



IMPORTANT NOTICE

September 29, 2025

To: Holders of Orion

Re: Cash Dividend - **Approximate Rate**

Security Name: Orion

Country of Incorporation: FINLAND

CUSIP: 68628Y104

Ratio (Local Shares:DRs): 1:2

	<u>Local Shares</u>	<u>DRs</u>
Record Date:	Oct 16, 2025	Oct 16, 2025
Payable Date:	Oct 23, 2025	Nov 07, 2025
Approximate Exchange Rate:	1.17	
Interim Dividend: Taxable	<u>EUR0.82</u>	
Gross Dividend Total:	EUR0.82	USD0.4797
Dividend Fee:		USD0.07
Withholding Rate: 35.00%		<u>USD0.167895</u>
Net Dividend Rate:		<u>USD0.241805</u>
Other applicable Tax Withholding Rates:Net Rates:		35.00% :0.241805 / 50.00% :0.16985

Should you have any questions regarding this matter, please contact us at
Toll Free 1-888-BNY-ADRS(1-888-269-2377) or International Callers 1-201-680-6825.

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