

PREPARATION OF THE PROPOSAL FOR THE COMPOSITION OF THE BOARD OF DIRECTORS

(Finnish Corporate Governance Code 2015, recommendation 7)

Nomination Workgroup set up by Supervisory Board prepares matters concerning the appointment and rewarding of members of the Board of Directors. Nomination Workgroup makes its proposal to the Supervisory Board, which, in turn, presents the Annual General Meeting with a proposal concerning remuneration, number and election of the members of the Board of Directors. Workgroup consists of the Supervisory Board's Chairman Paavo Myllymäki and Deputy Chairman Holger Falck, based on their posts, as well as four members elected by the Supervisory Board among its members: Henrik Brotherus, Markku Kiljala and Linda Langh.

The proposal is estimated to be disclosed as Stock Exchange Release on 15 February 2019 at the latest.