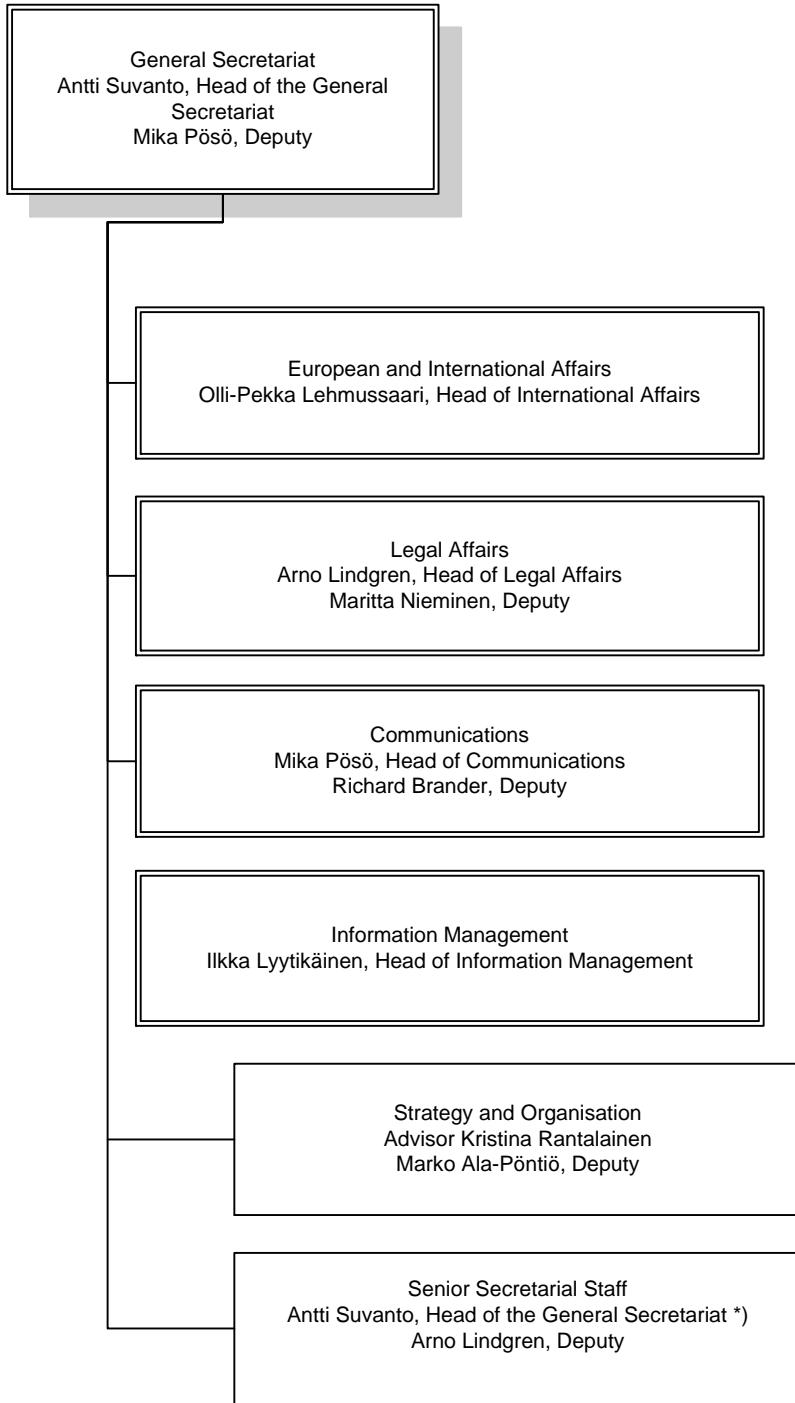


GENERAL SECRETARIAT



*) in addition to own duties

Juha Tarkka/Strategies, Advisor to the Board, works in connection with this department.