

# Corporate Governance Statement 2019

Exel Composites' corporate governance complies with the Finnish Companies Act, the legislation covering the securities markets and other official regulations related to the governance of public joint stock companies. The principles set out here complement the applicable legislation.

Furthermore, Exel Composites complies with the Finnish Corporate Governance Code issued by the Securities Market Association applicable at any time. This Corporate Governance Statement is prepared in accordance to the Finnish Corporate Governance Code effective as of 1 January 2020 and available at [www.cgfinland.fi](http://www.cgfinland.fi).

This Corporate Governance Statement has been reviewed by the Exel Composites Board of Directors, and it is issued separately from the Board of Directors' report. Exel Composites' auditors, Ernst & Young Oy, have checked that a corporate governance statement has been issued and that the description of the main features of the internal control and risk management systems in relation to the financial reporting process is consistent with the financial statements.

Further information concerning Exel Composites' Corporate Governance matters is available on the company's website at [www.exelcomposites.com](http://www.exelcomposites.com).

## General meetings

The highest decision-making power at Exel Composites is exercised by shareholders at General Meetings convened by Exel Composites' Board of Directors. All shares carry equal voting rights at General Meetings.

The Annual General Meeting, AGM, is held on a date before the end of June, as determined by the Board of Directors. An Extraordinary General Meeting is held when the Board considers it necessary or when the Company auditor or shareholders holding a minimum of one tenth of all shares so request in writing for the handling of a specific matter.

## Board of Directors

According to the Articles of Association, the Board of Directors comprises at least three and no more than eight full members, elected by the AGM for one year at a time.

In addition to the Finnish Companies Act, other applicable legislation and the Articles of Association, Exel Composites' Board of Directors has confirmed a written charter that specifies the Board's duties, matters to be handled, meeting practice and decision-making process. The charter is reviewed and updated annually in the first

meeting following the AGM. Board meetings are attended by the President and CEO and the CFO, who acts as the secretary of the Board.

The Board of Directors is responsible for the management of the Company and the proper organization of its activities in accordance with the Finnish Companies Act and the Company's Articles of Association. The Board's principal duties include confirmation of the corporate strategy and budget by function, and decisions on funding agreements, major investments and the purchase or sale of assets. The Board approves business reviews and half year financial reports, financial statements and the Board of Directors' report on operations. The Board of Directors prepares the remuneration policy and remuneration report of the company, appoints and dismisses the President and CEO and decides on the President and CEO's remuneration in accordance to the company's valid remuneration policy. The Board also approves the composition and remuneration of the Group Management Team upon proposal by the President and CEO. The Board of Directors is the highest governance body in relation to sustainability issues and reviews and signs Exel Composites' sustainability reporting alongside the publication of the company's Annual Financial Report.

The Board monitors the Company's financial position with the help of information provided by the Group Management Team. Sufficient information including the agenda for the Board meetings with all relevant information on the Company's structure, operations and markets is usually distributed at least seven days before the meeting. The Board of Directors holds at least seven ordinary meetings per year.

The Board of Directors is evaluated within the framework of the Shareholders' Nomination Board's work. In addition, the Board performs an annual self-evaluation of its organization, working methods and fulfillment of its duties.

To achieve a diverse and balanced composition of the Board of Directors, the Nomination Board shall consider the company's principles of diversity for the Board of Directors, which are available at the company's website at [www.exelcomposites.com](http://www.exelcomposites.com). When electing the members of the Board of Directors, attention is paid to the members' expertise, know-how and viewpoint as well as age and gender. The target is to have members of both genders. In 2019 the composition of the Board of Directors was in line with this target. The Board of Directors shall also have relevant experience and knowledge in sustainability issues in the company's operations. In addition, at least one member of the Board of Directors must have expertise in accounting or auditing.

The majority of the Board members must be independent of the company and at least two of said majority must be independent of the company's significant shareholders. The Board evaluates the independence of each member of the Board at the first meeting following the AGM, and thereafter each time any change occurs.

