

ITEM 12 ON THE AGENDA OF THE GENERAL MEETING

PROPOSAL BY CERTAIN SHAREHOLDERS REGARDING THE ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS

Shareholders representing approximately 27.3 per cent of the shares in the company propose to the general meeting that for a term of office expiring at the end of the next annual general meeting following the election,

Ms. Teija Andersen,
Mr. Pertti Huuskonen,
Mr. Matti Pennanen,
Mr. Timo Ritakallio and
Mr. Erkki Veikkolainen

be re-elected members of the board of directors.

The above-mentioned shareholders furthermore propose that Mr. Pekka Korhonen, M.Sc. (Law), B. Theol., born in 1952 be elected a new member of the board of directors for the same term of office. He is the CEO of NV Kiinteistösijoitus Oy and NV Property Fund I Ky. He has previously between 1986 and 2010 worked as the CEO and investment manager of OP Bank Group Pension Fund and OP Bank Group Pension Foundation. In addition, he was Technopolis Oyj's board member in 2007 and 2008.

In addition, the above-mentioned shareholders propose that Mr. Pertti Huuskonen be elected full-time chairman of the board of directors and Mr. Matti Pennanen be elected vice chairman of the board of directors for the same term of office.

Varma Mutual Pension Insurance Company
Ilmarinen Mutual Pension Insurance Company
City of Oulu
City of Tampere