

4 March 2010

## **PROPOSALS OF THE BOARD OF DIRECTORS TO THE ANNUAL GENERAL MEETING**

### **Dividend and payment of profit**

The Board of Directors proposes to the annual general meeting that in accordance with article 5 of the articles of association, 2,022.29 euros per share be paid as dividend, totalling 6,724,119.67 euros, and that 986,578.59 euros be left in unrestricted shareholders' equity.

The annual dividend is paid to the bank account specified by a shareholder on the third banking day following the general meeting.

### **Election and fee of auditor**

The Board of Directors proposes that PricewaterhouseCoopers Oy, an auditing organisation accepted by the Central Chamber of Commerce, continue as the auditor.

The Board of Directors proposes that a fee based on a reasonable invoice be paid to the auditor.

### **Fees of the members of the Board of Directors**

The annual general meeting decides on the fees of the members of the Board of Directors. In 2009, the fee paid to the Chairman of the Board was 1,350 euros per month, to the Deputy Chairmen 1,000 euros per month, to the members 700 euros per month, and to the deputy members 450 euros per month. Moreover, a fee of 500 euros per meeting was paid to the members of the audit committee and remuneration committee as attendance allowance.

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