

**PROPOSAL BY THE BOARD OF DIRECTORS FOR
AUTHORIZING THE BOARD OF DIRECTORS TO
DECIDE ON DONATIONS**

The Board of Directors proposes that the Annual General Meeting authorize the Board of Directors to decide on granting donations of up to a total amount of EUR 400,000 in one or more instalments for purposes of general interest or similar purposes, and to decide on the recipients, more specific uses, as well as the amount of each donation and other terms of the donations.

In addition, the Board of Directors proposes that the Annual General Meeting authorize the Board of Directors to decide on granting donations of up to a total amount of EUR 400,000 in one or more instalments for occasional emergency aid or similar purposes as needed, and to decide on the recipients, more specific uses, as well as the amount of each donation and other terms of the donations.

The authorizations are valid until the closing of the next Annual General Meeting.