

PROPOSAL OF THE DIVIDENT AND RETURN OF CAPITAL

The Board of Directors proposes that a dividend of EUR 0.14 per share be paid based on the balance sheet adopted for the financial year ended 31 December 2015 and that EUR 0.06 per share be returned to shareholders from the invested unrestricted equity fund.

The dividend and the return of capital will be paid to shareholders who on the dividend record date of 11 April 2016 are entered as shareholders in the company's shareholder register held by Euroclear Finland Ltd. The Board of Directors proposes that the dividend and the return of capital be paid on 18 April 2016.