## MARTELA'S SHARE INCENTIVE PROGRAMS

Martela's share incentive program 2010 – 2012 has been finished and based on the criteria of the second earning period no shares were distributed.

The Board has decided about the new share incentive program which concerns the year 2013 and has been directed to the Group's management team. The program includes totally 39,000 shares which will be distributed if the criteria based on Group's operating profit will be fulfilled.

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Distribution NASDAQ OMX Helsinki Main news media www.martela.com