

PROPOSAL BY THE BOARD OF DIRECTORS FOR THE REMUNERATION OF THE BOARD OF DIRECTORS

The Board of Directors proposes to the General Meeting that the remuneration of the members of the Board of Directors' will be so that the Chairman of the Board of Directors will receive EUR 3,000 per month and the other Board members will receive EUR 1,500 per month. Board members employed by a company belonging to the Martela Group will not be remunerated separately for the Board work. Compensation for travelling expenses will be paid according to Martela Corporation's travelling policy.

In Helsinki 3 February 2016

MARTELA CORPORATION

The Board of Directors

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