

---

## **PROPOSALS OF THE NOMINATION AND REMUNERATION COMMITTEE OF THE BOARD OF DIRECTORS OF ETTEPLAN OYJ FOR THE ANNUAL GENERAL MEETING OF THE SHAREHOLDERS**

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

The Nomination and Remuneration Committee also 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. Additionally, it is proposed that the Annual General Meeting would resolve that the remuneration per meeting for each member of the Board and Committees would be EUR 600 and for the Chairmen of the Board and Committees EUR 1,200.

The Nomination and Remuneration Committee 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 Tapio Hakakari, Heikki Hornborg, Robert Ingman, Pertti Nupponen, Satu Rautavalta and Teuvo Rintamäki to the Board. All proposed members have given their consent to the re-election. More information on the proposed members is available on Etteplan Oyj's website at [www.etteplan.com](http://www.etteplan.com).

Shareholders representing approximately 45 percent of the Company's shares and voting rights have declared to support the proposal.