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## **PROPOSALS OF THE NOMINATION AND REMUNERATION COMMITTEE OF THE BOARD OF DIRECTORS OF ETTEPLAN OYJ (“COMPANY”) FOR THE ANNUAL GENERAL MEETING OF THE SHAREHOLDERS**

1. The Nomination and Remuneration Committee of the Board of Directors proposes to the Annual General Meeting that the Board of Directors would consist of five members.

The Nomination and Remuneration Committee of the Board of Directors proposes that the remuneration of the Board of Directors would be EUR 1,700 per month for each member of the Board and EUR 3,400 for the Chairman.

The Board of Directors of Etteplan Oyj has a Nomination and Remuneration Committee. Operations of the temporary Working Committee, which focused on developing business operations in Sweden has ended on December 31, 2013.

It is proposed that the Annual General Meeting would additionally resolve that the remuneration per meeting for the Board and its Nomination and Remuneration Committee as follows:

### **The Board of Directors**

Chairman	EUR 1,200 per meeting
Members	EUR 600 per meeting

### **Nomination and Remuneration Committee**

Chairman	EUR 1,200 per meeting
Members	EUR 600 per meeting

The Nomination and Remuneration Committee of the Board of Directors proposes that the Auditor be paid a fee according to invoice approved by the Company.

2. The Nomination and Remuneration Committee proposes that the Annual General Meeting would re-elect the present members Robert Ingman, Pertti Nupponen, Teuvo Rintamäki and Leena Saarinen and elect Patrick von Essen as a new member to the Board. All proposed members have given their consent to the election. More information on the proposed members is available on Etteplan Oyj's website at [www.etteplan.com](http://www.etteplan.com).

The shareholder representing 66 percent of the Company's shares and voting rights has announced to support the proposal.