

**PROPOSAL BY THE BOARD OF DIRECTORS FOR PAYMENT OF DIVIDEND**

According to the Company's balance sheet of 31 December 2015, the parent Company's non-restricted equity is EUR 276,744,547.45 of which the net income for the year is EUR 164,816,834.32.

The Group's non-restricted equity is EUR 395,615,000.

According to the Finnish Companies Act, the distributable funds of the Company are calculated based on the parent Company's non-restricted equity. For the purpose of determining the amount of the dividend the Board of Directors has assessed the solvency of the parent Company and the economic circumstances subsequent to the financial year-end.

Based on such assessments the Board of Directors proposes to the Annual General Meeting that a dividend of EUR 1.05 will be paid on each share and that the remaining non-restricted equity is retained in shareholders' equity.

Dividend will be paid to shareholders who on the record date of the dividend payment 29 March 2016 are registered as shareholders in the Company's shareholders' register maintained by Euroclear Finland Ltd. The dividend shall be paid on 6 April 2016.

Hyvinkää, 3 February 2016

Board of Directors