



UPM-Kymmene Corporation

PROPOSAL TO THE ANNUAL GENERAL MEETING

**ADOPTION OF THE REMUNERATION REPORT**

(Agenda item 10)

The Board proposes to the Annual General Meeting of UPM-Kymmene Corporation to be held on 27 March 2025 that the Annual General Meeting adopts the Remuneration Report for the financial period 2024.

Helsinki, 5 February 2025

UPM-Kymmene Corporation

BOARD OF DIRECTORS