

Remuneration Report 2016

Technopolis' Remuneration Report has been drafted according to the Finnish Corporate Governance Code 2015 (www.cgfinland.fi/en) issued by the Finnish Securities Market Association.

The Remuneration Report discloses remuneration other financial benefits paid during the fiscal period of January 1 – December 31, 2016. Remuneration and other financial benefits are reported on a cash basis. For comparison, the Remuneration Report also presents remuneration paid during the financial year preceding the reported financial year.

This Remuneration Report has been published simultaneously with Technopolis Plc's Financial Statements, the Report by the Board of Directors and the Corporate Governance Statement for 2016.

The Board of Directors

The annual and meeting fees for Board and Committee work paid to Board members in 2016 are presented in the table right. The value of shares acquired as part of annual remuneration is included in the total amount of fees.

The Board members do not have an employment or service contract with the company. Furthermore, they do not have share-based remuneration schemes, nor are they included in the company's other incentive schemes.

The number of shares transferred to the members of the Board as remuneration is presented in the table right.

The CEO and Other Group Management Team Members

Keith Silverang (BA, MBA, born in 1961), has served as the Chief Executive Officer of Technopolis Plc since 2008. In 2016, in addition to the CEO, Technopolis' Group Management Team consisted of Reijo Tauriainen, Chief Financial Officer and Deputy CEO; Juha Juntunen, Chief Operating Officer; Kari Kokkonen, Director Real Estate Operations and Services and Outi Raekivi, Director, Legal Affairs.

The Remuneration and other financial benefits paid to the CEO and the Group Management Team members in 2016 as well as for comparison, corresponding information from the previous fiscal year, are presented on a cash basis in the table right.

Register on former Insiders Subject to Declaration Requirement and their closely associated persons has been updated up to 2 July 2016 (before effective date of EU Regulation on Market Abuse, EU N:o 596/2014) and is available on the Company's website [Insider Holdings](#).

The annual and meeting fees for Board and Committee work paid to Board members in 2016

	2016		2015	
Members of the Board:	Annual fees	Meeting fees	Annual fees	Meeting fees
Carl-Johan Granvik, Chairman	55,000	24,800	55,000	22,000
Jorma Haapamäki, Vice Chairman	31,500	12,600	31,500	9,600
Juha Laaksonen	26,250	11,600	-	-
Pekka Ojanpää	26,250	14,400	26,250	11,400
Reima Ryttsölä	26,250	14,200	26,250	9,400
Annica Änäs	26,250	16,200	26,250	11,400
Former Members of the Board:				
Pekka Korhonen	-	2,400	26,250	12,000
Sari Aitokallio	-	-	-	3,600
Timo Ritakallio	-	-	-	2,600
TOTAL	191,500	96,200	191,500	82,000

The number of shares transferred to the members of the Board as remuneration

Members of the Board:	2016	2015
Carl-Johan Granvik, Chairman	5,711	7,037
Jorma Haapamäki, Vice Chairman	3,271	4,030
Juha Laaksonen	2,725	-
Pekka Ojanpää	2,725	3,359
Reima Ryttsölä	2,725	3,359
Annica Änäs	2,725	3,359
Former Members of the Board:		
Pekka Korhonen	-	3,359
TOTAL	19,882	24,503

The Remuneration and other financial benefits paid to the CEO and the Group Management Team members in 2016 on a cash basis

	2016	2015
CEO Keith Silverang	EUR	EUR
Annual salary (incl. fringe benefits)	295,804	271,420
Annual bonus from previous year	95,040	21,543
Share-based incentive scheme *)	145,484	0
TOTAL	536,328	292,963
Other Group Management Team members		
Annual salary (incl. fringe benefits)	581,476	550,456
Annual bonus from previous year	150,413	121,263
Share-based incentivescheme *)	261,864	0
TOTAL	993,753	671,719

*) The earning periods for Performance Share Plan 2013-2017 are 2013-2015, 2014-2016 and 2015-2017 and the earning periods for Performance Share Plan 2016-2020 are 2016-2018, 2017-2019 and 2018-2020. In 2016, the reward was paid based on the earning period 2013-2015. The reward includes the value of shares and the cash amount in accordance with the term and conditions of the program.