

RUUKKI GROUP PLC

ANNUAL GENERAL MEETING ON 21 APRIL 2010

SHAREHOLDERS' PROPOSAL TO THE ANNUAL GENERAL MEETING ON THE REMUNATION OF THE MEMBERS OF THE BOARD OF DIRECTORS

Shareholders that hold together over 50% of the shares and the votes of the company have announced that they will propose in the Annual General Meeting that the Chairman would be paid EUR 8,500 per month and the Senior Non-Executive Board Members (Senior NED) EUR 6,500 per month and other Non-Executive Board Members (NED) EUR 5,000 per month.

In addition, according to the proposal, those members of the Board that are members of the Audit Committee shall be paid for their work at the Audit Committee as follows: the chairman of the Audit Committee EUR 1,000 per Audit Committee's meeting and the other members EUR 500 per Audit Committee's meeting. For any other committees, the chairman shall be paid EUR 600 per committee meeting and the other members shall be paid EUR 300 per committee meeting.

Further, the shareholders that hold together over 50% of the shares and votes of the company have separately announced that they will propose in the Annual General Meeting that in addition to the monetary remuneration, free shares will be issued to the Members of the Board as a part of their remuneration package, in accordance with the proposal set out in item 19 of the Agenda.

Espoo on 31 March 2010

RUUKKI GROUP PLC

BOARD OF DIRECTORS

This document is based on a translation into English of a document written in Finnish. In case of any discrepancies, inconsistencies or inaccuracies, the Finnish version shall prevail.