

CHARTER FOR THE SHAREHOLDERS' NOMINATION BOARD

1. Role and duties of the Nomination Board

The Nomination Board shall be responsible for preparing and drawing up proposals covering remuneration and number of members of the Board of Directors, and a list of proposed Board members for presentation to the AGM and to an Extraordinary General Meeting of Shareholders, if necessary. The Nomination Board shall also be responsible for identifying candidates as potential successors to existing members of the Board of Directors.

The Nomination Board shall act in accordance with the law, the stock exchange regulations applicable to the Company, and the Finnish Corporate Governance Code covering listed companies. As a shareholders' board representing the Company's shareholders, the Nomination Board meets the requirements set out for such a shareholders' board by the Corporate Governance Code and does not represent an exception to the Code's requirements.

2. Composition of the Nomination Board

The Nomination Board shall consist of four (4) members, three of which shall be appointed by the Company's three largest shareholders, who shall appoint one member each. The Chairman of the Company's Board of Directors shall serve as the fourth member.

The Company's largest shareholders entitled to elect members to the Nomination Board shall be determined annually on the basis of the registered holdings in the Company's list of shareholders held by Euroclear Finland Ltd. as of the first weekday in September in the year concerned. The Chairman of the Company's Board of Directors shall request each of the three largest shareholders established on this basis to nominate one member to the Nomination Board. In the event that a shareholder presents a written request to the Chairman of the Board of Directors by 30 August of the year preceding the AGM at the latest, his or her ownership shall be considered as including the holdings of a person equivalent to a shareholder if the said person's holdings need to be taken into account when evaluating the need, under the Securities Markets Act, to flag changes in his or her holdings. In the event that a shareholder does not wish to exercise his or her right to appoint a representative, it shall pass to the next-largest shareholder who would not otherwise be entitled to appoint a member to the Nomination Board.

The Chairman of the Board of Directors shall convene the first meeting of the Nomination Board, which will be responsible for electing a Chairman from among its members; the Nomination Board's Chairman shall be responsible for convening subsequent meetings. The Company will issue a release when the Nomination Board has been appointed.

The Nomination Board shall serve until further notice until the AGM decides otherwise. Its members shall be elected annually and their term of office shall end when new members are elected to replace them.

Shareholders shall be entitled to replace the members that they have elected during the latter's term of office, should they so wish, by informing the Chairman of the Nomination Board. A member appointed by a shareholder must resign from the Nomination Board forthwith if the shareholder concerned is no longer one of the Company's ten largest shareholders, unless the other members of the Nomination Board unanimously decide otherwise. The Nomination Board shall offer the vacant place to the largest Company shareholder, who, at the time in question, has not appointed a member to the Nomination Board.

The members of the Nomination Board shall be independent of the Company, and a person belonging to the Company's senior management cannot serve as a member of the Nomination Board.

The Nomination Board shall present a report of its activities annually to the AGM, after which it will be published on the Company's Web site.

The members of the Nomination Board shall not be entitled to any remuneration from the Company on the basis of their membership. The travelling costs of members shall be reimbursed in accordance with the Company's travel policy. In carrying out its duties, the Nomination Board can make use of outside experts, at the Company's expense and with its approval, to identify and evaluate potential new candidate members for the Board of Directors.

3. Proposals put before the AGM

The Nomination Board shall forward its proposals for the AGM to the Company's Board of Directors annually by 31 January, prior to the holding of the AGM. Proposals intended for an Extraordinary General Meeting shall be forwarded to the Company's Board of Directors in time for them to be included in the invitation to the meeting sent out to shareholders.

Candidates proposed as members of the Board of Directors shall be suitably qualified and be able to devote sufficient time to carrying out their duties.

The Nomination Board shall agree unanimously on the proposals to be put before the AGM. Should it prove impossible to reach unanimous agreement, the Nomination Board shall inform the Company's Board of Directors that it is unable to make a proposal for the AGM.

4. Confidentiality

The Nomination Board shall keep its proposals intended for the AGM confidential until they have been published by the Company. Members of the Nomination Board shall attend to the confidentiality of all Company information that they receive. The regulations of the Finnish Securities Markets Act shall be applied to any insider information that the Nomination Board might receive.