

25<sup>th</sup> February 2022

Dear Valued Customer,

We are contacting you again with latest information regarding the strike at UPM mills in Finland.

The Paperworkers' Union has now issued yet a new strike warning that would extend the strike at UPM mills by 3 weeks until 2nd April, unless new agreements are reached before that.

UPM's businesses have continued negotiations with the Paperworkers' Union under the guidance of a National Conciliator. Five UPM businesses have submitted their negotiation objectives to the Paper Union and the Conciliator.

The strikes have been going on for eight weeks. UPM's businesses want the process to be conducted swiftly and with a spirit of compromise to find solutions that satisfy all parties and get the mills up and running. Businesses will make every effort to promote an open dialogue between the parties.

While we had prepared buffers and are constantly working on securing further supply from alternative sources, the extending strike is impacting our supply capability.

We will remain in close contact with you and inform you timely on any potential changes affecting your deliveries. We regret this situation and apologize for the inconvenience this causes.

Thank you for your continued loyalty and support.

Yours sincerely,



Mauri Suomela  
SVP, EMEA Region