

Form of Adherence Letter

March 7th, 2008**Send to: eurovarswapprotocol@isda.org**

Dear Sirs,

ISDA European Variance Swap Protocol - Adherence

The purpose of this letter is to confirm our adherence to the ISDA European Variance Swap Protocol as published by the International Swaps and Derivatives Association, Inc. on February 5, 2008 (the "**Protocol**"). This letter constitutes an Adherence Letter as referred to in the Protocol. The definitions and provisions contained in the Protocol are incorporated into this Adherence Letter, which will supplement and form part of any ISDA Master Agreement entered into prior to the Implementation Date between us and each other Adhering Party.

1. Specified Terms

Each of the following Annexes will be applicable if specified below as applicable:

Annex 1	Interdealer MCA	[Applicable]
Annex 2	ISDA March 2007 MCA	[Applicable]
Annex 3	Long-form Confirmations	[Applicable]

2. Appointment as Agent and Release

We hereby appoint ISDA as our agent for the limited purposes of the Protocol and accordingly we waive, and hereby release ISDA from, any rights, claims, actions or causes of action whatsoever (whether in contract, tort or otherwise) arising out of or in any way relating to this Adherence Letter or our adherence to the Protocol or any actions contemplated as being required by ISDA.

sarlime 010 284 ms

7.3.2008

3. Contact Details

Our contact details for purposes of this Adherence Letter are:

Name: Tarja Kolehmainen
Address: Porkkalankatu 1, 00018 Ilmarinen
Telephone: +358 10 284 2258
Fax: +384 10 285 2258
E-mail: tarja.kolehmainen@ilmarinen.fi

[Our contact details for purposes of Side Letter Condition negotiations are:

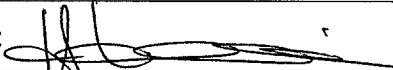

Name:
Address:
Telephone:
Fax:
E-mail:]¹

We consent to the publication of a conformed copy of this letter by ISDA and to the disclosure by ISDA of the contents of this letter.

Yours faithfully,

ILMARINEN MUTUAL PENSION INSURANCE COMPANY

By:

Name:	Heidi Koskinen Head of Investment Administration	Matti Rusanen Head of Equities, Finland
Title:		
Signature:		

¹ Bracketed language is not necessary if Annex 3 is not applicable.

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By:

Name: Heidi Koskinen	Matti Rusanen
Title: Head of Investment Administration	Head of Equities
Signature:	

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