

PROPOSAL OF BOARD OF DIRECTORS FOR THE ANNUAL GENERAL MEETING OF THE SHAREHOLDERS FOR THE MATTERS TO BE RESOLVED AND FOR AUTHORIZING THE BOARD OF DIRECTORS TO RESOLVE ON THE ISSUANCE OF SHARES, OPTION RIGHTS AND OTHER SPECIAL RIGHTS ENTITLING TO SHARES AND TO DECIDE ON THE TRANSFER OF THE COMPANY'S OWN SHARES AS WELL AS AMENDING THE ARTICLES OF ASSOCIATION

1. The Board of Directors proposes that the Annual General Meeting resolves to pay dividend of 0.04 euros per share of the profit funds available for the financial year 2009. The record date of the payment of dividend is March 29, 2010 and the dividend is proposed to be paid on April 7, 2010.
2. The Board of Directors proposes that the Annual General Meeting shall discharge from their liability the members of the Board of Directors and the Managing Director.
3. The Board of Directors proposes that the Annual General Meeting shall resolve that the amount of the members of the Board of Directors shall be six. In addition, it will be proposed to the Annual General Meeting that it shall resolve to approve 600 euros to be paid for each of the members of Board of Directors per meeting and 1,200 euros to be paid to the Chairman of the Board of Directors per meeting. It is also proposed that the Annual General Meeting shall resolve to approve 1,300 euros to be paid monthly for each of the members of Board of Directors and 2,600 euros for the Chairman of the Board.
4. The Board of Directors proposes that the Annual General Meeting shall resolve to elect PricewaterhouseCoopers Oy as the auditor of the company, Mr Mika Kaarisalo as the main auditor.
5. The Board of Directors proposes that the Annual General Meeting resolves on the following:
 - (i) A decision to authorize the Board of Directors to decide to issue maximum of 4,000,000 shares through issuance of shares, option rights or other special rights entitling to shares under Chapter 10, Section 1 of the Companies Act in one or more issues. The authorization includes a right to issue new shares or assign company's own shares held by the company.

The authorization includes a right to deviate from the existing shareholders' pre-emptive subscription right as set forth in the Companies Act Chapter 9, Section 3. Therefore, the Board of Directors has a right to direct the share issue, or issuance of the option rights or other special rights entitling to shares. The authorization includes also a right to determine on all the terms of share issue, option rights or other special rights entitling to shares. The authorization includes therefore a right to determine on share subscription prices, persons entitled to subscribe the shares and other terms and conditions applicable to the subscription. In order to deviate from the shareholders' pre-emptive subscription right, the company must have a

substantial financial reason such as financing of a company acquisition, other arrangement in connection with the development of the company's business or equity or an incentive scheme to the personnel. In connection of the share issuance the Board of Directors is entitled to decide that the shares may be subscribed against contribution in kind or otherwise under special terms and conditions. The authorization includes a right to determine whether the subscription price will be entered into the share capital or into the reserve of invested non-restricted equity.

The authorization is effective for a period of five (5) years from the resolution of the Annual General Meeting, i.e. from March 24, 2010 to March 24, 2015. The proposed authorisation shall replace the previous authorisation granted to the Board of Directors.

- (ii) A decision to authorize the Board of Directors to decide to acquire the company's own shares in one or more lots using the company's unrestricted equity. A maximum of 2.000.000 of the company's own shares can be acquired. The Board of Directors shall have the right to decide who the shares are acquired from or, the Board of directors has the right to decide on a directed acquisition of own shares.

The authorization includes the right to decide the acquiring of the company's own shares through a tender offer made to all shareholders on equal terms and conditions and at the price determined by the Board of Directors or in public trading organized by the NASDAQ OMX Helsinki at the market price valid at any given time so that the company's holdings of combined own shares is maximum of ten (10) per cent of all the company's shares. The minimum price for the shares to be acquired is the lowest market price quoted for a share in public trading during the validity of the authorization and, correspondingly, the maximum price is the highest market price quoted for a share in public trading during the validity of the authorization.

If the shares are acquired in public trading, the shares will not be acquired in proportion of the current shareholdings. Thus, there must be a substantial financial reason from the company's point of view for the acquisition of the own shares. The shares may be acquired in order to be used as consideration in potential company acquisitions or in other structural arrangements. The shares may be used as well for carrying out company's incentive scheme provided to the personnel. The acquired shares may be kept by the company, invalidated or assigned onwards.

The acquisition of shares will decrease non-restricted equity of the company.

The authorization is effective for a period of eighteen (18) months from the resolution of the Annual General Meeting, i.e. from March 24, 2010 to September 24, 2011. The proposed authorisation shall replace the previous authorization granted to the Board of Directors.

6. The Board of Directors proposes that the Annual General Meeting shall adopt a resolution to amend the articles of association's paragraph 9 as follows:

"9 § Invitation to the General Meeting of Shareholders

Invitation to the General Meeting of Shareholders shall be published in the company's website no earlier than two (2) calendar months and no later than three (3) weeks prior to the meeting, but no later than nine (9) days before the record date of the general meeting. The Board of Directors may also decide to publish the invitation to the general meeting in a one Finnish national newspaper determined by the Board of Directors. "

Hollola, March 2, 2010

BOARD OF DIRECTORS