

**PROPOSAL BY THE BOARD OF DIRECTORS TO AUTHORIZE THE BOARD OF DIRECTORS TO  
DECIDE ON DONATION**

The Board of Directors proposes to the General Meeting that the Board of Directors be authorized to decide on one or several donations of a maximum aggregate amount of 250,000 euro to one or more Finnish Universities or research centers to thereby support education or research. The Board of Directors furthermore proposes that the Board of Directors be authorized to decide on practical matters relating to a donation, for example nomination of recipients and the detailed terms of a donation. The Board of Directors considers a donation in accordance with the authorization to be reasonable in view of the Company's financial situation and the amount of the Company's non-restricted equity and that it is in the Company's interest to grant such donations. The authorization shall be valid until December 31, 2015.

Hyvinkää, 4 February 2015

Board of Directors