

PROPOSAL BY THE BOARD OF DIRECTORS FOR
AUTHORIZING THE BOARD OF DIRECTORS TO
DECIDE ON THE TRANSFER OF THE COMPANY'S
OWN SHARES

The Board of Directors proposes to the Annual General Meeting that the Board of Directors be authorized to decide on the transfer of the Company's own shares as follows.

The authorization is limited to a maximum of 7,500,000 shares, which corresponds to approximately 9.5 per cent of all the shares in the Company.

The Board of Directors shall decide on all the conditions of the transfer of own shares. The transfer of shares may be carried out in deviation from the shareholders' pre-emptive rights (directed issuance). The Board of Directors can also use this authorization to grant special rights concerning the Company's own shares, referred to in Chapter 10 of the Finnish Companies Act. The authorization can also be used to transfer shares for incentive arrangements, however, not with respect to more than 1,350,000 shares in total together with the authorization in item 19.

This authorization is effective until the closing of the next Annual General Meeting, but no longer than until 27 September 2025. However, the authorization for incentive arrangements is effective until 27 March 2029. This authorization revokes the authorization for incentive arrangements given by the Annual General Meeting 2023.