hindsgaul och styrelsemedlemmar Per Rosander och Carl-Henrik Monrad-Aas ble omvald för nya 3-årsperioder]

See below the full list of Board of Directors for 2025-2026, as a result of the AGM election:

[Baserat på årsmötets val, se nedan en komplett lista över styrelsens medlemmar 2025-2026.]

Board of Directors	Nationality	Governing Period
Sandra Butoyi	NO	Until 2027
Jussi Nuortimo	FI	Until 2027
Dan Hindsgaul (Chair)	DK	Until 2028
Per Rosander	SE	Until 2028
Carl-Henrik Monrad-Aas	SE	Until 2028
Andreas Großmann-Hensel	DE	Until 2028
Charlotte Baumann	DK	Until 2028

## 16.2 Voting Members / Röstande Medlemmar

The Election Committee asked the voting members to note that we currently have an imbalance of members with 11 voting members not employed by Greenpeace and 9 members employed by Greenpeace.

In the category "employed by Greenpeace", Martina Holbach, Denitza Petrova and Valentin Sălăgeanu were not standing for re-election. The Voting members would like to thank them for all their contributions during the past three years. Gesche Jürgens was standing for re-election. And Krzysztof Cibor (GPCEE/PL), Mark Breddy (GPEU), Markus Power (GPDE), Reka Hunyadi (GPCEE/HU) were put up for election as new voting membership candidates under the 'employed by Greenpeace' category.

The Voting members elected Krzysztof Cibor, Markus Power & Reka Hunyadi to take the vacant seats as new voting members for 3 years and re-elected Gesche Jürgens for the same period.

In the "not employed by Greenpeace group", the Election Committee offered six candidates for a total of four possible seats to ensure a wide choice of diverse backgrounds and experience. This included Matthias Schickhofer, Barbara Kuepper and Duane Raymond who stood for re-election, alongside strong new candidates: Christina Koll (DK), Sari Kuvaja (FI) and Varpu Sairinen (FI) .

The Voting members conducted a secret ballot where they re-elected Matthias Schickhofer, Barbara Kuepper and Duane Raymond for another 3 years, and elected Christina Koll and Varpu Sairinen as new voting members for 3 years.

The Voting members are grateful for all the commitment and contributions that, Martina Holbach, Denitza Petrova, Valentin Sălăgeanu, Rune Leithe-Eriksen and Anna Forsgren have given Greenpeace over many years, and are sorry to see them leave.

The Voting members also confirmed their decision to continue the voluntary quarterly online meetings.

[I kategorin "anställd av Greenpeace" ställde Martina Holbach, Denitza Petrova och Valentin Sălăgeanu inte upp för omval. De röstande medlemmarna vill tacka dom för alla insatser under de senaste tre åren. Gesche Jürgens som stod för omval, och Krzysztof Cibor (GPCEE/PL), Mark Breddy (GPEU), Markus Power (GPDE), Reka Hunyadi (GPCEE/HU) var nominerade till att bli nya kandidater för röstande medlemmar i kategorin "anställd av Greenpeace".

De röstande medlemmarna valde Krzysztof Cibor, Markus Power & Reka Hunyadi som nya röstande medlemmar på en 3-årsperiod och Gesche Jürgens för ytterligare tre år.

I kategorin "inte anställd av Greenpeace" föreslog valkommittén sex kandidater för totalt tre möjliga platser. Detta inkluderade Matthias Schickhofer, Barbara Kuepper och Duane Raymond, som ställde upp för omval tillsammans med tre nya kandidater: Christina Koll (DK), Sari Kuvaja (FI) och Varpu Sairinen (FI).

De röstande medlemmarna genomförde en sluten omröstning där de valde om Matthias Schickhofer, Barbara Kuepper och Duane Raymond för ytterligare tre år, och valde Christina Koll och Varpu Sairinen som nya röstande medlemmar på en 3-årsperiod.

De röstande medlemmarna är tacksamma för allt engagemang Martina Holbach, Denitza Petrova, Valentin Sălăgeanu, Rune Leithe-Eriksen och Anna Forsgren har gett Greenpeace under många år och är ledsna att se dem sluta.

De röstberättigade medlemmarna bekräftade också sitt beslut att fortsätta med de frivilliga onlinemötena på kvartalsbasis.]

