

**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 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 authorization is instead limited to a maximum of 22,500,000 shares, 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 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 more than 1,350,000 shares in total together with the authorization in item 16 or, 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, not more than 4,050,000 shares in total together with the authorization in item 16.

This authorization is effective until the closing of the next Annual General Meeting, but no longer than until 26 September 2027. However, the authorization for incentive arrangements is effective until 26 March 2031. This authorization revokes the authorization for incentive arrangements given by the Annual General Meeting 2025.