

ANNEX 3.

ITEM 11 ON THE AGENDA

Authorization of the Board of Directors to resolve upon share issue and issue of stock option rights as well as of other special rights entitling to shares

The Board of Directors proposes that the Annual General Meeting of Shareholders authorizes the Board of Directors to resolve upon share issue as well as upon issue of stock option rights, convertible bonds and other special rights entitling to shares referred to in Chapter 10 Section 1 of the Companies Act as follows.

Shares issued on the basis of the authorization are new shares of the Company. The authorization is limited to issuance of a maximum of 12,195,756 shares.

On the basis of the authorization, the Board of Directors may also resolve upon issuance of new shares to the Company itself. The Company cannot, however, at any moment together with its subsidiaries own more than 10 per cent of all the registered shares of the Company. The shares issued may then, among other things, be transferred on the basis of the authorization in Item 10 on the Agenda.

The Board of Directors is authorized to resolve upon all the terms and conditions of the share issue and the issuance of special rights entitling to shares. The shares and the special rights entitling to shares may be issued with deviation from the shareholders' pre-emptive right, provided that weighty financial grounds exist for this. The authorization does not, however, concern resolving upon a personnel stock option plan.

This authorization shall be effective until the next Annual General Meeting of Shareholders, however no longer than until 12 September 2009.

It is proposed that this authorization shall be in force simultaneously with the authorization to resolve to transfer the Company's own shares in Item 10 on the agenda.