



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 4 April 2024 that the Annual General Meeting adopts the Remuneration Report for the year 2023.

Helsinki, 1 February 2024

UPM-Kymmene Corporation

BOARD OF DIRECTORS