

# Remuneration Report 2018

Technopolis' Remuneration Report has been drafted according to the [Finnish Corporate Governance Code 2015](#) issued by the Finnish Securities Market Association.

The Remuneration Report discloses remuneration and other financial benefits paid during the fiscal period of January 1–December 31, 2018. 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 2018.

## The Board of Directors

After Kildare Nordic Acquisitions S.à.r.l enforced its voluntary recommended public cash tender offer to acquire all issued and outstanding shares in Technopolis got the holding of more than 9/10 of Technopolis' shares, the Board of Directors of Technopolis decided to convene an Extraordinary General Meeting that was held on November 7, 2018. The Extraordinary General Meeting elected a new Board of Directors to the company. It also resolved that no remuneration be paid to the members of the Board of Directors.

The annual and meeting fees for Board and Committee work paid to Board members in 2018 are presented in the table right. In 2018, the annual fee was paid fully in cash. In 2017 the value of shares acquired as part of annual remuneration is included in the total amount of fees.

The annual and meeting fees for Board and Committee work paid to Board members in 2018 are presented in the table below. The total amount of annual fees paid in 2017 include the value of shares acquired as part of annual remuneration.

	2018		2017	
<b>Members of the Board starting November 7, 2018</b>	<b>Annual fees</b>	<b>Meeting fees</b>	<b>Annual fees</b>	<b>Meeting fees</b>
Paul Patel, Chairman	-	-	-	-
Sebastian Woitas, Vice Chairman	-	-	-	-
Henri Guelff	-	-	-	-
Louis Paletta	-	-	-	-
Davy Toussaint	-	-	-	-
<b>Members of the Board until November 6, 2018</b>	<b>Annual fees</b>	<b>Meeting fees</b>	<b>Annual fees</b>	<b>Meeting fees</b>
Juha Laaksonen, Chairman	57,800	21,400	55,000	16,200
Reima Ryttsölä, Vice Chairman	33,100	11,100	26,250	10,800
Kaj-Gustaf Bergh	27,600	8,700	-	-
Hannu Leinonen	27,600	9,900	-	-
Helena Liljedahl	27,600	15,300	26,250	10,200
Pekka Ojanpää	27,600	11,100	26,250	10,200
Christine Rankin	33,100	15,900	31,500	11,400
<b>Former Members of the Board:</b>	<b>Annual fees</b>	<b>Meeting fees</b>	<b>Annual fees</b>	<b>Meeting fees</b>
Carl-Johan Granvik	-	-	-	4,200
Annica Ånäs	-	-	31,500	10,200
Jorma Haapamäki, Vice Chairman	-	2,400	31,500	12,600
<b>Total</b>	<b>234,400</b>	<b>95,800</b>	<b>196,750</b>	<b>79,200</b>

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 serves as the Chief Executive Officer of Technopolis Plc. In 2018, in addition to the CEO, Technopolis' Group Management Team consisted of Juha Juntunen, Chief Operating Officer; Kari Kokkonen, Chief Real Estate Officer; Sami Laine, Chief Financial Officer and Outi Raekivi, Chief Legal Officer.

The Remuneration and other financial benefits paid to the CEO and the Group Management Team members in 2018 as well as for comparison, corresponding information from the previous fiscal year, are presented on a cash basis in the table right.

The number of shares transferred to the members of the Board as remuneration is presented in the table below:

Members of the Board starting November 7, 2018	2018	2017
Paul Patel, Chairman	-	-
Sebastian Woitas, Vice Chairman	-	-
Henri Guelff	-	-
Louis Paletta	-	-
Davy Toussaint	-	-
Members of the Board until November 6, 2018		-
Juha Laaksonen, Chairman	-	6,819
Reima Rytsölä, Vice Chairman	-	3,254
Kaj-Gustaf Bergh	-	-
Hannu Leinonen	-	-
Helena Liljedahl	-	3,254
Pekka Ojanpää	-	3,254
Christine Rankin	-	3,905
Former Members of the Board:		
Jorma Haapamäki	-	3,905
<b>Total</b>	<b>-</b>	<b>24,391</b>

The Remuneration and other financial benefits paid to the CEO and the Group Management Team members in 2018 as well as for comparison, corresponding information from the previous fiscal year, are presented on a cash basis in the table below.

	2018	2017
<b>CEO Keith Silverang</b>		
Annual salary (incl. fringe benefits)	341,433	298,343
Annual bonus from previous year	115,680	28,800
Share-based incentive scheme	-	75,278
<b>Total</b>	<b>457,113</b>	<b>402,421</b>
<b>Other Group Management Team members</b>		
Annual salary (incl. fringe benefits)	689,656	598,811
Annual bonus from previous year	173,396	79,097
Share-based incentive scheme	-	142,897
<b>Total</b>	<b>863,052</b>	<b>820,805</b>