

Proposal by the Board of Directors of Oriola Corporation to the Annual General Meeting 2023 concerning adaption of the amended Remuneration Policy for governing bodies

The Board of Directors proposes that the Annual General Meeting decides to approve, through an advisory resolution, the Company's amended Remuneration Policy for the governing bodies.

The Board of Directors proposes amendments to the Company's Remuneration Policy for governing bodies, which the Annual General Meeting of the Company held on 17 March 2020 decided to approve. The Remuneration Policy is proposed to be amended so that revisions compared to the Remuneration Policy adopted in 2020 include that the President & CEO may be granted an additional pension benefit. In addition, following the Board of Directors' decision in 2022 to terminate the company's Share savings plan, the President & CEO is no longer required to take part in the Share savings plan as a condition to participate in the long-term incentive plan.

The amended Remuneration Policy will be published by a stock exchange release and will be available on the company's website at www.oriola.com as of 27 February 2023.

Espoo, 16 February 2023

Oriola Corporation

Board of Directors