

**THE STATE OF FINLAND PROPOSES TO THE ANNUAL GENERAL MEETING TO BE HELD ON 25 MAY 2020
THAT THE FOLLOWING REMUNERATION BE CONFIRMED FOR THE BOARD OF DIRECTORS FOR 2020**

1

ANNUAL FEES

- Chair EUR 63,000 (61,200);
- Vice Chair EUR 32,700 (32,400);
- Chairs of the Audit Committee and of the People and Remuneration Committee EUR 32,700, where these individuals are neither the Chair nor the Vice Chair of the Board of Directors; and
- Other members of the Board of Directors EUR 30,300 (30,000).

2

MEETING FEES

The meeting fees would remain unchanged and each member's fee for a meeting of the Board of Directors or its Committee would be 600 euros when the meeting takes place in the member's country of residence and 2,400 euros for other meetings. For telephone meetings, the fee would be 600 euros.

3

EXPENSES AND DISCOUNT TICKETS

The members of the Board of Directors would continue to be entitled to reimbursement of reasonable travel and representation expenses in accordance with the company's general expenses policy.

The members of the Board of Directors and their spouses would continue to be entitled to discounted travel on the company's flights in accordance with the company's discount ticket policy regarding the Board of Directors. Under the current policy, the members of the Board of Directors and their spouses are entitled to 4 return or 8 one-way tickets on Finnair flights per calendar year in Economy or Business Class. The fare of these tickets is zero, exclusive of any airport taxes, fees and charges, which are payable by the members of the Board of Directors. The discount tickets constitute taxable income in Finland.

* * *