

PROPOSAL BY THE BOARD OF DIRECTORS TO AUTHORIZE THE BOARD OF DIRECTORS TO RESOLVE ON THE ISSUANCE OF SHARES AND SPECIAL RIGHTS ENTITLING TO SHARES

The Board proposes that the Annual General Meeting authorize the Board to resolve to issue in total a maximum of 740 million shares through issuance of shares or special rights entitling to shares (including stock options) under Chapter 10, Section 1 of the Companies Act in one or more issues during the validity period of the authorization. The Board may issue either new shares or shares held by the Company. The proposed maximum amount represents approximately 19.76 per cent of the Company's current total number of shares as of the date of this proposal.

The Board proposes that the authorization may be used to develop the Company's capital structure, diversify the shareholder base, finance or carry out acquisitions or other arrangements, settle the Company's equity-based incentive plans or for other purposes resolved by the Board.

It is proposed that the authorization include the right for the Board to resolve on all the terms and conditions of the issuance of shares and special rights under Chapter 10, Section 1 of the Companies Act, including to whom shares or special rights may be issued as well as the consideration to be paid. The authorization thereby includes the right for issuance in deviation from the shareholders' pre-emptive rights within the limits set by law.

It is proposed that the authorization be effective until June 30, 2013 and terminate the authorization for issuance of shares and special rights entitling to shares granted at the Annual General Meeting on May 3, 2007.

Espoo, January 28, 2010

Board of Directors