



UPM-Kymmene Corporation

PROPOSAL TO THE ANNUAL GENERAL MEETING

ADOPTION OF THE REMUNERATION REPORT

(Agenda item 10)

The Board of Directors proposes to the Annual General Meeting of UPM-Kymmene Corporation to be held on 29 March 2022 that the Annual General Meeting adopts the Remuneration Report for the year 2021.

Helsinki, 27 January 2022

UPM-Kymmene Corporation

BOARD OF DIRECTORS