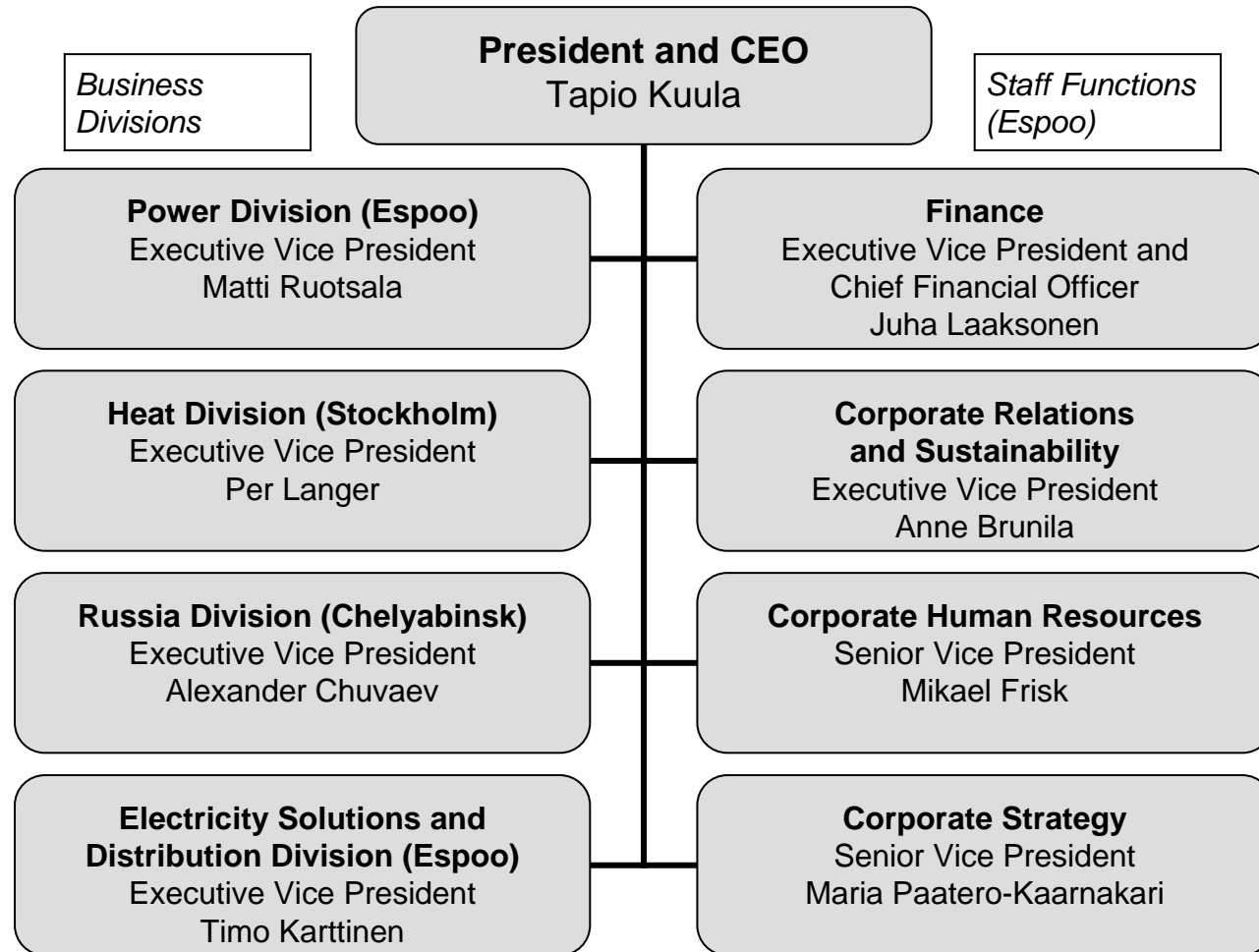


New organisational structure as of 1 October 2009

ENCLOSURE TO STOCK
EXCHANGE RELEASE



Country responsables: Timo Karttinen / Finland, Norway; Per Langer / Sweden, Poland, Baltics; Alexander Chuvaev / Russia