

# ENEDO GROUP REMUNERATION REPORT 2020

Enedo Group's remuneration report has been drawn up in accordance with the Finnish Corporate Governance Code 2020 issued by Securities Market Association ([www.cgfinland.fi](http://www.cgfinland.fi)). The remuneration report disclosed the remuneration and other financial benefits paid to the members of the Board of Directors and CEO during the financial year January 1 – December 31, 2020.

During the financial year January 1 – December 31, 2020 Enedo has complied with the remuneration policy approved in Annual General Meeting April 24, 2020. The Board of Directors reviews and presents to the General Meeting the remuneration policy and any substantial changes to it whenever necessary, but at least every four (4) years.

Remuneration promotes Enedo's business strategy, long-term financial success and favourable development of shareholder value when it is fair, competitive, enhances commitment and supports Enedo's objectives.

## BOARD OF DIRECTORS

The Annual General Meeting decides on the Board of Directors' monthly fees. The Annual General Meeting decided on April 5, 2017 to establish a permanent Shareholders' Nomination Board to prepare proposals concerning the election and remuneration of the members of the Board of Directors to the General Meetings.

At the end of the financial year, on December 31, 2020, the members of the Board of Directors were Tuomo Lähdesmäki, Matti Miettunen, Taru Narvanmaa, Michael Peters (since April 24, 2020) ja Antti Sivula.

The following monthly remuneration was paid to the members of the Board of Directors:

- the Chairman of the Board of Directors: EUR 3,750 per month
- the other members of the Board of Directors: EUR 2,000 per month
- the Chairman of the Audit Committee: EUR 750 per month
- travel and other accommodation expenses are payable against receipt

## CEO

The Board of Directors decides on the terms of service and performance-based pay system for the CEO according to the remuneration policy.

Enedo CEO Vesa Leino's remuneration consists of a fixed monthly salary and a performance bonus. CEO's fixed monthly salary consists of monthly salary and bene-

fits. During the financial year 2020, the CEO's annual salary was EUR 234,006 including benefits EUR 240. The fixed salaries of the CEO and the Executive Management Team were temporarily cut by 10% during second quarter of 2020. No performance bonus was paid in 2020.

The retirement age of the CEO is determined by Finnish legislation.

## Remuneration paid to the CEO Jan 1, 2020–Dec 31, 2020:

	Period	Total EUR 1,000
Vesa Leino	Jan. 1, 2020–Dec. 31, 2020	234

## FINANCIAL DEVELOPMENT AND DEVELOPMENT OF REMUNERATION

EUR 1,000	2016	2017	2018**	2019***	2020
Net Sales	75,368	69,872	52,401	43,312	38,491
Operating profit/loss	-9,664	-165	-7,207	-2,590	-4,270
Board of Directors, total	142	109	120	126	142
CEO	489	240	263	236	234
Personnel EUR/employee*	26	25	25	22	20****

\* The average salary development is calculated by dividing salaries without other compulsory personnel costs by the average number of personnel during the financial year

\*\* Discontinued operations are included in financial year 2018 figures

\*\*\* Discontinued operations are not included in financial year 2019 figures

\*\*\*\* Reducing personnel costs temporarily by temporary layoffs affected personnel remuneration

## Remuneration paid to the members of the Board of Directors Jan 1, 2020–Dec 31, 2020:

Board members	Period	Total EUR 1,000
Lähdesmäki Tuomo	Jan. 1, 2020–Dec. 31, 2020	45
Miettunen Matti	Jan. 1, 2020–Dec. 31, 2020	24
Narvanmaa Taru	Jan. 1, 2020–Dec. 31, 2020	33
Peters Michael	April 24, 2020–Dec. 31, 2020	16
Sivula Antti	Jan. 1, 2020–Dec. 31, 2020	24