

4.2.2010

PROPOSAL BY THE BOARD OF DIRECTORS TO AMEND THE ARTICLES OF ASSOCIATION

The Board of Directors proposes to the General Meeting that Section 9 of the Articles of Association of the Company be amended so that notice to the General Meeting shall be delivered no less than three weeks before the General Meeting, however no less than 9 days prior to the record date of the General Meeting. The Board of Directors furthermore proposes that the manner in which the notice to the General Meeting shall be delivered be changed so that the notice, by decision by the Board of Directors, can be delivered by publishing the notice on the Company's website or in national newspapers or by sending written notices to the shareholders by mail. The Board of Directors furthermore proposes that the location of the General Meeting be changed so that the General Meeting may, in addition to the Company's domicile, be held in Helsinki, Espoo or Vantaa.

Current wording of Section 9

9§ Notice convening the General meeting of Shareholders

The Board of Directors shall publish a notice convening the General Meeting of Shareholders in two (2) national dailies chosen by the Board of Directors no more than three (3) months before the closing date for entries mentioned in the notice and no less than **three (3) weeks** before the General Meeting of Shareholders.

To be allowed to take part in the General Meeting of Shareholders, the shareholder shall report to the company in the manner and within the time stated in the notice. The closing date for entries, which may not be later than ten (10) days before the General Meeting of Shareholders in question, must not be a Saturday, Sunday or any other holiday.

The General Meeting of Shareholders may be held either at the company's domicile or in Helsinki.

Amended wording of Section 9

9§ Notice convening the General meeting of Shareholders

The Board of Directors shall deliver a notice convening the General Meeting of Shareholders by publishing the notice on the Company's website or in one or more national dailies chosen by the Board of Directors or by sending written notices to the shareholders by mail no more than three (3) months before the closing date for entries mentioned in the notice and no less than **three (3) weeks** before the General Meeting of Shareholders, however, no less than nine (9) days prior to the record date of the General Meeting.

To be allowed to take part in the General Meeting of Shareholders, the shareholder shall report to the company in the manner and within the time stated in the notice. The closing date for entries, which may not be later than ten (10) days before the General Meeting of Shareholders in question, must not be a Saturday, Sunday or any other holiday.

The General Meeting of Shareholders may be held either at the company's domicile or in Helsinki, Espoo or Vantaa.

Hyvinkää, 4 February 2010

Board of Directors