

ANNUAL SHAREHOLDERS' MEETING

Time and venue March 31, 2009, at 2 p.m. in the Stock Exchange Building, Fabianinkatu 14, 00100 Helsinki, Finland

Attending The shareholders represented in the meeting are shown in the list of votes attached as Appendix 1.

1
Opening the meeting

The meeting was opened by Kari Stadigh, Member of the Board.

2
Calling the meeting to order

Nicolas Berner was elected to chair the meeting. The Chairman invited Toni Santalahti to act as secretary for the meeting.

3
Election of persons to confirm the minutes and to supervise the counting of votes

Vesa Kauppinen and Kari Hintsa were elected to confirm the minutes and to supervise the counting of votes.

4
Recording the legality of the meeting

It was found that the invitation to the Annual Shareholders' Meeting, attached as Appendix 2, was published in the March 10, 2009, issues of Helsingin Sanomat and Hufvudstadsbladet. The invitation was also published in a stock exchange bulletin dated March 10, 2009.

It was established that the meeting had been called in keeping with legal requirements and that it had a quorum.

5
Recording the attendance at the meeting and adopting the list of votes

The Chairman adopted the list of votes as per Appendix 1.

6
Presentation of the financial statements, the report of the Board of Directors and the auditor's report for the year 2008

CEO Aki Ojanen presented the company's financial statements for the financial period ending December 31, 2008, including the parent company's income statement, balance sheet, board of directors' report and cash flow statement with notes, as well as the consolidated income statement, balance sheet, cash flow statement and statement of changes in equity with notes. It was established that the Chairman had the original financial statements and that they had been available for viewing since March 10, 2009, at the company's head office. The financial statements were attached to the minutes as Appendix 3.

Auditor Jan Holmberg presented the auditors' report for the financial period ended on December 31, 2009. It was recorded that the Chairman had the original report. A copy of the auditors' report is included in the financial statements attached as Appendix 3 to the minutes.

7**Adoption of the financial statements and the consolidated financial statements**

It was resolved that the parent company's financial statements and the consolidated financial statement for the financial period ended on December 31, 2009, be adopted.

8**Resolution on the use of the profit shown on the balance sheet and on the payment of dividend**

The Board of Directors has proposed that a dividend of EUR 0.42 per share be paid.

It was resolved that dividends amounting to EUR 0.42 per share will be paid to 25,786,063 outstanding shares, a total of EUR 10,830,146.46, and EUR 5,343,172.82 will be left in retained profits.

It was recorded that the company holds 620,000 treasury shares for which no dividends will be paid.

Regarding dividends, it was resolved that the record date is April 3, 2009, and the payment date April 14, 2009.

9**Resolution on the discharge the members of the Board of Directors and the CEO from liability**

It was resolved that the members of the Board and the CEO be discharged from liability for the financial period January 1 to December 31, 2009.

It was recorded that shareholder Seiu Health Care Employees Pension Fund opposed the resolution but did not make a counter-proposal in the matter or demand a vote.

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

It was resolved that EUR 15,500, including fringe benefits, be paid as monthly remuneration to the Chairman of the Board of Directors. To the extent that the Chairman during the present term of office receives salary or remuneration based on the previous CEO agreement, no remuneration shall be paid for the duties of the Chairman. In addition, it was resolved that the Vice Chairman be paid as remuneration EUR 3,000 and the other members of the Board of Directors EUR 2,000 per month.

11**Resolution on the number of members of the Board of Directors**

It was resolved that the number of members of the Board of Directors for the next term be confirmed as six (6).

12**Election of the members of the Board of Directors**

It was resolved that Matti Arteva, Esa Karppinen, Roberto Lencioni, Gustav Nyberg, Kristina Pentti-von Walzel and Risto Salo be elected for the next term as members of the Board of Directors. The dated and signed consents of the above persons for the appointment are attached to the minutes as Appendix 4.

13**Resolution on the remuneration of the auditor**

It was resolved that remuneration be paid to the auditor according to a reasonable invoice.

It was recorded that shareholder Seiu Health Care Employees Pension Fund opposed the resolution but did not make a counter-proposal in the matter or demand a vote.

14**Election of the auditor**

It was resolved to elect the authorized public accounting firm PricewaterhouseCoopers Oy as the company's auditor for the financial period January 1 to December 31, 2009.

The consent of the accounting firm is attached to the minutes as Appendix 5.

15**Authorization of the Board of Directors to decide on the acquisition of company-held shares**

It was decided to authorize, in accordance with the Board's proposal attached as Appendix 6, the Board of Directors to decide on the acquisition of company-held shares using the unrestricted shareholders' equity. The authorization covers a maximum of 400,000 own shares.

16**Authorization of the Board of Directors to decide on a share issue**

It was decided to authorize, in accordance with the Board's proposal attached as Appendix 6, the Board of Directors to decide on a share issue, through one or several installments, to be executed by conveying shares held by the company. An aggregate maximum amount of 1,020,000 shares may be conveyed on the basis of the authorization.

17**Closing the meeting**

It was recorded that all resolutions at the Annual Shareholders' Meeting were passed unanimously. It was recorded that the minutes of the meeting will be available for viewing by the shareholders from April 9, 2009, at the company's head office and on its website.

The meeting was closed by the Chairman.

As confirmation:

Toni Santalahti
Toni Santalahti

Inspected:

Nicolas Berner
Nicolas Berner

Vesa Kauppinen
Vesa Kauppinen

Kari Hintsa
Kari Hintsa