

PROPOSALS OF THE NOMINATION BOARD TO THE ANNUAL GENERAL MEETING TO BE HELD ON 28 MAY 2020



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

The Nomination Board of the Company proposes to the General Meeting that the annual and meeting fees of the members of the Board of Directors as well as fees paid for Committee work remain unchanged.

For the Members of the Board of Directors the annual remuneration payable shall be:

- Chairman of the Board EUR 60,000,
- Deputy Chairman of the Board EUR 40,000,
- other Members of the Board EUR 30,000;

and the meeting fees for each meeting of the Board of Directors that a Member of the Board has attended shall be:

- Chairman of the Board EUR 800 for meetings held in the Chairman's home country and EUR 1,500 for meetings held elsewhere
- other Members of the Board EUR 500 for meetings held in the home country of the respective member and EUR 1,000 for meetings held elsewhere
- for per capsulum 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 line with the company's normal practice.

Furthermore, the Nomination Board proposes to the General Meeting that the meeting fee for the Remuneration and Audit Committees remain unchanged, and 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, and in addition, that a meeting fee of EUR 500 be paid to all Members for each meeting attended.

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 seven (7) until closing of the Annual General Meeting 2021.

3. Election of members of the Board of Directors

The 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, and that Michael Willome would be elected as a new member of the Board of Directors.

Michael Willome has been the Group CEO at global industrial holding company Swiss Conzzeta AG since 2016. Michael Willome has a broad global business experience. Prior to his current position he has held various management positions in global companies like speciality chemical company Clariant AG and healthcare company Novartis. In addition, he has extensive experience from the glass processing industry, as Bystronic glass was part of the Conzzeta group 1994–2019. Mr. Willome holds a degree from the University of St. Gallen in Business Administration (lic. oec.), M.A. and he is a Swiss citizen.

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 Nomination Board recommends that the Board of Directors would re-elect amongst themselves Teuvo Salminen as the Chairman and Sebastian Bondestam as the Deputy Chairman.