

**PROPOSALS OF THE SHAREHOLDERS TO THE ANNUAL GENERAL MEETING TO BE HELD ON MARCH 26, 2020**

**Resolution on the remuneration of the members of the Board of Directors**

Shareholders together representing approximately 38.73 per cent of the shares and votes of the company propose to the General Meeting that the annual remuneration to the members of the Board of Directors would be as follows: EUR 80 000 for the Chairman and EUR 30 000 for other members of the Board of Directors. Board members are proposed to be paid EUR 1 000 per meeting for attendance at board and its committee meetings. Board members' remuneration will not be paid to Board members who have an employment or service contract with the company.

**Resolution on the number of members of the Board of Directors**

Shareholders together representing approximately 38.73 per cent of the shares and votes of the company propose to the General Meeting that the number of members of the Board of Directors to be elected be six.

**Election of members of the Board of Directors**

Shareholders together representing approximately 38.73 per cent of the shares and votes of the company propose to the General Meeting that the current board members Emmanuel Viellard, Jorma Kasslin, Marc Speeckaert, Julia Aubertin and Louis d'Alañon will continue and Vesa Luhtanen will be elected as a new member. Further information on proposed members and their independence is available on the Company's website at [www.rapalavmc.com](http://www.rapalavmc.com).

Helsinki, March 4, 2020