

## ITEM 13 ON THE AGENDA OF THE GENERAL MEETING

### PROPOSAL BY CERTAIN SHAREHOLDERS REGARDING THE REMUNERATION OF THE AUDITOR

Shareholders representing approximately 27.3 per cent of the shares in the company propose that the remuneration to the auditor to be elected be paid against the auditor's reasonable invoice.

Varma Mutual Pension Insurance Company  
Ilmarinen Mutual Pension Insurance Company  
City of Oulu  
City of Tampere