In consideration of the size of the Company as well as the composition of the Board of Directors, the Company has decided not to have any permanent Board committees.

## Composition of the Board of Directors in 2019

On 21 March 2019, the AGM appointed Petri Helsky, Reima Kerttula, Helena Nordman-Knutson and Jouko Peussa to continue on the Board of Directors. Maija Strandberg was elected as a new member of the Board of Directors. The AGM elected Reima Kerttula as Chairman of the Board of Directors. Kai Kauto was member of the Board of Directors until AGM 2019.

- **Petri Helsky** (born 1966) holds an M.Sc. in Economics and an M.Sc. in Engineering and is CEO of Suominen Corporation. Petri Helsky is independent of the Company and its major shareholders. At the end of 2019 his holdings were 5,743 Exel Composites shares.
- **Reima Kerttula** (born 1955) holds an M.Sc. in Engineering. Reima Kerttula is independent of the Company and its major shareholders. At the end of 2019 his holdings were 16,900 Exel Composites shares.

- **Helena Nordman-Knutson** (born 1964) holds an M.Sc in Political Sciences as well as an M.Sc Economics and is Executive Director at Hallvarsson & Halvarsson. Helena Nordman-Knutson is independent of the Company and its major shareholders. At the end of 2019 her holdings were 4,601 Exel Composites shares.
- **Jouko Peussa** (born 1957) is a Licentiate of Technology and is Innovation & Technology Director of Ingersoll Rand Compression Technologies. Jouko Peussa is independent of the Company and its major shareholders. At the end of 2019 his holdings were 5,743 Exel Composites shares.
- **Maija Strandberg** (born 1969) holds a M.Sc. in Economics. Maija Strandberg is independent of the Company and its major shareholders. At the end of 2019 her holdings were 1,876 Exel Composites shares.

The term of the current Board members expires at the end of the AGM 2020.

Further information on the Board (biographical details and shareholdings) is presented on the Company's website at [www.exelcomposites.com](http://www.exelcomposites.com).

### Operations of the Board of Directors in 2019

The Board of Directors convened nine times in 2019 and the average attendance rate at these meetings was 97.8%.

In addition to regular annual Board work during the financial year 2019, the key priorities included supervision of initiatives in accordance to the company's strategy as well as improving Group profitability.

## Attendance of Board members at Board meetings in 2019

Name and position	Board meetings
Reima Kerttula Chairman (as of 17 March 2016, member until 17 March 2016)	100% ( 9 / 9 )
Petri Helsky Member (as of 17 March 2016)	100% ( 9 / 9 )
Helena Nordman-Knutson Member (as of 4 April 2017)	100% ( 9 / 9 )
Jouko Peussa Member (as of 17 March 2016)	100% ( 9 / 9 )
Maija Strandberg Member (as of 21 March 2019)	100% ( 8 / 8 )
Kai Kauto Member (until 21 March 2019)	0% ( 0 / 1 )

## Shareholders' Nomination Board

The AGM held in 2018 resolved to appoint a permanent Shareholders' Nomination Board to prepare proposals concerning the Board members and their remuneration for the General Meeting in accordance to the company's valid remuneration policy. The Charter of the Shareholders' Nomination Board, which regulates the nomination and composition of the Nomination Board and defines its tasks, is available at the company's website at [www.exelcomposites.com](http://www.exelcomposites.com).

In accordance to the Charter of the Shareholders' Nomination Board, in 2019 the Nomination Board consisted of the representatives of the four largest shareholders and of the Chairman of the Board of Directors, acting as an expert member. The Company's largest shareholders entitled to appoint members to the Nomination Board were determined on the basis of the registered holdings in the Company's shareholder register held by Euroclear Finland Oy as of 30 September 2019. In addition, shares that were included in a shareholder's holdings and proportion of voting rights calculated in accordance with Chapter 9, Sections 5 and 6 of the Finnish Securities Markets Act and nominee-registered shares were taken into account in the determination of the largest shareholders, provided that they made such request and notified their shareholdings to the Board of Directors in writing by 30 September 2019. The request were to include sufficient evidence of title to the nominee-registered shares or of the obligation to take holdings into account under the Finnish Securities Markets Act. Should a shareholder not wish to use its right to nominate, this right would be passed on to the next largest shareholder who otherwise would not be entitled to appoint a member.

