

**PROPOSALS FOR DECISION TO THE ANNUAL GENERAL MEETING ON 4 APRIL 2008****PROPOSAL BY THE BOARD OF DIRECTORS FOR APPROPRIATION AND DISTRIBUTION OF PROFIT**

The Board of Directors proposes that a dividend of EUR 0.16 per share totalling EUR 1,647.875,20 be paid to shareholders. The dividend will be paid to shareholders entered in the company's register of shareholders maintained by the Finnish Central Securities Depository Ltd on the record date of 9 April 2008. The Board of Directors proposes that the dividend be paid on 17 April 2008.

**PROPOSAL BY THE BOARD OF DIRECTORS FOR COMPENSATION OF BOARD MEMBERS**

The Nominating and Compensation Committee of the Board of Directors proposes that the compensation of the President of the Board be EUR 2,400 and the compensation of other Board members be EUR 1,200 per month. Additionally, it is proposed that the compensation for meetings of the Board Committees be EUR 100 per meeting.

**PROPOSAL BY THE BOARD OF DIRECTORS FOR COMPENSATION OF AUDITORS**

The Board of Directors proposes that auditors' compensation be based on a reasonable invoiced amount.

**PROPOSAL BY THE BOARD OF DIRECTORS FOR THE NUMBER OF BOARD MEMBERS AND THE COMPOSITION OF THE BOARD**

The Nominating and Compensation Committee of the Board of Directors proposes that 7 members be appointed to the Board of Directors and that the current Board members Arja Hautanen, Erik Helin, Kirsti Lindberg-Repo and Peter Seligson be re-elected to the Board. The Board of Directors also proposes that Alexander Rosenlew, Teppo Kauppila and Juha Mikkonen be appointed to the Board as new members.

**PROPOSAL BY THE BOARD OF DIRECTORS FOR THE COMPANY AUDITOR**

The Audit Committee of the Board of Directors proposes that KPMG Oy Ab, authorised public accountants firm and the current auditor of the company continue as the auditor. The auditing entity has appointed KHT Sixten Nyman as the principal auditor.

**PROPOSAL BY THE BOARD OF DIRECTORS FOR AUTHORISATION OF THE BOARD OF DIRECTORS TO DECIDE ON THE ACQUISITION OF OWN SHARES**

The Board of Directors proposes that the Annual General Meeting authorise the Board of Directors to decide on the acquisition of a maximum of 1,000,000 own shares. The company's holding of own shares, including the holdings of all subsidiaries must not, at any time, represent more than 10% of all the registered shares of the company. Own shares may be acquired for improving the company's capital structure, financing acquisitions or other arrangements or for the purpose of otherwise assigning or cancelling the shares. The minimum price for own shares shall be

the lowest market price of the share quoted in the public trading during the authorisation period and the maximum price the highest market price quoted during the authorisation period. The Board of Directors shall have the right to decide on the manner of acquisition and other conditions related to the trading of shares. The shares can be acquired in deviation from the proportional ownership of the shareholders (directed issue) providing that there is a significant financial reason for the company to do so. Own shares acquired by virtue of the authorisation may only be acquired with free equity. Acquisition of own shares will thus decrease the company's distributable non-restricted equity. The authorisation is proposed to remain in force until the next Annual General Meeting but not after 30 June 2009.

**PROPOSAL BY THE BOARD OF DIRECTORS FOR AUTHORISATION OF THE BOARD OF DIRECTORS TO DECIDE UPON NEW ISSUES OF SHARES AND SPECIAL RIGHTS TO SHARES**

The Board of Directors Proposes that the Annual General Meeting authorise the Board of Directors to decide upon the issue of an aggregate maximum of 1,000,000 new shares in the form of a share issue or special rights (including stock options) entitling to shares pursuant to Chapter 10, Section 1 of the Finnish Companies Act in one or more tranches. The Board of Directors may decide to issue either new shares or the company's own shares that may be in the company's possession. The proposed maximum amount of the authorisation represents approximately 9.7% of all company shares on the date on which the invitation to the Annual General Meeting was published. The authorisation is proposed to be used for financing and implementing potential acquisitions or other arrangements, consolidating the company's balance sheet and financial situation, for implementing staff engagement and incentive compensation systems or for any other purposes determined by the Board of Directors. The authorisation is proposed to entitle the Board of Directors to decide on any and all terms and conditions of share issues and the issuing of special rights pursuant to Chapter 10, Section 1 of the Finnish Companies Act, including the right to identify the beneficiaries of shares or of special rights entitling to shares and the right to determine the amount of consideration. The authorisation shall thus entitle the Board of Directors to directed issues of shares or special rights i.e. to a deviation from the shareholders' pre-emptive right subject to the provisions of the applicable law. The authorisation is proposed to revoke all previous authorisations for share issues and remain in force until the next Annual General Meeting but not after 30 June 2009.