

PROPOSAL BY THE BOARD OF DIRECTORS FOR
AUTHORIZING THE BOARD OF DIRECTORS TO DECIDE
ON THE ISSUANCE OF SHARES AS WELL AS ON THE
ISSUANCE OF SPECIAL RIGHTS ENTITLING TO SHARES

The Board of Directors proposes to the Annual General Meeting that the Board of Directors be authorized to decide on the issuance of shares as well as the issuance of special rights entitling to shares referred to in Chapter 10 Section 1 of the Finnish Companies Act as follows.

The number of shares to be issued based on this authorization shall not exceed 7,500,000 shares, which corresponds to approximately 9.5 per cent of all of the shares in the Company as at the date of the notice to the Annual General Meeting.

The Board of Directors shall decide on all the conditions of the issuance of shares and of special rights entitling to shares. The issuance of shares and of special rights entitling to shares may be carried out in deviation from the shareholders' pre-emptive rights (directed issuance). The authorization can also be used to issue shares or special rights for incentive arrangements, however, not more than 1,350,000 shares in total together with the authorization in item 24 of the notice to the Annual General Meeting.

The authorization is effective until the closing of the next Annual General Meeting, but no longer than until 27 September 2026. However, the authorization for incentive arrangements is effective until 27 March 2030. This authorization revokes the authorization for incentive arrangements given by the Annual General Meeting 2024.