In 2019, the Shareholders' Nomination Board comprised of Malin Björkmo (Handelsbanken Fonder), Rami Hakola (Danske Invest Fund Management), Kalle Saariaho (OP Fund Management Company) as Chairman, and Magnus Skåniger (Swedbank Robur Fonder), and Reima Kerttula, Chairman of Exel Composites' Board of Directors, acting as an expert member. The Nomination Board met six times.

- **Malin Björkmo** (born 1962) holds a PhL in Financial Economics. She is an independent advisor in governance and financial regulation as well as a board member of Handelsbanken Fonder.
- **Rami Hakola** (born 1967) holds an M. Soc. Sc. in Economics and is Head of Alpha Finland at Danske Wealth Management and represents Danske Invest in the Nomination Board.
- **Kalle Saariaho** (born 1972) holds an M.Sc. in Economics and is Head of Funds and Asset Management Services and member of the Board of Directors at OP Fund Management Co at OP Financial Group.
- **Magnus Skåniger** (born 1971) holds a M.Sc. in Politics and represents Swedbank Robur Fonder in the Nomination Board.

## President and CEO

The President and CEO is appointed by the Board of Directors. The Board of Directors decides on the terms of service and the remuneration of the President and CEO in accordance to the company's valid remuneration policy. The terms of service are specified in writing in the President and CEO's service contract, which is approved by the Board of Directors. Since duties of the Board include supervision of President and CEO, Exel Composites' President and CEO shall not be elected as member of the Board. The areas of responsibility of the President and CEO include, in addition to the above mentioned legal requirements, and implementing the Board's decisions, specifically also securing growth of the

business, preparations for acquisitions and implementation of strategic projects, the increase in shareholder value, profitability and efficiency of operations, and investments within the limits defined by the Board.

The Board of Directors has adopted Rules of Procedure for the President and CEO containing guidelines and instructions regarding the Company's day-to-day management. In fulfilling his duties the President and CEO shall be assisted by the members of the Group Management Team of Exel Composites and any other corporate bodies established by the Board of Directors.

**Riku Kytömäki** is Exel Composites Plc's President and CEO. He was born in 1971 and holds an M.Sc. in Electrical Engineering. At the end of 2019 he held 64,610 Exel Composites shares.

## Group Management Team

The President and CEO is supported by the Group Management Team. The Group Management Team includes, in addition to the President and CEO as chairman, the CFO, the SVP Human Resources, the SVP Operations, the SVP R&D and Technology, the SVP Sales and Marketing, the SVP Business Development and the SVP Exel Composites Americas. The Team meets eight to ten times a year. The duties of the Group Management Team include, in addition to daily running of the business and development of all areas of the business in line with the approved strategy, also drawing up business and strategic plans and implementing the approved plans. The Board of Directors decides on the main terms of employment and the remuneration of the Group Management Team in accordance to the company's valid remuneration policy.

Members of the Group Management Team in 2019 were:

- **Mikko Kettunen** (born 1976), CFO, is responsible for finance and controlling, investor relations, legal matters as well as information and communications technology, ICT. He is secretary to the Company's Board of Directors. At the end of 2019 he held 1,000 Exel Composites shares.
- **Tiina Bies** (born 1966), SVP Human Resources, is responsible for leading the HR function and creating, establishing and implementing the HR strategy, processes and procedures globally. At the end of 2019 she held no Exel Composites holdings.
- **Callum Gough** (born 1960), SVP Operations, is responsible for continuous productivity improvement, quality, environment and safety, strategic purchasing, investments and strategic site planning. At the end of 2019 he held 9,837 Exel Composites shares.
- **Kari Loukola** (born 1962), SVP Exel Composites Americas has P&L and growth responsibility of the region. At the end of 2019 he held 6,000 Exel Composites shares.
- **Mikko Rummukainen** (born 1978), SVP Business Development, is responsible for the development and implementation of the corporate strategy, the execution of strategic initiatives, as well as for mergers,

acquisitions and strategic partnerships. At the end of 2019 he held 1,706 Exel Composites shares.

