

ANNUAL GENERAL MEETING 28 MAY 2021

SHAREHOLDERS' NOMINATION COMMITTEE'S PROPOSALS TO THE ANNUAL GENERAL MEETING

RESOLUTION ON THE REMUNERATION OF THE MEMBERS OF THE BOARD OF DIRECTORS

The Shareholders' Nomination Committee has announced, pursuant to its Rules of Procedure, the proposition for the remuneration of the members of the Board of Directors.

The remuneration of the members of the Board of Directors is proposed to be given in a combination of Lehto Group Plc shares and cash. The yearly remuneration, paid in such manner, would remain the same as last year:

- Chairman of the Board of Directors EUR 69,000
- Deputy Chairman and members of the Board of Directors EUR 34,500

The yearly remuneration of the members of the Board of Directors shall be made in Lehto Group Plc shares and in cash, with approximately 40 per cent of the remuneration paid in shares and the remainder in cash. The Members of the Board of Directors shall be given either shares that are in the Company's possession or alternatively shares shall be acquired from the regulated market (Nasdaq Helsinki Ltd) at a price determined by public trading, in the name and on behalf of the Member of the Board of Directors. The shares shall be acquired as soon as possible from the Annual General Meeting accepting the proposal.

The amount of the shares to be transferred from the Company's possession would be calculated by dividing the remuneration determined based on the medium rate of a share during the ten following banking days from the Annual General Meeting accepting the proposal and rounding the amount down to the next whole number.

The Members of the Board shall not dispose such shares during his/her membership or before six months has passed from the expiry of the said membership.

Shall the member of the Board of Directors notify the CFO of the Company within three banking days from the Annual General Meeting, in writing, that he/she shall abstain from accepting the Lehto Group Plc shares, the yearly remuneration shall be paid entirely in cash. The yearly remuneration that would be paid in such case would remain the same as last year:

- Chairman of the Board of Directors EUR 55,200
- Deputy Chairman and members of the Board of Directors EUR 27,600

The attendance fee for the members of the Board of Directors for each attended Board meeting agreed in the annual meeting agenda or a meeting outside the annual meeting agenda exceeding two hours, would remain the same as last year:

- Chairman of the Board of Directors EUR 1,500
- Deputy Chairman and members of the Board of Directors EUR 750

The attendance fee for the members of the committees of the Board of Directors for each attended committee meeting agreed in the annual committee meeting agenda or a meeting outside annual meeting agenda exceeding two hours, would remain the same as last year:

- Chairman of the committee EUR 600
- Members of the committee EUR 400

Attendance fees shall not be paid to such Members of the Board of Directors that are employed by the Company.

Reasonable travel expenses caused by Board meetings or committee meetings are proposed to be paid in accordance with the instructions of the tax authority. The per diem allowances are included in the attendance fee.

ANNUAL GENERAL MEETING 28 MAY 2021

SHAREHOLDERS' NOMINATION COMMITTEE'S PROPOSALS TO THE ANNUAL GENERAL MEETING

RESOLUTION ON THE NUMBER OF MEMBERS OF THE BOARD OF DIRECTORS

The Shareholders' Nomination Committee proposes that the number of Board members is six (6).

ELECTION OF THE CHAIRMAN AND THE MEMBERS OF BOARD OF DIRECTORS

The Shareholders' Nomination Committee proposes that, at their consent, the following persons would be re-elected as members: Seppo Laine, Anne Korhikoski, Raimo Lehtiö and Helena Säteri. Mikko Räsänen has announced that he is not available for re-election.

At their consent, as the new members of the Board of Directors the Shareholders' Nomination Committee proposes Hannu Lehto and Jani Nokkanen.

The Shareholders' Nomination Committee proposes that Hannu Lehto will be appointed as the Chairman of the Board of Directors.

Hannu Lehto

Construction engineer Hannu Lehto is an experienced figure of the construction field. He has a strong expertise from both entrepreneurship in construction and the management functions of Lehto Group Plc in different stages of the company. Hannu Lehto is one of the founding shareholders of the company and he has held the position of CEO of the company first during 2008 – 2013 and again since the year 2014 until present. He has also acted as the member of the board and the chairman of the board during the years. Hannu Lehto has been contributing for the success of Lehto Group and its subsidiaries together for more than 35 years.

Jani Nokkanen

Jani Nokkanen (M.Sc. Economics) is an adept professional of the real estate industry. Currently Jani is working as the CIO and Partner of NREP where he has worked since 2008 in different key roles of development and financing. Before NREP he worked in management consulting and strategy related roles.