

SIGNATURES TO THE FINANCIAL STATEMENT AND REPORT OF THE BOARD OF DIRECTORS

Vantaa, 9 February 2016

Mikko Nikula

Chairman of the Board

Niels Borup

Deputy chairman of the Board

Tero Hemmilä

Member of the Board

Henrik Treschow

Member of the Board

Teija Andersen

Member of the Board

Pirjo Väliäho

Member of the Board

Aki Laiho

Deputy CEO