

THE BOARD OF DIRECTORS' PROPOSALS FOR THE AGM 2020

8. Resolution on the result.

The Board of Directors proposes to the Annual General Meeting that the profit of the parent company EUR 6,017,010.08 is transferred to the retained earnings account and that no dividend be paid for the financial year 1 January 2019- 31 December 2019.

10. Presentation and adoption of the remuneration policy for the company's governing bodies.

Presentation of the company's Remuneration Policy covering the principles for remuneration of the members of the Board of Directors and the CEO and the AGM's advisory approval of the policy.

11. Proposal for the remuneration of the members of the Board of Directors.

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.

12. Proposal for the number of members of the Board of Directors.

The Board of Directors proposes to the Annual General Meeting that five (5) members be elected to the Board of Directors.

13. Proposal for the election of members of the Board of Directors.

The Board of Directors proposes to the Annual General Meeting that the current members of the Board of Directors Mr. Neil Macleod, Ms. Jyothi Desai, Mr. Conrad Neil Phoenix, and Mr. Anders Fornander be re-elected as members of the Board of Directors and Mr. Markku Wilenius be elected as a new member of the Board of Directors.

The members of the Board of Directors are elected for a term that expires at the end of the first Annual General Meeting following the election.

Biographical details of the proposed Board members to be -elected, as well as an evaluation regarding their independence, are available on the company's website www.tecnotree.com.

The CV of Mr. Markku Wilenius is attached to the AGM notice.

14. Proposal by the Board of Directors for the remuneration of the auditor.

The Board of Directors proposes to the Annual General Meeting that the auditor's fees and reimbursement of the auditor's expense be paid according to an invoice approved by the Company.

The Annual General Meeting 2019 appointed the auditing firm Tietotili Audit Oy as the auditors of the company till the end of the first Annual General Meeting following the election. In 2019, the auditor was paid EUR 142 thousand for the audit services.

15. Proposal by the Board of Directors for the election of the auditor.

The Board of Directors proposes to the Annual General Meeting that Tietotili Audit Oy be elected auditor of the company. Tietotili Audit Oy has informed the company that APA Mr. Urpo Salo will be the auditor with principal responsibility.