

# Scanfil Oyj

## Remuneration Report 2018

### Salaries paid to the Board members, EUR 1,000

	2018	2017
Harri Takanen	47	37
Jarkko Takanen	29	24
Christer Härkönen	25	23
Bengt Engström	26	23
Christina Lindstedt	27	24
<b>Total</b>	<b>154</b>	<b>130</b>

### Salaries paid to the CEO

	2018	2017
Salaries and other short-term employee benefits	436	282
Options implemented and paid in shares	35	361
<b>Total</b>	<b>471</b>	<b>643</b>

### Other management's salaries and other short-term employee benefits EUR 1,000

	2018	2017
Salaries and other short-term employee benefits	1 267	1 124
Options implemented and paid in shares	144	187
<b>Total</b>	<b>1 411</b>	<b>1 348</b>

Other management consist the members of the Management Team

Option rights granted based on Option Schemes 2013 (A-C) and 2016 (A- B)		Option right 2013(A)*	Option right 2013(B)*	Option right 2013(C)*	Option right 2016(A)	Option right 2016(B)
Petteri Jokitalo	CEO	125 000	125 000	110 000	110 000	110 000
Marjo Nurkkala	Director, Accounting	25 000	25 000	20 000		
Timo Sonninen	VP, Sales	25 000	25 000	20 000	20 000	20 000
Markku Kosunen	CTO	25 000	25 000	20 000	20 000	20 000
Tomi Takanen	VP, Operations	25 000	25 000	20 000	20 000	20 000
Kristoffer Asklov	VP, Operations			20 000	20 000	20 000
Kai Valo	CFO				20 000	20 000

\*A total of 225 000 Scanfil Plc's new shares have been subscribed for with the company's stock options both 2013(A) and 2013(B), whereas all option rights 2013(A) and 2013 (B) have been subscribed. The shares subscribed for under the stock options have been registered in the Trade Register on 9 June 2016 (2013A) and 19 June 2017/26 September 2017 (2013B). A total of 140,000 new shares have been subscribed for with the stock option 2013(C). The shares have been registered in the Trade Register on 19 June 2018 and 18 December 2018.

Terms of the Option Scheme as a whole are available on the company's website.