

Minutes: Greenpeace Nordic Annual General Meeting, 2026-05-30

Copenhagen, Denmark

[Greenpeace Norden Årsstämmoprotokoll 2026]

For: Voting Members
Date: 2025-05-30
Author: Lars Kampmann
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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

Polina Malysheva
Jen Maman
Sini Eräjää
Gesche Jürgens
Krzysztof Cibor
Markus Power
Reka Hunyadi
Márta Vetier
Joakim Bergman
Saskia Richartz
Matthias Schickhofer
Auður Magnúsdóttir

Tina Loeffelbein
Duane Raymond
Christina Koll
Varpu Sairinen

Present by proxy/Närvarande genom fullmakt

Virág Kaufer (BG) proxy to Reka Hunyadi
Barbara Kuepper (DE) proxy to Márta Vetier

Apologies/Icke Närvarande

Sofia Tsenikli, who in April noted that she would like to step down as voting member
Victorine Che Thöner

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), Jussi Nuortimo (FI),
Andreas Großmann-Hensel (DE), Charlotte Baumann (DK)

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

The voting assembly elected voting member Marta Vetier to chair the Annual General Meeting.

[Röstande medlem Marta Vetier 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.
Gesche Jürgens and Jen Maman were elected to verify the minutes.

[Lars Kampmann utses till sekreterare av årsstämman.
Gesche Jürgens och Jen Maman 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), Sune Scheller (Co-Programme Director), Kim Lind (Acting Human Resources Director), Jesper Bigum (Director of Fundraising and Technology) and Nazrene Abdullah (Finance Director) were allowed to be present during the meeting.

[Det beslutades att Sini Harkki (verksamhetschef), Saffron Dixon (nordisk organisatör), Lars Kampmann (nordisk organisatör), Sune Scheller (biträdande programchef), Kim Lind (tf. HR-chef),

Jesper Bigum (chef för insamling och teknologi) och Nazrene Abdullah (ekonomichef) fick närvara vid mötet.]

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

The voting members adopted the agenda without changes.

[Dagordningen fastställs.]

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

Executive Director Sini Harkki first presented a brief summary and highlights of the year that passed and the work of Greenpeace Nordic in 2025. Sini's update followed on from the SMT presentation which took place during the AGM dinner on Friday 29th May 2026, with Sven Malmgren, Sune Scheller, Jesper Bigum and Kim Lind providing updates on the work of their respective departments in 2025.

Secondly the focus shifted towards the ongoing process to stabilise & secure Greenpeace Nordic going forward. Executive Director Sini described the guiding principles of financial stability, strategic fitness & staff wellbeing before answering questions and responding to comments from the Voting membership. Special attention was devoted to the upcoming strands of work which SMT & the Board have set in motion with a strong focus on Ways of Working, a structure fit for purpose & the culture which shapes our identity.

New Trustee Carl-Henrik Monrad-Aas reported back on global governance and on the outcomes from the International AGM in 2025. The main focus was on the SLAPP cases & the resulting changes in the governance structure and an update on the new ship being built. In general there was praise for the new governance structure & understanding of the need to align better with Dutch law.

The voting membership noted and thanked Sini and the SMT for their presentations and praised Greenpeace Nordic for excellent and professional work during 2025.

[De röstande medlemmarna noterade och tackade Sini och SMT för deras presentationer och berömde Greenpeace Nordic för utmärkt och professionellt arbete under 2025.]

9.0 Presentation by the Board Chair of the Annual Report 2025, income statement, balance sheet and auditor's report

Executive Director Sini Harkki & Finance Director Nazrene Abdullah presented the Annual Report 2025 and answered questions of clarification from the Voting Members.

10.0 Decision on acceptance of the Annual Report 2025 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 2025 from the Board of Directors, income statement, balance sheet and the auditor's report of 2025 were unanimously accepted.

[Styrelsens verksamhetsberättelse för 2025 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 13 638 M SEK is to be added to the fund balance.

[Medlemmarna beslutade enhälligt att årets överskott på 13 638 M 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 2026 for the offering price of 354.000 SEK excl VAT.

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 2026 för erbudande priset 354.000 SEK.]

14.0 Presentation of the Board Evaluation + the Board Governance objectives

The GP Nordic Board evaluation report for 2025 reflects the outcomes of the Board external evaluation procedures conducted by Senior Development Manager Yvonne Muyoti and Julie Stehlin Gevrenov DEVO Team Coordinator from January to April 2026. Yvonne Muyoti presented the main findings & took questions from the Voting Members.

