

**PROPOSAL BY THE BOARD OF DIRECTORS FOR  
AUTHORIZING THE BOARD OF DIRECTORS TO DECIDE  
ON THE REPURCHASE AND/OR ON THE ACCEPTANCE  
AS PLEDGE 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 repurchase of the Company's own shares and/or on the acceptance as pledge of the Company's own shares as follows.

The number of own shares to be repurchased and/or accepted as pledge based on this authorization shall not exceed 7,500,000 shares in total, which corresponds to approximately 9.5 per cent of all of the shares in the Company as at the date of this notice to the Annual General Meeting. However, if the Annual General Meeting decides on a share issue without payment (share split) in accordance with the proposal of the Board of Directors presented above in item 14, the number of own shares to be repurchased and/or accepted as pledge based on this authorization shall instead not exceed 22,500,000 shares in total, which corresponds to approximately 9.5 per cent of all of the shares in the Company after the new shares to be issued in the share issue without payment pursuant to item 14 above have been registered.

The Company together with its subsidiaries cannot at any moment own and/or hold as pledge more than 10 per cent of all the shares in the Company. Only the unrestricted equity of the Company can be used to repurchase own shares on the basis of the authorization.

Own shares can be repurchased at a price formed in public trading on the date of the repurchase or otherwise at a price formed on the market.

The Board of Directors shall decide how own shares will be repurchased and/or accepted as pledge. Own shares can be repurchased using, inter alia, derivatives. Own shares can be repurchased otherwise than in proportion to the shareholdings of the shareholders (directed repurchase).

Own shares can be repurchased and/or accepted as pledge to limit the dilutive effects of issuances of shares carried out in connection with possible acquisitions, to develop the Company's capital structure, to be transferred for financing or realization of possible acquisitions, investments or other arrangements belonging to the Company's business, to pay remuneration to the members of the Board of Directors, to be used in incentive arrangements or to be cancelled, provided that the repurchase and/or acceptance as pledge is in the interest of the Company and its shareholders.

The authorization is effective until the closing of the next Annual General Meeting, but no longer than until 26 September 2027.