

Proposed Agenda

1. Opening of the Annual General Meeting (AGM)
2. Election of the Chairman of the Meeting
3. Preparation and approval of the voting list
4. Approval of the agenda
5. Election of two persons to verify the minutes together with the Chairman
6. Determination whether the Meeting has been duly convened
7. Presentation of the annual and sustainability report and auditor's report as well as the consolidated financial statements and auditor's report for the Group (including the auditor's statement regarding the guidelines for remuneration to senior executives in effect since the previous AGM) and the assurance report in respect of the Group sustainability statement
8. Report on the work of the Board of Directors, its Remuneration Committee and its Audit Committee
9. The President's address
10. Report on the audit work during 2025
11. Resolutions on adoption of the income statement and balance sheet as well as the consolidated income statement and consolidated balance sheet
12. Resolution on appropriation of the company's profit in accordance with the adopted balance sheet and determination of the record date for the dividend
13. Resolution on discharge from liability of the members of the Board of Directors and the President
14. Resolution on the number of Board members and auditors to be appointed by the AGM
15. Resolution on fees for the Board of Directors
16. Election of the Members and Chairman of the Board of Directors
17. Resolution on fees for the auditor
18. Election of auditor
19. Resolution on approval of remuneration report
20. Resolution on the implementation of a long-term share savings programme 2026/2029 (LTIP 2026/2029)
 - a. Implementation of the Programme
 - b. Hedging arrangements in respect of the Programme
 - i. Decisions on acquisitions and transfers of treasury shares
 - ii. Equity swap agreement with a third party
21. Resolution regarding guidelines for remuneration to senior executives
22. Closing of the AGM