



IMPORTANT NOTICE

September 30, 2025

To: Holders of Hiab OYJ

Re: Cash Dividend - **Approximate Rate**

Security Name: Hiab OYJ

Country of Incorporation: FINLAND

CUSIP: 14179X103

Ratio (Local Shares:DRs): 1:2

	<u>Local Shares</u>	<u>DRs</u>
Record Date:	Oct 02, 2025	Oct 10, 2025
Payable Date:	Oct 09, 2025	Oct 24, 2025
Approximate Exchange Rate:	1.1756	
Interim Dividend: Taxable	<u>EUR1.57</u>	
Gross Dividend Total:	<u>EUR1.57</u>	USD0.922846
Dividend Fee:		USD0.07
Withholding Rate: 35.00%		<u>USD0.322997</u>
Net Dividend Rate:		<u>USD0.529849</u>
Other applicable Tax Withholding Rates:Net Rates:		35.00% :0.529849 / 50.00% :0.391423

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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