



**UTG**

MIXING GROUP

**PLC UUTECHNIC GROUP OYJ**

**REMUNERATION REPORT 2020**

# REMUNERATION REPORT 2020

This remuneration report contains information on the remuneration of Plc Uutechnic Group Plc's Board of Directors, CEO and Deputy CEO for the period from 1 January to 31 December 2020. The remuneration report is based on the recommendations of the Finnish Corporate Governance Code 2020 issued by the Finnish Securities Market Association and the requirements of the Securities Markets and Companies Act. The code is available on the Securities Market Association's website [www.cgfinland.fi](http://www.cgfinland.fi).

The remuneration report will be presented to Plc Uutechnic Group Plc's Annual General Meeting on June 30, 2021.

## KEY PRINCIPLES OF REMUNERATION

The remuneration of UTG Mixing Group is based on a remuneration policy, which was approved by the Board of Directors on March 2, 2020 and discussed by the Annual General Meeting on June 30, 2020. There has been no deviation from the remuneration policy during the 2020 financial year.

The remuneration principles apply to all the company's personnel. Fairness, transparency, market orientation and rewarding for good performance are key principles in remuneration.

The Company's Remuneration Policy applies to the Company's Board of Directors and President and CEO and, where applicable, to the Deputy CEO. The purpose of the Company's Remuneration Policy is to encourage and reward management for activities within the strategy, compliance and to motivate working for the success of the UTG Mixing Group.

Effective and competitive remuneration is an essential tool for hiring and engaging capable executives, which in turn contributes to the company's financial success and good governance. Remuneration supports the achievement of the company's goals, strategy, and long-term profitability.

## DEVELOPMENT OF UTG MIXING GROUP'S REMUNERATION AND FINANCIAL RESULT

1000 EUR

UTG Mixing Group	2016	2017	2018	2019	2020
Chairman of the Board	154	36	36	53	30
Members of the Board	17	24	22	28	22
CEO	152	176	177	177	151
Deputy CEO			139	131	137
Employees, average	46	51	53	53	55
Salaries and Fees Total	9 342	9 291	5 085	5 012	5 404

1000 EUR

UTG Mixing Group	2016	2017	2018	2019	2020
Turnover	36 377	19 077	16 545	16 849	16 954
Operating profit	881	1 196	2 045	881	-288
Number of the personnel, average	195	89	89	87	92

In year 2016 Group also included subsidiaries Japrotek Oy Ab (sold 08/2018) and AP-Tela Oy (sold 05/2019).

## REMUNERATION OF THE BOARD OF DIRECTORS JANUARY 1-DECEMBER 31, 2020

The Annual General Meeting on June 30, 2020 decided to pay annual remuneration of EUR 36,000 to the chairman of the Board and EUR 22,000 to the members of the Board. In addition to the annual fee, no other fees are paid to the members of the Board. Travel and other costs arising from performance of board work are reimbursed in accordance with the company's normal practice. A person with a full-time employment or service relationship with the company is not paid a fee for membership or chairmanship of the Board.

### Fees paid to the Board in the financial year 2020:

	<b>euros</b>
Alatalo Sami, Chairman until 30.6.2020	30 000
Kottonen Hannu, Chairman starting 30.6.2020	30 000
Slotte Johan, member starting 30.6.2020	11 000

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

## REMUNERATION OF THE CEO AND THE DEPUTY CEO

According to the employment contract of CEO Jouko Peräaho, the company and the CEO have the right to terminate the contract without arguments. The notice period of the contract is three months for either part. If the company terminates the contract, 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.

According to contract of Deputy CEO Jussi Vaarno, he has right to terminate the contract with three months' notice period, if the company terminates the contract, the notice period is six months. Remuneration shall be reviewed annually by the same general rate of increase and any other salary adjustments that are generally applied to senior employees covered by a collective agreement applicable to this agreement. To the deputy CEO is not paid compensation for overtime, sunday work or other similar expenses due to the length of working hours or the timing of work outside the actual working hours.

### Salaries paid to the CEO in the financial year 2020:

	<b>euros</b>
Jouko Peräaho, CEO	151 014
Vaarno Jussi, Deputy CEO	136 939

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