



## **REMUNERATION STATEMENT 2010**

### **Remuneration and other benefits of the Members of the Board**

Annual General Meeting will decide on the remuneration for the Board members. The Annual General Meeting held on 13 April 2010 decided that the annual fee to be paid for Chairman of the Board is EUR 48,000, for the Vice-Chairman of the Board EUR 36,000 and for the Board members EUR 24,000. Moreover, EUR 200 will be paid for each meeting for those who have been present. There will be no fee paid for conference calls. Eventual travel expenses are compensated according to the travel regulations of the company.

The Board members have no other financial benefits. None of the Directors is part of the share-based compensation system.

### **Remuneration of the President and CEO and the members of the managing team**

The Board of Directors decides on the President and CEO's salary and other benefits. The terms and conditions of the President and CEO's employment are specified in writing in his or her written employment contract that is approved by the Board of Directors. The Chairman of the Board of Directors is the President and CEO's supervisor.

The President and CEO is paid a fixed salary. In 2009, the salary and remuneration paid to the President and CEO amounted to a total of EUR 168,125.

The chief executive's period of notice is six months, and if his executive contract is terminated by the company, he will be paid the salary during the period of notice.

The retirement age of the President and CEO and the Management Team members is determined in accordance with the Employees' Pensions Act.

The framework of the Management Team's terms of employment and pay are approved by the Board of Directors, which is also deciding on the Group's performance bonus system. The Management Team is paid a fixed salary, which is determined in each person's contract. In 2009, salaries and other short-term employee benefits paid to the Management Team members amounted to EUR 532,510.

President and CEO and the Management Team members participated in the share-based option scheme launched in 2009. The management is granted options based on the realisation of the targets set for financial key figures as well as of personal targets. Part of the options to be granted are dependent on the fulfilment of working capital target and personal objectives, and part is dependent on the realisation of operating profit target





(EBIT).