

**PROPOSAL BY THE BOARD OF DIRECTORS TO AUTHORIZE THE BOARD OF DIRECTORS TO  
DECIDE ON THE TRANSFER OF THE COMPANY'S OWN SHARES**

The Board of Directors proposes to the General Meeting that the Board of Directors be authorized to decide on the transfer of the Company's own shares as follows.

The authorization is limited to a maximum of 6,000,000 shares, which corresponds to approximately 9.5 per cent of all the shares in the Company.

The Board of Directors decides on all the conditions of the transfer of own shares. The transfer of shares may be carried out in deviation from the shareholders' pre-emptive rights (directed issue). The Board of Directors can also use this authorization to grant special rights concerning the Company's own shares, referred to in Chapter 10 of the Companies Act. The authorization can also be used for incentive arrangements, however, not more than 700,000 shares in total together with the authorization in item 16.

This authorization is effective until the next Annual General Meeting of Shareholders, however no longer than until 22 September 2017. However, the authorization for incentive arrangements is valid until 22 March 2021. This authorization revokes the authorization for incentive arrangements given by the Annual General Meeting 2015.

Hyvinkää, 3 February 2016

Board of Directors