- **Kim Sjödaahl** (born 1974), SVP R&D and Technology, is responsible for Group-wide development of products, product platforms and product technology and tooling. He is also in charge of leading, coordinating and developing product development activities in the Group as well as of leading R&D and IPR management activities. At the end of 2019 he held 10,000 Exel Composites shares.
- **Olli Tevä** (born 1970), SVP Sales and Marketing. He is responsible for sales and marketing, sales management, leading the sales organization, optimization of sales channels and product management. At the end of 2019 he held 6,000 Exel Composites shares.

## Internal control

Exel Composites Plc is the parent company for the whole Group. It manages and directs the operations for the whole Group. The main responsibility for the internal control and risk management relating to the financial reporting process lies with the Board of Directors. Exel Composites' internal control framework and roles and responsibilities for internal control have been defined in the Internal Control Policy approved by the Board of Directors. Internal control is organized within the framework of regular management, reporting and reviews.

Exel Composites' internal control and risk management related to financial reporting is designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements in accordance with applicable laws and regulations, generally accepted accounting principles and other requirements for listed companies.

Exel Composites has established a Controller's manual (accounting and reporting rules), which is regularly updated. Other internal policies and rules related to the financial reporting process include the Code of Conduct, the Anti-corruption Policy, the Decision-making and Signing Policy, the Treasury Policy as well as the Credit Management Policy.

Group accounting maintains a common chart of accounts that is applied in all units. A Group enterprise resource planning system (ERP) and customer relationship management system (CRM) are in use in most units of the Group. Subsidiaries submit their figures to Group reporting system for consolidation purposes. The reported figures are reviewed both in the subsidiaries and in Group accounting.

The consolidated financial statements of Exel Composites have been prepared in compliance with International Financial Reporting Standards (IFRS), applying International Accounting Standards (IAS) and IFRS standards, as well as Standing Interpretations Committee (SIC) and International Financial Reporting Interpretations Committee (IFRIC) interpretations, valid on 31 December

2019. The notes to the consolidated financial statements are also in compliance with the Finnish Accounting and Companies Acts.

The ultimate responsibility for the appropriate arrangement of the control of the Company accounts and finances falls on the Board of Directors. In accordance with the Charter of the Board of Directors, the Board performs the duties of an Audit Committee. These duties include overseeing of the accounting and financial reporting process, the audit of the financial statements, and the review of internal control procedures as well as communication with the Company's auditors. The President and CEO is responsible for the implementation of internal control and risk management processes and ensuring their operational effectiveness. The President and CEO is also responsible for ensuring that the Company accounting practices comply with the law and that financial matters are handled in a reliable manner. The Group's management assigns responsibility for the establishment of more specific internal control policies and procedures to personnel responsible for the unit's functions. Management and employees are assigned with appropriate levels of authority and responsibility to facilitate effective internal control over financial reporting.

Exel Composites' common controls include variety of activities such as approvals, authorizations, verifications, reconciliations, monthly reviews of operating performance, and segregation of duties.

In financial reporting, the Controller's manual sets the standards of financial reporting as well as accounting rules and procedures within the Group. The Group controller function assists the business units in maintaining adequate control activities in cooperation with the business controllers. The Group controller function is also responsible for ensuring that external financial reporting is correct, timely and in compliance with applicable regulations.

Ongoing monitoring activities include the follow-up of monthly financial results in relation to budget and targets as well as follow-up of internal and external projects. The scope and frequency of separate evaluations depend primarily on an assessment of the related risks and significance of the potential financial outcome. Internal control deficiencies are identified and communicated in a timely manner to those parties responsible for taking corrective action, and to management and the Board as appropriate. Implementation and control of financial and other business targets are monitored through Group-wide financial reporting, and through regular management meetings in each of the business units.

