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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 six members.

The Nomination and Remuneration Committee of the Board of Directors proposes that the remuneration of the Board of Directors would remain the same as previous year and be EUR 24,400 per year for each member of the Board and EUR 48,800 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, Patrick von Essen, Matti Huttunen, Robert Ingman, Leena Saarinen and Mikko Tepponen to the Board of Directors. 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.