

Unofficial translation from Finnish

SHAREHOLDER'S REQUEST TO HAVE A MATTER FALLING WITHIN THE COMPETENCE OF FINNAIR PLC'S GENERAL MEETING TO BE DEALT WITH BY THE ANNUAL GENERAL MEETING 2025

We make the following proposal to Finnair Plc's Annual General Meeting 2025 regarding the remuneration and other financial benefits of the members of Finnair Plc's Board of Directors and its committees:

The annual remuneration for the Chair of the Board in 2025 is 68,317.56 euros, the Vice Chair's annual remuneration is 36,168.12 euros, and the Board member's remuneration is 33,489.00 euros. The remuneration for the Chair of the Board, Vice Chair, and Board members is restored to the 2019 level, preceding the double crisis that affected the airline – the coronavirus pandemic and Russia's war of aggression – however, taking into account an increase of 11.63% in line with the general guideline negotiated by key export unions (2020-2025*).

Fixed remuneration for committee work is increased for the Chair of the Audit Committee and the People and Remuneration Committee. The Chair will be paid 6,697.80 euros per year, and the members of these committees will be paid 6,697.80 euros per year. Corresponding remuneration will also be paid to the Chair and members of any other permanent committee that the Board may establish.

Meeting compensations are increased. For participation in Board or committee meetings, Board and committee members will be paid a meeting compensation of 893.04 euros per meeting if the meeting is held in the Board member's home country. For other meetings, a meeting compensation of 3,572.16 euros per meeting will be paid. For remote and telephone meetings, 893.04 euros per meeting will be paid.

In addition, Board members will be reimbursed for reasonable travel expenses in accordance with Finnair's expense policy. Board members and their registered travel companions have a limited right to flight ticket benefits, deviating from Finnair's staff ticket guidelines, in accordance with the current instructions concerning personnel.

** At the time of submitting this proposal, the negotiation result of the key export unions for 2025 is not yet known. An assumption of a 4.00% cost-effective increase has been used. Any differences between the solutions of key export unions and the remuneration of Finnair Plc's Board of Directors and its committee members will be aimed to be balanced in the future with a long-term program.*

In Helsinki on the 7th of February 2025.