Board Chair Dan Hindgaul then presented the 2026 Board objectives. Special attention was placed on the topic of diversity & succession planning of the Board & Voting members and whether or not the bylaws were fit for purpose.

The voting members noted both the presentation of the Board Evaluation and 2026 Governance Objectives, and commended the Board for being transparent and sharing the results.

[De röstande medlemmarna noterade styrelseutvärderingen och styrningsmål för 2026, och återigen lovordade styrelsen för att vara transparent och dela resultaten.]

15.0 Motion from Board of Directors to AGM - bylaw changes

Two motions have come in from the Board of Directors to the AGM, both for bylaw changes. (to better align with GPI current wording and to safeguard us more in relation to our FR permits)

*In the minutes below, **bold and underlined** is a suggested addition, ~~strikethrough~~ is a suggested removal*

1st motion

Current text:

Greenpeace is a network of international environmental organisations, which uses non-violent, creative confrontation to expose global environmental problems, and to force the solutions, which are essential to a green and peaceful future.

The association receives fees, gifts and donations. The association does not accept financial support from companies, governments or other political institutions. The assets of the association may only be used for its own purposes.

Suggested text:

Greenpeace is a network of international environmental organisations, which uses non-violent, creative confrontation to expose global environmental problems, and to ~~force~~ **promote** solutions, which are essential to a green and peaceful future.

The association receives fees, gifts and donations **from the Nordic countries and globally**. The association does not accept financial support from companies, governments or other political institutions. The assets of the association may only be used for **Greenpeace's purposes which aim to advance the Greenpeace mission both in the Nordic countries and within the global network**.

The Voting members approved the changes as a whole, but regarding the removal of the word force there were 2 objections and 1 abstainee with 15 in favour.

2nd motion

Current text:

The power of attorney shall be written in Swedish or English and be verified by two persons, which can be done via email. The power of attorney shall state that the provider of the power of attorney gives the proxy an unlimited right to represent her/him in all matters dealt with at the AGM. Each voting member present at the AGM can hold a maximum of two powers of attorney.

Suggested text:

The power of attorney shall be written in Swedish or English and be verified by two persons, ~~which can be done via email~~. The power of attorney shall state that the provider of the power of attorney gives the proxy an unlimited right to represent her/him in all matters dealt with at the AGM. Each voting member present at the AGM can hold a maximum of two powers of attorney.

The Voting Members approved the change, but noted that the pronouns her/him also needed to be updated. The Board was asked to update the Bylaws to a more gender neutral wording during the upcoming review.

16.0 Update on accounting and MOU with Greenpeace Pohjola

Sini Harkki, ED updated the AGM that due to our auditors have alerted us to a need to change Pohjola accounting to be in better compliance with best practice. We have now found a way - Pohjola income to Norden and Norden covering expenses for Pohjola will be treated as grants This is dealt with an MOU between GP Pohjola and Greenpeace Nordic.

The voting members noted the update on accounting and MOU with Greenpeace Pohjola

17.0 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

As there are no vacancies on the Board of Directors, no new candidates are proposed this year.

[Eftersom det inte finns några vakanser i styrelsen föreslås inga nya kandidater i år.]

See below the full list of Board of Directors for 2026-2027::

[Se nedan en komplett lista över styrelsens medlemmar 2026-2027.]

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 12 voting members not employed by Greenpeace and 8 members employed by Greenpeace.

In the category “employed by Greenpeace”, Polina V. Malysheva, Virág Kaufer and Jen Maman were standing for re-election. Annina Käppi:(GP EU/FI), Flora Hevesi:(GPI) and Riina Kivilahti GPI/FI) were put up for election as new voting membership candidates under the ‘employed by Greenpeace’ category to fill the 5 vacant positions.

The Voting members elected Annina Käppi & Riina Kivilahti to take the vacant seats as new voting members for 3 years and re-elected Polina V. Malysheva, Virág Kaufer and Jen

Maman for the same period.

In the "not employed by Greenpeace group", There were 3 available seats due to Sofia Tsenikli stepping down prematurely & Victorine Che Thönor not being renominated. The Voting members would like to thank them both for all their contributions during the past years. Marta Vetier, Joakim Bergman and Tina Loffelbein all stood for re-election, alongside new candidate: Dan Belusa (DK)

The Voting members re-elected Marta Vetier, Joakim Bergman and Tina Loffelbein for another 3 years.

