

## **Proposal by the State of Finland to appoint a Nomination Board**

The State of Finland proposes that the general meeting resolve to appoint a Nomination Board to prepare proposals concerning Board members and their remuneration for the following annual general meeting. The Nomination Board will consist of the representatives of the three main shareholders and, in addition, as expert member the chairman of the Board of Directors. The three shareholders whose shares represent the largest number of the votes of all shares in the company on the 1st day of November preceding the annual general meeting will have the right to appoint the members representing the shareholders. Should a shareholder not wish to use its right to nominate, this right will be passed on to the next biggest shareholder. The largest shareholders will be determined on the basis of the ownership information registered in the book-entry system. In case an owner is required under the Securities Markets Act to report certain changes in ownership (when flagging by shareholder is required), for example when the ownership is distributed among various funds, the ownership will be counted as one holding if the owner so requests by the Board of Directors in writing no later than on 29 October 2012.

The Nomination Board will be convened by the chairman of the Board of Directors, and the Nomination Board will choose a chairman from among its own members.

The Nomination Board shall give its proposal to the Board of Directors of the company at the latest by the 1st day of February preceding the annual general meeting.