

Scanfil Oyj

Remuneration Report 2019

Salaries paid to the Board members, EUR 1,000

	2019	2018
Harri Takanen	49	47
Jarkko Takanen	30	29
Christer Härkönen	26	25
Bengt Engström	28	26
Christina Lindstedt	29	27
Total	162	154

Salaries paid to the CEO

	2019	2018
Salaries and other short-term employee benefits	541	463
Options implemented and paid in shares	71	35
Total	612	471

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

	2019	2018
Salaries and other short-term employee benefits	1 271	1 267
Options implemented and paid in shares	53	144
Total	1 324	1 411

Other management consist the members of the Management Team

Option rights

Option rights granted based on Option Schemes 2016 (A-C) and 2019 (A)		Option right 2016(A)*	Option right 2016(B)	Option right 2016(C)	Option right 2019(A)
Petteri Jokitalo	CEO	110 000	110 000	110 000	110 000
Timo Sonninen	VP, Sales	20 000	20 000	20 000	20 000
Markku Kosunen	CTO	20 000	20 000	20 000	20 000
Tomi Takanen	VP, Operations	20 000	20 000	20 000	
Kristoffer Asklöv	VP, Operations	20 000	20 000	20 000	20 000
Kai Valo	CFO	20 000	20 000	20 000	20 000

*A total of 30,000 new shares have been subscribed for with the stock option 2016(A). The shares have been registered in the Trade Register on 12 December 2019.

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