The Voting members are grateful for the commitment and contributions that Sofia Tsenikli & Victorine Che Thönor have given Greenpeace over the years, and are sorry to see them leave.

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

[Valberedningen bad de röstberättigade medlemmarna att notera att vi för närvarande har en obalans bland medlemmarna, med 12 röstberättigade medlemmar som inte är anställda av Greenpeace och 8 medlemmar som är anställda av Greenpeace.

I kategorin "anställda av Greenpeace" kandiderade Polina V. Malysheva, Virág Kaufer och Jen Maman för omval. Annina Käppi (GP EU/FI), Flora Hevesi (GPI) och Riina Kivilahti (GPI/FI) ställde upp som nya kandidater till röstberättigat medlemskap under kategorin "anställda av Greenpeace" för att fylla de 5 vakanta platserna.

De röstberättigade medlemmarna valde Annina Käppi och Riina Kivilahti till de vakanta platserna som nya röstberättigade medlemmar för en period på 3 år, och omvalde Polina V. Malysheva, Virág Kaufer och Jen Maman för samma period.

I gruppen "inte anställda av Greenpeace" fanns det 3 lediga platser eftersom Sofia Tsenikli avgått i förtid och Victorine Che Thönor inte blivit åternominerad. De röstberättigade medlemmarna vill tacka dem båda för alla deras insatser under de gångna åren. Marta Vetier, Joakim Bergman och Tina Loffelbein kandiderade alla för omval, tillsammans med den nya kandidaten Dan Belusa (DK).

De röstberättigade medlemmarna omvalde Marta Vetier, Joakim Bergman och Tina Loffelbein för ytterligare 3 år.

De röstberättigade medlemmarna är tacksamma för det engagemang och de insatser som Sofia Tsenikli och Victorine Che Thönor har bidragit med till Greenpeace under åren, och tycker det är tråkigt att se dem lämna sina uppdrag.

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 2026-2027:

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

Voting membership	Nationality	Governing period
<u><i>Employed by GP</i></u>		
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
Polina Malysheva	RU (GPI)	Until 2029
Virág Kaufer	HU (GPI)	Until 2029
Jen Maman	ISR/DE/UK (GPI)	Until 2029
Annina Käppi	FI (GP EU)	Until 2029
Riina Kivilahti	FI (GPI)	Until 2029
<u><i>Not employed by GP</i></u>		
Saskia Richartz	DE	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
Márta Vetier	HU	Until 2029
Joakim Bergman	SE	Until 2029
Tina Loeffelbein	DE	Until 2029

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:]

Duane Raymond (Chair)	Voting member	Elected
Christina Koll	Voting member	Elected

Varpu Sairinen
XXXXX
Board*

Voting member
Board member

Elected
Appointed by the

**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 Election Committee was instructed to continue to look for diversity where possible and it was suggested to add 2 additional people to assist the Election Committee with this instead of having a separate Diversity group. Matthias Schickhofer volunteered as one.

The following persons are appointed as buddies for new members:
[Följande personer utses till kompisar för nya medlemmar:]

Markus Power to buddy Riina Kivilahti
Sini Eräjää to buddy Annina Käppi

It was further noted that the Voting members would like to be included in the upcoming bylaws review and work with the board/SMT on the matter. As a first step Varpu Sairinen and Gesche Jürgens will formulate a motion to restrict the terms of the Voting members to be considered at next years AGM

New Election Committee Chair Duane Raymond thanked the old committee for all its hard work.

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 but also challenging year with good results, and equally to the ED, SMT and the staff of Greenpeace Nordic for their great daily work.

The Chair closed the meeting.

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

Minutes written by

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Lars Kampmann
Nordic Organiser

Minutes verified by

Signed by:

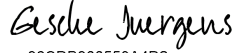
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Dan Hindsgaul
Board Chair

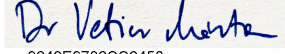
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Jen Maman
Voting Member

Signiert von:

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Gesche Jürgens
Voting Member

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Márta Vetier
Chair of the Annual General Meeting

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Greenpeace Nordic

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Jen Maman

jen.maman@greenpeace.org

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Gesche Juergens

gesche.juergens@greenpeace.org

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Gesche Juergens
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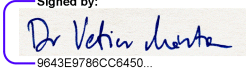
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