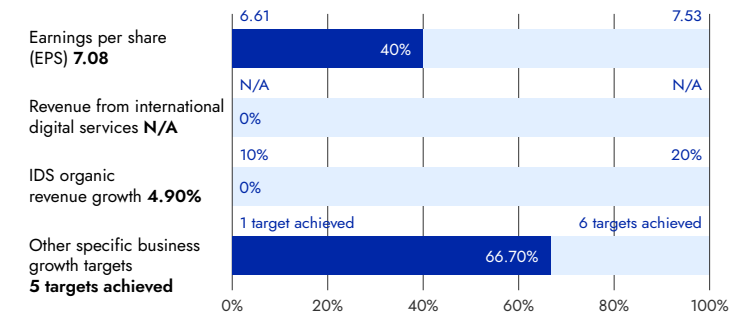




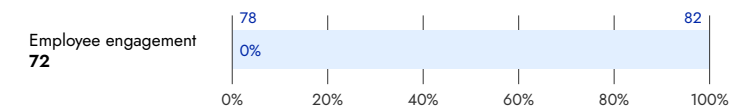
## Performance-based incentive scheme 2021–2025

2023–2025*						
Targets	Weighting	Threshold	Maximum 100%	Achievement	Performance outcome (% of maximum)	Result
<b>Financial targets</b>	<b>90%</b>					
Earnings per share (EPS)	60%	6.61	7.53	7.08	40%	24%
Revenue from international digital services	10%	N/A**	N/A**	N/A**	0%	0%
IDS organic revenue growth	10%	10%	20%	4.9%	0%	0%
Other specific business growth and climate targets decided annually (e.g. active users of selected services, sales of selected services)**	10%	1 target achieved	6 targets achieved	5 targets achieved	66.7%	6.67%
<b>Non-financial target</b>	<b>10%</b>					
Employee engagement (ESG target)	10%	78	82	72	0%	0%

## Financial targets 2023–2025



## Non-Financial targets 2023–2025



Financial year in which reward is paid	Maximum number of shares	Total target realisation (%)	Dividend adjustment (%) ***	Amount paid as shares	Date of share transfer	Transfer price, EUR	Total value of performance-based incentive, EUR****
<b>2026</b>	3,585	30.667%	17.89%	615	4 February 2026	40.3729	52,714

\*Compensation for former CEO Veli-Matti Mattila includes participation in performance-based incentive schemes covering the earnings periods 2023–2025 and 2024–2026. For the 2023–2025 period maximum number of shares that may be awarded is 14,945, amount paid as shares is 2,566 and total value of performance-based incentive EUR 219,693 (including shares, monetary portion and transfer tax).

\*\*Commercially sensitive information, the disclosure of which may be detrimental to the company. Annual set of targets with different weights.

\*\*\*The amount paid is adjusted to take into account dividends that are paid during the earning period.

\*\*\*\*Including shares, monetary portion and transfer tax.