

Resolution on the remuneration of the members of the Board of Directors

The Shareholders' Nomination Committee proposes that the fees to be paid to the members of the Board of Directors remain unchanged from 2009 and are as follows: for the chairman, EUR 66,000 per year; for the deputy chairman, EUR 49,200 per year; and for each member, EUR 35,400 per year. In addition, a fee of EUR 600 for each meeting of the Board of Directors and its committees is proposed. For Board members living outside Finland in Europe, the fee for each meeting is proposed to be doubled and for Board members living elsewhere outside Finland, the fee for each meeting is proposed to be tripled. Travel expenses of the members of the Board of Directors shall be compensated for in accordance with the company's travel policy.

Resolution on the number of members of the Board of Directors

The Shareholders' Nomination Committee proposes that the Board of Directors shall consist of seven (7) members.

Election of the chairman, deputy chairman and members of the Board of Directors

The Shareholders' Nomination Committee proposes that chairman Matti Lehti, deputy chairman Sari Baldauf and members Esko Aho, Ilona Ervasti-Vaintola, Birgitta Johansson-Hedberg and Christian Ramm-Schmidt be re-elected and that Joshua Larson be elected as a new member of the Board of Directors.