UNOFFICIAL FINNISH TRANSLATION

5 § Board of Directors

The Board of Directors is composed of at least five and at most twelve members.

The chairman and vice chairman of the Board of Directors are elected by the General Meeting.

The term of office of a Board member begins from the General Meeting where he/she was elected and ends at the conclusion of the first Annual General Meeting following the election.

8 § Representation of the Company

The chairman of the Board shall represent the Company together with another Board member. The Managing Director and the Deputy Managing Director represent the Company each severally.

The Board of Directors may also authorize other persons to represent the Company each severally or two jointly.

The Company is also represented by persons who have been granted procurations by the Board of Directors.

11 § Invitation to General Meeting

The Board of Directors publishes an invitation to a General Meeting of shareholders in one or more newspapers of its choice with a wide circulation, or on the company's website at the earliest three months and at the latest 21 days before the General Meeting, however, never later than 9 days before the record date of the General Meeting.