

Plc Uutechnic Group Oyj

# REMUNERATION STATEMENT 2016



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This remuneration statement on Plc Uutechnic Group's Board of Directors, CEO and Group Management team members has been drawn up in compliance with the Finnish Corporate Governance Code 2015, issued by the Securities Market Association. The Code is available on the Securities Market Association's website [www.cgfinland.fi](http://www.cgfinland.fi).

## A. Decision-making

The compensation for Board members is determined each year by the Annual General Meeting. The Board members have not received company shares as compensation. The company currently has no stock option plan.

The Board of Directors decides on the remuneration of the CEO. The CEO and the Chairman of the Board decide on the remuneration of other Group Management team.

## B. Key principles of remuneration

### Remuneration of the Board of Directors

The Annual General Meeting decides on the total fee to be paid for each term of office. The fee is paid in 12 equal monthly instalments. In addition, Board members are entitled to a per diem and travel allowance in accordance with the Group's general travel regulations. No attendance fees are paid to persons employed by Uutechnic Group for membership of a subsidiary's board of directors.

### Remuneration of the CEO and deputy CEO

According to the employment contract of CEO and Deputy CEO, both the company and the CEO or the Deputy CEO are entitled to terminate the contract without any particular reason. In such a case, the period of notice on either side is three months. If the company terminates the contract, the CEO or the Deputy CEO will be paid 100,000.00 euros deducted by the salary paid during the period of notice. The CEO and the Deputy CEO has a bonus that is 1,25 % of the operating profit of the Group in 2016.

### Remuneration of the other Group Management

The compensation of the other Group Management team members consist of monthly paid fixed salary and fringe benefits. Group Management team members have No special conditions for retirement or pension benefits have been specified for the members of the Group's management. The Group Management team members serve according to an indefinite employment contract without entitlement to extra severance pay or other compensation. The

additional pension benefits and terms of notice do not significantly differ from the statutory terms and conditions. The company does not remunerate the Group Management team members on any other grounds nor does it grant them loans or provide any guarantees for them.

Remuneration of the Group does not include any share based parts. The company currently has no stock option plan. Members of the Group Management has no special conditions on retirement or pension benefits.

## C. Remuneration report for 2016

The Annual General Meeting of 28 April 2016, decided to pay Board members the following attendance fees as annual compensation amounts: 36,000 euros to the chairman and to the vice-chairman and 22,000 euros to each of the members.

Fees paid to Board members in the 2016 financial year for Board duties:

|                            | euros     |
|----------------------------|-----------|
| Alatalo Sami vice-chairman | 34.000,00 |
| Kottonen Hannu             | 14.666,68 |
| Lagerstedt Kristiina       | 14.666,68 |
| Lindström Timo             | 7.333,32  |
| Peräaho Jouko, chairman    | 12.000,00 |

In addition, Jouko Peräaho has been paid 153.520,00 euros salary based on his full-time vacancy as the chairman of the Board.

During financial period 1.1.-31.12.2016 CEO Martti Heikkilä has been paid 151.656,00 euros, Deputy CEO Ismo Haaparanta has been paid 150.882,10 euros and the other Group Management team has been paid 397.117,90 euros as salary.