



BOARD OF DIRECTORS

Election of the board of directors

Shareholders representing a total of approximately 33 % of the company's shares have proposed that all of the current members of Board of Directors, namely Peter Fagnäs, Pertti Laine, Vesa Puttonen, Juha Laaksonen and Esa Kiiskinen, be re-elected to the Board of Directors and that Hanna Maria Sievinen be elected as a new member of the Board of Directors. The term of office of members of the Board of Directors expires at the end of the Annual General Meeting that follows their election.

The above-mentioned nominees have agreed to their membership of the Board of Directors.

Peter Fagnäs

Main occupation: Hermitage Ltd, Chairman of the Board

Education: LL.M.

Key work experience:

Pohjola Group Plc, Chairman of the Board 2001–2003

Conventum Ltd/Plc, CEO 1996–1999, Chairman of the Board 1999–2002

Merita Bank Ltd, Member of the Board 1995–1996

Prospectus Ltd, CEO 1993–1995

Kansallis-Osake-Pankki, 1977–1993

Other positions of trust:

AS Trigon Capital, Member of the Supervisory Board 2004–

Oy Hermitage Ab, Chairman of the Board 2003

Hermitage Ltd, Chairman of the Board 2003–

Amanda Capital Plc, Member of the Board 2007–2011

Winpak Plc, Member of the Board 2006–2011

Fortum Corporation, Chairman of the Board 2004–2009

Pertti Laine

Main occupation: Veikko Laine Ltd, Chairman of the Board

Education: B.Sc.(Econ.)

Key work experience: Veikko Laine Ltd, CEO 1967–2003.

Other positions of trust:

Trigon Agri A/S, Member of the Board 2010–

Trigon Dalmatian Property AS, Member of the Board 2003–

Veikko Laine Ltd, Member of the Board 2003–

Osaühing Karlskroona, Member of the Board 1998–

Länsiauto Ltd, Member of the Board 1979–

Trigon Gardening AS, Member of the Supervisory Board 2009–2012

AS Trigon Capital, Member of the Supervisory Board 2008–2012

eQ Plc, Member of the Board, 2006–2011

AS Trigon Farming, Member of the Board 2006–2011

United Bankers Ltd, Member of the Board 1986–2011

Trigon Agri A/S, Member of the Supervisory Board 2007–2010

Vesa Puttonen

Main occupation: Professor of Finance, Aalto University, School of Business

Education: D.Sc.(Econ.)

Key work experience:

Aalto University, School of Business, Professor of Finance 2001–

Conventum Fund Management Ltd, Managing Director 1999–2001

HEX Helsinki Exchanges, Senior Vice President 1998–1999

Helsinki School of Economics, Assistant Professor and Researcher 1993–1998

Other positions of trust:

NASDAQ OMX Nordic Foundation, Member of the Board 2012–

OP-Pohjola Group Research Foundation, Member of the Board 2012–

SM-Liiga Oy, Member of the Board, 2012–

Finnish Foundation for Share Promotion, Member of the Board 2011–

Taaleri Wealth Management Ltd, Chairman of the Board 2010–

Rocla Plc, Member of the Board (Chairman of the Board 2008) 2007–

State Pension Fund, Member of the Investment Committee 2003–

Oras Invest Ltd, Member of the Board 2003–

Research Institute of the Finnish Economy (ETLA), Member of the Research Council 2005–2010

Sampo Fund Management Ltd, Member of the Board 2008–2009

Orion Plc, Member of the Board, 2004–2009

Privanet Capital Plc, Member of the Board 2006–2008

Arvo Asset Management Ltd, Chairman of the Board 2005–2008

Pension Fund of the Evangelical-Lutheran Church of Finland, Member of the Investment Committee 2002–2008

Finnish Innovation Fund (SITRA), Member of the Investment Committee 2004

Juha Laaksonen

Main occupation: Professional Board Member

Education: BA

Key work experience: Fortum Corporation, several management positions (finally Chief Financial Officer) 1979–2012

Other positions of trust:

SATO Plc, Chairman of the Board 2007–

Kemira Plc, Member of the Board 2007–

TGC-10, Member of the Board 2008–2012

Teollisuuden Voima Oyj, Member of the Board 2004–2010

Neste Oil Plc, Member of the Board 2005–2007

Esa Kiiskinen

Main occupation: Entrepreneur in K-Citymarket Sello, Espoo

Education: Graduate in Business

Key work experience:

K Group retailer, Saija ja Esa Kiiskinen Ltd

K-citymarket Sello, Espoo 1 March 2013–

K-supermarket Kontumarket, Helsinki 1996–2013

Hanna Sievinen

Main occupation: Independent Advisor, since 2014

Education: M.Sc.(Econ.), MA in International Business

Key work experience:

Independent Advisor, since 2014

A number of management positions in Finland, India and Germany, Nokia 2000–2014

Scandinavia Enskilda Banken, 1999–2000

Investment Banking & Corporate Finance, Enskilda Securities, 1997–1999

Other positions of trust:

Suomen Rahapaja Oy, Chairman of the Board 2015-

Suomen Rahapaja Oy, Member of the board 2012-2015

Cinia Group Oy, Member of the board 2015-

FRV Oy, Member of the board 2015-

Koskitukki Oy, Member of the board 2015-

Resolution on the remuneration of members of the Board of Directors

Resolution on the remuneration of members of the Board of Directors

Shareholders representing a total of approximately 33% of the company's shares have proposed that the members of the Board of Directors be paid annual remuneration as follows:

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|------------------------------|---------------------|
| • Chairman of the Board | EUR 38,000 per year |
| • Vice Chairman of the Board | EUR 28,000 per year |
| • Member of the Board | EUR 23,000 per year |

The annual remuneration will cover the entire term of office and Committee work.

The Board of Directors has decided on a preliminary basis to establish Audit and Remuneration Committees, whose members will be appointed by the Board of Directors elected at the Annual General Meeting.

Shareholders representing a total of approximately 33% of the company's shares have additionally proposed that travel and accommodation expenses be paid against an invoice for meetings of the Board of Directors and Committees held in a locality other than the home locality of a member of the Board.