

PROPOSALS OF THE NOMINATION BOARD TO THE ANNUAL GENERAL MEETING TO BE HELD ON 4 APRIL 2019

1. Resolution on the remuneration of the members of the Board of Directors

The Chairman of the Board of Directors has been paid an annual fee of EUR 46,000, the Deputy Chairman an annual fee of EUR 34,500 and the members of the Board of Directors an annual fee of EUR 23,000. Additionally, the Company has paid a voluntary pension insurance based on the remuneration. In addition to the annual remuneration, an attendance fee has been paid to the members of the Board of Directors for each meeting of the Board of Directors that a member has attended. The Chairman of the meeting has been paid an attendance fee of EUR 800 and the members an attendance fee of EUR 500.

The Nomination Board of the Company proposes to the General Meeting that the annual fees of the members of the Board of Directors would be increased and that the Chairman of the Board of Directors is paid an annual fee of EUR 60,000 and Deputy Chairman an annual fee of EUR 40,000 and other members of the Board of Directors an annual fee of EUR 30,000.

In addition, the Nomination Board proposes that meeting fees be paid, in accordance with earlier practice, for each meeting of the Board of Directors that a Member of the Board has attended, and that meetings fees be increased so that the Chairman of the Board be paid EUR 800 for meetings in Finland and EUR 1,500 for meetings abroad and the other Members of the Board EUR 500 for meetings in Finland and EUR 1,000 for meetings abroad. For per capsulam Board Meetings, the meeting fee is proposed to be half of the normal fee. Furthermore, it is proposed that each Member of the Board be compensated for travel and accommodation costs and direct expenses arising from their work for the Board of Directors.

In addition, the Nomination Board proposes that the Board of Directors decide on the establishment of Audit and Remuneration Committees. It is proposed that Members of the Committees be paid a meeting fee of EUR 500 for each meeting that the members attend. In addition to the meeting fee, it is proposed that the Chairman of the Audit Committee be paid annual remuneration of EUR 10,000 and the Chairman of the Remuneration Committee be paid annual remuneration of EUR 7,500.

In addition, the Nomination Board proposes that the arrangement of voluntary pension insurance based on remuneration be discontinued.

2. Resolution on the number of members of the Board of Directors

The Nomination Board of the Company proposes to the General Meeting that the General Meeting resolved the number of the members of the Board of Directors to be six (6).

3. Election of members of the Board of Directors

The Shareholders' Nomination Board proposes to the General Meeting that Teuvo Salminen, Sebastian Bondestam, Antti Kaunonen, Sarlotta Narjus, Kai Mäenpää and Tero Telaranta be re-elected as members of the Board of Directors. Anu Hämäläinen, currently member of the Board of Directors, has informed Glaston's Nomination Board that she will not be available in the election of the Board of Directors at the next Annual General Meeting.

All aforementioned persons have given their consent for the election. More information on the nominees is available on Glaston Corporation's website www.glaston.net.

According to the Company's Articles of Association, the Board of Directors elects the Chairman and the Deputy Chairman of the Board of Directors amongst themselves. Therefore, the Shareholders' Nomination Board proposes that the Board of Directors would re-elect amongst themselves Teuvo Salminen as the Chairman and Sebastian Bondestam as the Deputy Chairman.