

**PROPOSAL BY THE REMUNERATION COMMITTEE FOR REMUNERATION
TO THE BOARD OF DIRECTORS**

The Remuneration Committee will propose that the annual fee payable to the Board members for the term until the close of the Annual General Meeting in 2010 be unchanged from 2008 and be as follows: Chairman of the Board: EUR 153,000/year; Deputy Chairman (Senior Independent Director): EUR 64,000/year; Chairman of the Audit Committee: EUR 64,000/year; other Non-executive Director: EUR 48,000/year; Executive directors: EUR 48,000/year.

Espoo, March 12, 2009

The Board of Directors, Remuneration Committee

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