

4.2.2009

PROPOSAL BY THE BOARD OF DIRECTORS TO AUTHORIZE THE BOARD OF DIRECTORS TO DECIDE ON THE ISSUANCE OF SHARES AS WELL AS THE ISSUANCE OF OPTIONS AND OTHER SPECIAL RIGHTS ENTITLING TO SHARES

The Board of Directors proposes to the General Meeting that the Board of Directors be authorized to decide on the issuance of shares as well as the issuance of options and other special rights entitling to shares referred to in chapter 10 section 1 of the Finnish Companies Act as follows:

The amount of shares to be issued based on this authorization shall not exceed 18,000,000 shares, which corresponds to approximately 29.2 % of all of the shares in the Company.

The Board of Directors decides on all the conditions of the issuance of shares and of special rights entitling to shares. The authorization does not concern decisions regarding stock option programs for the personnel but it can be used to create other share-based incentive programs. The authorization concerns both the issuance of new shares as well as the transfer of treasury shares. The issuance of shares and of special rights entitling to shares may be carried out in deviation from the shareholders' pre-emptive rights (directed issue).

The authorization cancels the authorization given by the General Meeting on 13 March 2008 to decide on the transfer of treasury shares, the issuance of shares as well as the issuance of options and other special rights entitling to shares.

The authorization is effective until the end of the next Annual General Meeting, however no longer than until 11 September 2010.

In Hyvinkää, 4 February 2009

Board of Directors