

# Remuneration Report 2018

February 13, 2019

**Huhtamaki**



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## Board of Directors

In accordance with the resolution passed by the AGM held on April 25, 2018, as of the AGM 2018 the annual compensation for the Chairman of the Board is EUR 120,000, for the Vice-Chairman EUR 68,000 and for other members EUR 57,000. In addition, the following meeting fees are paid for each meeting attended: EUR 1,000 for all meetings, except EUR 2,000 to the Chairman for the Audit Committee meetings, EUR 1,200 to the Chairman

for the Human Resources Committee meetings and EUR 1,200 to the Chairman for the Nomination Committee meetings. Traveling expenses of the Board members are compensated in accordance with the Company policy. In addition, the Chairman of the Board has a mobile phone benefit. The remuneration has remained unchanged from 2017.

In 2018, the Board members were not eligible for remuneration or other benefits not

related to the Board work. Board members did not receive Company shares as remuneration and they were not participants in Company's share-based incentive plans.

The following remuneration was paid to the members of the Board for the financial years 2018 and 2017.

	2018			2017		
	Annual compensation	Meeting fees <sup>6</sup>	Total	Annual compensation	Meeting fees <sup>6</sup>	Total
Pekka Ala-Pietilä <sup>1</sup>	120,240	23,600	143,840	120,240	19,600	139,840
Jukka Suominen	68,000	30,000	98,000	68,000	31,000	99,000
Doug Baillie	57,000	21,000	78,000	57,000	15,000	72,000
William R. Barker	57,000	20,000	77,000	57,000	15,000	72,000
Anja Korhonen <sup>2</sup>	42,750	11,000	53,750	-	-	-
Kerttu Tuomas <sup>3</sup>	57,000	21,000	78,000	42,750	10,000	52,750
Sandra Turner	57,000	20,000	77,000	57,000	19,000	76,000
Ralf K. Wunderlich <sup>4</sup>	28,500	4,000	32,500	-	-	-
Eija Ailasmaa <sup>5</sup>	14,250	9,000	23,250	57,000	18,000	75,000
Rolf Börjesson <sup>5</sup>	14,250	12,000	26,250	57,000	20,000	77,000
<b>Board total</b>	<b>515,990</b>	<b>171,600</b>	<b>687,590</b>	<b>515,990</b>	<b>147,600</b>	<b>663,590</b>

<sup>1</sup> Annual compensation for Pekka Ala-Pietilä includes a mobile phone benefit

<sup>2</sup> Board member since April 25, 2018

<sup>3</sup> Board member since April 27, 2017

<sup>4</sup> Board member since July 1, 2018

<sup>5</sup> Board member until April 25, 2018

<sup>6</sup> The meeting fees have been entered in the table on the year when they have been paid

## Chief Executive Officer and Global Executive Team

The following remuneration was paid to the CEO and the other GET members for the financial years 2018 and 2017.

	CEO Jukka Moisio		Other Global Executive Team members <sup>4</sup>	
	2018	2017	2018	2017
Non-variable annual base salary and benefits <sup>1</sup>	733,686	717,711	2,505,732	2,161,508
Short-term incentives <sup>2</sup>				
Remuneration based on the performance in the year preceding the payment year	370,630	505,248	746,547	891,638
Long-term incentives <sup>3</sup>				
Number of shares received as a reward	19,200 shares	22,750 shares	56,832 shares	58,604 shares
Value of the shares at the time of the transfer	691,695	740,392	2,049,628	1,912,384
Amount of income taxes and tax-like charges arising based on the shares received	742,514	791,808	2,141,929	1,999,854
Total value of the reward	1,434,209	1,532,200	4,191,557	3,912,238
<b>Total remuneration</b>	<b>2,538,525</b>	<b>2,755,159</b>	<b>7,443,836</b>	<b>6,965,384</b>

<sup>1</sup> Non-variable annual base salary and benefits include compensation relating to the commencement and termination of employment.

<sup>2</sup> Paid short-term incentives have been entered in the table on the year when they have been paid.

<sup>3</sup> Share-based incentives include the monetary value of the payments based on the performance share plans at the time of granting the shares and including the value of taxes and tax-like charges arising based on the received shares. The share-based incentives are based on the performance in the year preceding the payment year and they have been entered in the table on the year when they have been paid. The reward based on the performance in 2017 under the Performance Share Plan 2015–2017 was paid in April 2018 and the reward based on the performance in 2016 under the Performance Share Plan 2014–2016 was paid in April 2017.

<sup>4</sup> Remuneration paid to other GET members is reported for the period that the person has been a member of the GET.

In 2018, expenses for the Company for the CEO's statutory pension were EUR 183,869 (2017: EUR 206,069) and for the supplementary pension arrangement EUR 150,000 (2017: EUR 150,000). At the end of 2018 liability from the supplementary pension arrangement was EUR 780,239 (2017: EUR 615,689) in the Company's statement of financial position. In 2018, the Company paid a total of EUR 18,560 (2017: EUR 22,998) to pension arrangements of the other GET members, excluding the CEO.