

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

(Finnish Corporate Governance Code 2020, recommendation 7)

The Supervisory Board's Nomination Committee prepares matters concerning the appointment and remuneration of the members of the Board of Directors. Nomination Committee prepares a proposal to the Supervisory Board, which, in turn, puts forth a proposal to the Annual General Meeting concerning remuneration, number and election of the members of the Board of Directors.

Nomination Committee consists of the Supervisory Board's Chairman Paavo Myllymäki and Deputy Chairman Holger Falck, based on their posts, as well as three members elected by the Supervisory Board among its members: in 2019 Henrik Brotherus, Markku Kiljala and Linda Langh.

The Supervisory Board's proposals concerning the issues 14, 15 and 16 on the Agenda are estimated to be disclosed as Stock Exchange Release on 14 February 2020 at the latest.