

EMPLOYMENT TERMS AND CONDITIONS FOR THE PRESIDENT AND CEO, JOUKO PÖLÖNEN

- The President and CEO's monthly salary is EUR 42,000, which includes an unlimited company car benefit.
- The maximum performance-based bonus corresponds to the 12-month salary of the President and CEO.
- The retirement age of the President and CEO is 65 years.
- The President and CEO is entitled to a defined-contribution supplementary pension. The supplementary pension premium is 20 per cent of the annual income.