

---

## 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 be increased to EUR 36,000 per year for each member of the Board and EUR 72,000 per year for the Chairman.

The Nomination and Remuneration Committee of the Board of Directors also proposes that the Annual General Meeting would resolve on the remuneration of the Board of Directors and its Nomination and Remuneration Committee per meeting 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 of the Board of Directors proposes that the Annual General Meeting would re-elect Cristina Andersson, Matti Huttunen, Robert Ingman, Leena Saarinen and Mikko Tepponen to the Board of Directors. Patrick von Essen has informed the Board of Directors that he will not be available as a member after the Annual General Meeting. 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 approximately 66 percent of the Company's shares and voting rights has announced to support the proposal.

---

|                  |                   |                     |  |
|------------------|-------------------|---------------------|--|
| Address          | Invoicing address | Telephone           | Business ID  |
| Etteplan Oyj     | Etteplan Oyj      | +358 (0)10 307 1010 | 0545456-2  |
| Muovitie 1       | P.O.Box 4655      |                     |  |
| FI-15860 HOLLOLA | FI-01051 LASKUT   | Fax                 | Domicile: Vantaa                                       |
| FINLAND          | FINLAND           | +358 (0)10 307 1012 | <a href="http://www.etteplan.com">www.etteplan.com</a> |