

Could you provide some context for why the board remuneration is suggested to be increased by such a large amount? Below are the levels proposed for the AGM. This is in line with the very largest Large Cap companies in Finland, and more than twice what's common among the largest Mid Cap companies.

- **Chairman - EUR 210,000**
- **Vice Chairman - EUR 120,000**
- **Other Directors - EUR 70,000**

Historically, companies, including Tecnotree, have paid their Board members in two components, 1. A remuneration/retainer fee; 2. A sitting fee (based on the number of meeting that the Board member is required to attend in a year).

One of the key takeaways for the management from the restructuring phase in 2016 was that management must be able to freely consult with the Board at any given point of time and that costs (such as hourly fees, sitting fees and other expenses) shouldn't be a deterrent or burden to Tecnotree with additional costs/bills.

With this learning in mind, the Board fees has been negotiated down to only include a retainer fee irrespective of number of meetings in a year (including committee meetings) and no overheads such as committee fees, sitting fees or hourly fees. The Board must be freely accessible to the management and should be convened without overheads, for advise as they best represent shareholder interests, especially during this turnaround period (2018-present).