



UTG

MIXING GROUP

PLC UUTECHNIC GROUP OYJ

**REMUNERATION STATEMENT
FOR THE 2019 FINANCIAL YEAR**

REMUNERATION STATEMENT

This is a statement of the remuneration of the members of the Board of Directors, CEO and members of the Management Team of Plc Uutechnic Group Oyj pursuant to the Finnish Corporate Governance Code 2015 issued by the Securities Market Association. The Code is available on the Securities Market Association website at www.cgfinland.fi

A. DECISION-MAKING

Decisions on the fees paid to the members of the Board of Directors are made by the Annual General Meeting. The Board of Directors has not been paid shares in the company as fees. The company currently has no valid stock option plan.

The CEO's salary and other financial benefits are decided on by the Board of Directors. Compensation for other members of the management is decided on by the CEO together with the chairman of the Board.

B. PRINCIPLES OF REMUNERATION

REMUNERATION OF THE BOARD OF DIRECTORS

The General Meeting annually decides the total remuneration payable for the term of office. The remuneration is paid on a monthly basis. 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 UTG for membership of the boards of directors of the Group's parent company or subsidiaries.

REMUNERATION OF THE CEO AND DEPUTY CEO

According to the employment contract of CEO Jouko Peräaho and deputy CEO Martti Heikkilä, both the company and the CEO have the right to terminate the contract without particular grounds. The notice period of the contract is three months for either party. If the company terminates the contract, the CEO and the Deputy CEO will receive the salary for the period of notice and severance pay of EUR 100,000 less the gross salary paid for the period of notice.

REMUNERATION OF OTHER MEMBERS OF THE MANAGEMENT TEAM

The remuneration of the other members of the Group's Management Team is comprised of fixed monthly salaries and fringe benefits. Members of the Management Team have employment contracts valid until further notice without the right to separate severance pay or other compensation. Their supplementary pension benefits and periods of notice do not significantly differ from the statutory ones. The company does not pay compensation to the Management Team members on other grounds or grant loans or guarantees on their behalf.

The Group's remuneration system does not include share or share-based components. The Group currently has no valid stock option plan.

No special conditions for retirement or pension benefits have been specified for the members of the Group's management.

C. REMUNERATION REPORT

The Annual General Meeting of 10 April 2019 decided to pay Board members the following annual compensation amounts: EUR 60,000 to the chairman and EUR 22,000 to each of the members. Position of the chairman is half-time.

Fees paid to Board members in the 2019 financial year:

	EUR
Alatalo, Sami, Chairman	53,300
Kottonen, Hannu, Board member	22,000
Lagerstedt, Kristiina, Board member	6,233

Fees paid to the CEO in the 2019 financial year:

	EUR
Jouko Peräaho	176,640
Martti Heikkilä	131,140

Fees paid to other members of the Management Team in the 2019 financial year:

	EUR
Other members of the Management Team	417,332