

PROPOSAL BY THE BOARD OF DIRECTORS FOR THE RESOLUTION ON THE USE OF THE PROFIT SHOWN ON THE BALANCE SHEET AND THE DISTRIBUTION OF DIVIDEND

According to the Company's balance sheet of 31 December 2024, the parent Company's non-restricted equity is EUR1,047,075,358.95 of which the net income for the year is EUR 200,085,532.18.

The Group's non-restricted equity is EUR1,792,124,000.

According to the Finnish Companies Act, the distributable funds of the Company are calculated based on the parent company's non-restricted equity. For the purpose of determining the amount of the dividend the Board of Directors has assessed the liquidity of the parent company and the economic circumstances subsequent to the end of the financial year.

Based on such assessments the Board of Directors proposes to the Annual General Meeting that a dividend of EUR 1.65 per share be distributed from the distributable assets of the parent company. The dividend shall be paid to shareholders who on the record date of the dividend payment on 31 March 2025 are registered as shareholders in the Company's shareholders' register maintained by Euroclear Finland Oy. The dividend shall be paid on 8 April 2025.