

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 30 March 2021 that the general meeting adopts the Remuneration Report for the year 2020.

Helsinki, 28 January 2021

UPM-Kymmene Corporation

BOARD OF DIRECTORS