Welcome to the new and re-elected voting members.

Based on the AGM election results, here is the new list of the entire voting membership for 2025-2026:

[Baserat på årsmötets val, se nedan en komplett lista över röstande medlemmar 2025- 2026.]

<b>Voting membership</b>	<b>Nationality</b>	<b>Governing period</b>
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<u><i>Employed by GP</i></u>		
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Polina Malysheva	RU (GPI)	Until 2026
Tina Loeffelbein	DE (GP DE)	Until 2026
Virág Kaufer	HU (GPI)	Until 2026
Jen Maman	ISR/DE/UK (GPI)	Until 2026
Victorine Che Thöner	DE (GPI)	Until 2026
Sini Eräjää	FI (GPI)	Until 2027
Krzysztof Cibor	PL (GP CEE)	Until 2028
Markus Power	DE (GP DE)	Until 2028
Reka Hunyadi	HU (GP CEE)	Until 2028
Gesche Jürgens	DE (GP DE)	Until 2028

<u><i>Not employed by GP</i></u>		
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Márta Vetier	HU	Until 2026
Joakim Bergman	SE	Until 2026
Tina Loeffelbein	DE	Until 2026
Saskia Richartz	DE	Until 2027
Sofia Tsenikli	GR, SE	Until 2027
Auður Magnúsdóttir	IS	Until 2027
Matthias Schickhofer	AT	Until 2028
Barbara Kuepper	DE	Until 2028
Duane Raymond	CA, UK, CH	Until 2028
Christina Koll	DK	Until 2028
Varpu Sairinen	FI	Until 2028

## 17.0 Appointment of members to the Election Committee / Utnämning av valberedningen



The following persons are appointed to be in the Election Committee:

[Följande medlemmar utses att sitta i valberedningen:]

Matthias Schickhofer (Chair)	Voting member	Elected
Márta Vetier	Voting member	Elected
Tina Loeffelbein	Voting member	Elected
XXXXX	Board member	Appointed by the
Board*		

*\*NB: The Board's representation in the Election Committee was decided in a Constituting Board meeting that was held during the election of Board and voting members, and not voted in by the voting membership.*

## 18.0 Any other business

The following persons are appointed to be in the Diversity working group:

[Följande medlemmar utses att sitta i mångfaldsgruppen:]

Saskia Richartz (Chair)	Voting member	Re-elected
Barbara Kuepper	Voting member	Elected
Gesche Jürgens	Voting member	Elected
Kim Lind	SMT	Appointed by the Board

The following persons are appointed as buddies for new members:

[Följande personer utses till kompisar för nya medlemmar:]

Márta Vetier to buddy Reka Hunyadi  
Matthias Schickhofer to buddy Varpu Sairinen  
Tina Loeffelbein to buddy Markus Power & Christina Koll  
Saskia Richartz to buddy Krzysztof Cibor

## 19.0 Closing of the meeting / Mötets avslutande

On behalf of the Board and voting members, the Chair thanked Executive Director Sini Harkki for great work the past year. Special thanks was given to the Board for steering the organisation through another exceptional year with good results, and equally to the ED, SMT and the staff of Greenpeace Nordic for their great daily work.

The Chair also thanked Board members Andrea Cederquist and Ingrid Skjoldvær, and the Voting members stepping down, Martina Holbach, Denitza Petrova, Valentin Sălăgeanu, Rune Leithe-Eriksen and Anna Forsgren, for their contributions to Greenpeace Nordic's governance work.

The Chair closed the meeting.

[Ordförande tackar alla deltagare för ett konstruktivt möte och förklarar att mötet avslutats.]


#### Minutes written by

DocuSigned by:  
 *Lars Kampmann*  
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**Lars Kampmann**  
**Nordic Organiser**


#### Minutes verified by

Signed by:  
 *Dan Hindsgaul*  
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**Dan Hindsgaul**  
**Board Chair**

Signed by:  
 *Barbara Kuepper*  
70688D9C050B40B...

**Barbara Kuepper**  
**Voting Member**

Signiert von:  
 *Tina Loeffelbein*  
593D230E01F84BE...

**Tina Loeffelbein**  
**Voting Member**

Signed by:  
 *Virág Kaufer*  
C9C2869D26194C1...

**Virág Kaufer**  
**Chair of the Annual General Meeting**