

Shareholder's proposal to the Annual General Meeting on combination of share classes and thereto related directed issuance of shares without payment as well as amendment of the Articles of Association

As announced by the Company on 7 February 2025, the Board of Directors of the Company has on 7 February 2025 received from shareholder Mariatorp Oy (the "**Shareholder**") a demand in accordance with Chapter 5 Section 5 of the Companies Act to have the combination of share classes and directed issuance of shares without payment dealt with by the Annual General Meeting. As announced by the Company on 3 March 2025, the Board of Directors of the Company recommends that the shareholder's proposal be accepted at the Annual General Meeting.

According to Article 11 of the Company's Articles of Association, at the General Meetings, each class A share carries twenty (20) votes and each class B share one (1) vote. The Shareholder, representing approximately 14.67 per cent of the total shares in the Company and approximately 13.43 per cent of the total votes in the Company as per 28 February 2025, proposes to the Annual General Meeting that the share classes of the Company be combined in a manner that upon completion of all measures related to the combination of the share classes, the Company will have one single share class only, which will be subject to public trading, and whose shares will carry one (1) vote each and have equal rights. The combination of the share classes involves a directed issue of shares without payment to the holders of class A shares and a partial amendment of the Articles of Association as described below.

The following detailed proposals of the Shareholder in this agenda item 18 form an entirety that requires the adoption of all its individual items by a single decision.

The Shareholder proposes to the Annual General Meeting the following measures in order to combine the share classes:

The combination of the share classes

The Shareholder proposes to the Annual General Meeting that the Company's share classes be combined without increasing the share capital by amending the provisions concerning different share classes in the Articles of Association as specified below, whereupon each class A share will be converted into a share corresponding to the current class B share. After the combination of the share classes, the Company will have one single share class only, which will be subject to public trading, and whose shares will carry one (1) vote each and have equal rights. The combination of share classes, the amendment to the Articles of Association described below, and the directed share issue without payment described below will be registered in the Finnish Trade Register on or about 4 April 2025. The combination of share classes does not require any actions from shareholders.

Directed issue of shares without payment

The Shareholder proposes that, in relation to the combination of the share classes described above, a share issue without payment and without increasing the share capital be directed to the holders of class A shares in such a way that, in deviation from the pre-emptive subscription right of the shareholders, each fourteen (14) class A shares held in the same book-entry account entitle their holder, without payment, to one (1) new share belonging, after the amendment of the Articles of Association, to the Company's single share class. Based on the combination of the share classes and the directed share issue without payment the ownership of each fourteen (14) class A shares converts to an ownership of fifteen (15) ordinary shares in the Company (the "**Exchange Ratio**").

Each holder of the class A shares who owns class A shares on the record date 4 April 2025 in the book-entry system has the right to receive new shares.

The new shares will be distributed among holders of class A shares in proportion to their shareholding and recorded directly to the relevant book-entry account on the basis of account entries on the record date and in accordance with the rules and practices of the book-entry system. The book-entry account registrations concerning the combination of share classes and the new shares are estimated to be registered on or about 7

April 2025, and trading in the Company's only share class and the new shares is expected to commence on or about 7 April 2025, or as soon as possible thereafter.

To the extent the number of class A shares held by a holder of class A shares in the same book-entry account is not divisible by fourteen (14), the shares formed based on the remainders will be given to be sold by a bank assigned by the Company for the account of such holders of class A shares whose number of class A shares was not divisible by fourteen (14), as specified in more detail by the Company's Board of Directors and in accordance with the agreement to be made between the Company and the bank assigned by the Company's Board of Directors. The share issue without payment will not require any actions by shareholders.

The maximum number of shares to be issued in the directed share issue without payment is 3,839,165 shares. The number of shares to be issued is based on the above Exchange Ratio. If the total number of shares to be issued in the share issue without payment based on the Exchange Ratio would be a fraction, the total number will be rounded down to the nearest full share.

The new shares will carry full shareholder rights as of registration. For the sake of clarity, it should be noted that the new shares do not entitle their holder to any possible dividend to be decided by the Annual General Meeting on 2 April 2025.

The Company's Board of Directors is authorised to resolve on other terms and practical aspects of the directed share issue without payment.

As announced by the Company on 3 March 2025, the Board of Directors of the Company has received a fairness opinion from Danske Bank A/S, Finland Branch regarding the proposed combination of share classes. According to the opinion, as of the date of the opinion, the proposal regarding the combination of the share classes is financially fair to the holders of the Company's class A shares and class B shares.

The purpose of the share issue is to compensate the holders of class A shares for the loss of voting rights resulting from the combination of the share classes. According to the Shareholder behind the proposal, the combination of the share classes could improve the liquidity of the Company's shares and increase their market value, clarify the Company's ownership and voting structure and the transparency thereof, and thereby increase interest in the Company as an investment. The combination of the share classes could also improve the Company's possibilities to raise equity financing through share issues and possibilities to participate in sector consolidations. The share issue would therefore be in the best interest of the Company and all of its shareholders and would have a particularly weighty financial reason as required by the Companies Act.

Amendments to the Company's Articles of Association

The Shareholder proposes that, due to the combination of the share classes, the Annual General Meeting resolve to amend the provisions in the Articles of Association of the Company concerning different share classes.

After the amendment, Article 3 of the Company's Articles of Association would read as follows:

"The shares do not have a nominal value. All shares in the company are of the same class of shares. The company has a maximum of 1,500,000,000 shares."

After the amendment, Article 11, Sections 1 and 2 of the Company's Articles of Association would read as follows:

"To be able to participate in a General Meeting, a shareholder must notify the company of his/her intention to participate in the General Meeting no later than on the last day for registration mentioned in the Notice of Meeting which can be, at the earliest, ten days before the General Meeting."

Since the shares of the company have become part of the Book Entry System of Securities, the statements of the Companies Act concerning the right to participate in such a company's General Meeting must also be taken into consideration."

No amendments are proposed to Article 11, Section 3 of the Company's Articles of Association. The Section reads as follows:

"A shareholder may not cast more than 1/20 of the total number of votes of the different-class shares represented at the General Meeting. Amending of this Article 11, Section 3, calls for a resolution that is supported by at least 4/5 of the votes cast at the Meeting and shares represented at it."