

**Proposal regarding principles for determining salaries and other remuneration to the President and other members of the company management (Item 13)**

The Board of Directors proposes the following principles for determining salaries and other remuneration to the President and other persons in the company management.

Remuneration to the President and other persons in the company management (that is, the seven persons who jointly with the President comprise the Group Management) comprises basic salary, variable salary and pension. Other benefits and other remuneration are received on the same basis as for other employees.

The objective of the Company's remuneration policy for the members of the senior management is to offer compensation that promotes retaining and recruiting qualified expertise to the Company.

The basic salary is determined on the basis that it should be competitive. The absolute level depends on the specific position and the individual's performance.

Bonus to the President and the other members of the senior management is based on financial goals for the Group and is calculated as a function of the sales growth and the operating margin. The bonus to the President is maximized at 240 percent of the annual salary (for 2008) and for the other members of the senior management the highest individual bonus amount is a maximum of 100 percent of the annual salary (for 2008).

The pension age for the President is 65. Pension premiums shall amount to 35 percent of pension-based salary up to 28.5 base amounts. A premium of 25 percent is paid for salary exceeding 28.5 base amounts. The ITP agreement is applied for the other members of the senior management, with a pension age of 65.

In the event of termination of employment, a six-month mutual termination period applies for the President. In termination of employment of the President by the Company, severance pay corresponding to twelve cash monthly salaries is paid after the close of the termination period. Other income is not deducted from the severance pay. In the event of termination notice by the President, no severance payment is made.

Between the Company and the other members of the senior management, a mutual termination period of three to six months applies. In the event of termination by the Company, severance pay corresponding to six cash monthly salaries is paid to certain other members of the senior management, whereas other members of the senior management are not entitled to severance pay. In the event of termination by any of the other members of the senior management, no severance payment is made.

Deviations from the principles specified above may be decided by the Board of Directors, if there are specific reasons in individual cases.