

RUUKKI GROUP PLC

ANNUAL GENERAL MEETING ON 10 MAY 2012

THE PROPOSAL OF SHAREHOLDERS TO THE ANNUAL GENERAL MEETING FOR THE REMUNERATION OF THE MEMBERS OF THE BOARD OF DIRECTORS

Shareholders that hold together over 50% of the shares and votes in the Company propose the following remuneration for the Board of Directors in the Annual General Meeting. The Chairman of the Board would be paid EUR 12,500 per month, the Deputy Chairman EUR 11,000 per month and other Board Members EUR 10,000 per month.

In addition those members of the Board that are also members of Board Committees shall be paid as follows:

The Audit Committee: The Chairman of the Audit Committee EUR 2,500 per month and members EUR 1,000 per month.

Other Committees: EUR 750 per month per Committee.

Those members of the Board of Directors that are executives of the company are not entitled to receive any remuneration for the Board membership.

Helsinki on 9 May 2012

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.