

15 March 2016

**PROPOSAL OF HARTIAVOIMA KY FOR RESOLUTION ON THE REMUNERATION OF THE
BOARD OF DIRECTORS TO THE ANNUAL GENERAL MEETING OF APRIL 7, 2016, AS
AMENDED**

Resolution on the remuneration of the members of the Board of Directors

The Company's shareholder Hartiavoima Ky, representing over 10 per cent of the Company's shares and votes, proposes to the Annual General Meeting that for their term of office the members of the Board of Directors be paid as follows: to the chairman of the Board of Directors EUR 20,000 and other members of the Board of Directors, each EUR 10,000. In addition, no meeting fees will be paid.