

CHARTER FOR A STAKEHOLDER ADVISORY PANEL

1. Purpose

The Stakeholder Advisory Panel (“Panel”) is an advisory body set by the Board of Directors with the aim to promote and enhance cooperation with the stakeholders that are important to the Company.

The Panel is not an official governing body of the administration and organization of the Company, and the members of the Panel do not belong to the insider circle of the Company within the meaning of the Finnish Securities Market Act.

2. Composition and term of office

The members of the Panel, including the Chair and the Vice Chair, are invited annually by the Board of Directors at the Board meeting held after the AGM day.

The Panel may consist of 8 to 12 members representing the Company’s most important stakeholders offering specialist knowledge in social decision-making and in the operating environment and line of business of the Company.

The Company may invite representatives of its employees and employee organizations to sit on the Panel or attend its meetings.

The term of office of the members of the Panel shall commence each year as from the end of a Board meeting held in spring after the AGM and expire at the end of such Board meeting held next year.

3. Duties

The Panel may provide advise in, and discuss with the Board of Directors and the Management, matters related to the Company’s activities and development.

The Board of Directors may, at its discretion, also submit specific issues or material changes facing the Company and its operating environment to the Panel for general discussion.

4. Working methods and remuneration

The Panel shall be convened regularly twice a year by the Chair of the Board of Directors. The Chair of the Board of Directors can also convene the Panel for extra meetings if deemed necessary.

The members of the Panel shall sign a confidentiality agreement covering any confidential information received from the Company.

As the membership represents a position of trust, members of the Panel will not be paid monthly or yearly remuneration but a reasonable attendance allowance of each meeting attended. In addition, travelling costs will be reimbursed in accordance with the Company's travelling policy.