

Use of profit shown on the balance sheet and authorization of the Board of Directors to decide on the distribution of dividend and assets from the reserve for invested unrestricted equity

The distributable funds on the balance sheet of the Company as at 31 December 2025 were EUR 16 964 million, of which the profit for the financial year 2025 was EUR 1 538 million.

The Board of Directors proposes to the Annual General Meeting that based on the balance sheet to be adopted for the financial year ended on 31 December 2025, no dividend is distributed by a resolution of the Annual General Meeting. Instead, the Board of Directors proposes to be authorized to resolve in its discretion on the distribution of an aggregate maximum of EUR 0.14 per share as dividend from the retained earnings and/or as assets from the reserve for invested unrestricted equity.

Based on the total number of shares in the Company on the date of this proposal, the authorization would equal to an approximate maximum of EUR 804 million. The proposed total authorization for asset distribution is in line with the Company's dividend policy.

The authorization would be used to distribute dividend and/or assets from the reserve for invested unrestricted equity in four installments during the period of validity of the authorization unless the Board of Directors decides otherwise for a justified reason. The authorization would be valid until the opening of the next Annual General Meeting.

The Board would adopt separate resolutions on the amount and timing of each distribution of the dividend and/or assets from the reserve for invested unrestricted equity with the preliminary record and payment dates set out below. The Company shall make a separate announcement of each such Board resolution and, in connection therewith, confirm the record and payment date for such distribution.

Preliminary record dates	Preliminary payment dates
28 April 2026	7 May 2026
28 July 2026	6 August 2026
27 October 2026	5 November 2026
2 February 2027	9 February 2027

Each distribution based on the resolution of the Board of Directors will be paid to a shareholder registered in the Company's shareholders' register maintained by Euroclear Finland Oy on the record date of the payment.

29 January 2026
Board of Directors