

Proposal to the Annual General Meeting 15 May 2019

PROPOSAL BY THE BOARD OF DIRECTORS REGARDING THE REMUNERATION OF THE MEMBERS OF THE BOARD OF DIRECTORS

Upon recommendation of the Nomination Committee, the Board of Directors proposes to the Annual General Meeting that the annual fees of the members of the Board of Directors remain unchanged so that the chairman of the Board of Directors will receive EUR 50,000 per year, the vice chairman will receive EUR 30,000 per year and the other board members will receive EUR 23,000 each per year. In addition, the chairman of the Board of Directors will receive an attendance fee of EUR 800 and the other board members EUR 500 per Board meeting and the members of the Board committees will receive an attendance fee of EUR 500 per committee meeting. The afore-mentioned fees may instead of cash be paid in the company's shares, at prevailing market value.

In Espoo, 24 April 2019

TECNOTREE CORPORATION
The Board of Directors