## Risk management

At Exel Composites risk management is a continuous process, which is integrated with the daily decision making and continuous monitoring of operations as well as with the preparation of half year financial reports, business reviews and annual financial statements.

The Board of Directors governs the risk management of the company through a risk management policy. In addition, the Board of Directors makes a risk assessment as part of the review and approval process of each set of half year financial reports, business reviews and annual financial statements. Risk factors are also considered in connection with any future guidance disclosed by the company.

The operative risk management, including risk monitoring, is part of the key duties of the operative management. Risks are considered and evaluated in conjunction with each business decision. Additionally, they are also monitored by the President and CEO and other group management on a monthly basis when the team reviews the business development and any near and long-term risks upon presentation of the business unit heads and controllers.

Risks and uncertainties related to Exel Composites can be categorized as strategic, operational, financial as well as hazard and environmental risks.

### Strategic risks

With respect to strategic risks, a significant portion of Exel Composites' revenues is generated from certain key clients and market segments. Whereas production capacity and cost structure of the company is planned for growing business volume, negative development of such key clients or market segments could lead to deterioration of Exel Composites' profitability. This risk is mitigated by a close cooperation with key clients. The development of key markets and consequently business volumes are actively followed and forecasted in order to be able to adjust our business and cost structures to the forecasts. New products and applications are also continuously developed in order to limit the dependency of any individual clients or market segments.

Strategic risks also include risks related to acquisitions where the realized level of benefits and synergies may differ from the planned.

### Operational risks

The most significant operational risks relate to product development and sales as well as production. Exel Composites' product range is very broad and often customer customized, which adds complexity to the product development and production. Designing, producing and selling a product that does not meet the requirements agreed with a client could potentially lead to substantial losses and damages as well as negative impact on the company reputation. This risk reduced by close cooperation with customers. In addition, availability of skilled employees and knowledge retention, protection of self-developed proprietary technology, fraud, possible human rights or other Code of Conduct violations in the company or within its supply chain, availability and pricing of key raw materials and health problems due to long-term exposure to chemicals or accidents belong to the most significant operational risks. The availability of skilled employees and knowledge retention, protection of

self-developed proprietary technology, fraud prevention and detection, and the availability and pricing of key raw materials are critical for the profitability of the business, while possible human rights or other Code of Conduct violations or the realization of significant health and safety risks causing damage to people or the environment could potentially lead to reputational loss, sanctions or even influence its operational permits. Pre-emptive management of operational risks through careful contracting as well as appropriate business processes and working instructions are in key roles to prevent possible damages.

### Financial risks

Financial risks consist of currency, interest rate, liquidity and funding risks, as well as credit and other counter party risks. Currency and interest rate risks are managed primarily by natural hedging or by using derivative instruments. Credit insurance is in place to cover risks related to trade receivables.

### Hazard and environmental risks

Hazard risks include damages caused to property because of fire, floods, emissions or chemical spill. If realized, these have an impact first and foremost on the surrounding environment, but also in the company's own business and losses due to related business interruptions, either in the company's own operations or in its supply chain. The realization of environmental hazard risks could potentially lead to sanctions, reputational loss or influence its operational permits. Exel Composites' primary aim is to actively prevent any such accidents and its environmental program is based on the identified risks, legislative requirements and certifications such as the ISO 9001, ISO 45001 and ISO 14001. Environmental monitoring and measuring are carried out at all sites. If realized, despite all pre-emptive measures, damages from hazard risks are mainly covered by insurance policies. This type of risks are also regularly audited by third parties that provide recommendations for improvement to reduce risk probability.

Of the before mentioned risks, the probability of individual strategic or operational risks can be deemed relatively high. The consequences, however, of any such risk, if realized, are typically not substantial. With the company's current operating model, the probability of financial risks is deemed medium. The probability of hazard and environmental risks is low.

## Internal audit

Based on the effective operation of the group financial control, including the established controller function, the Company does not have a separate internal audit function. The Board of Directors or the President and CEO can assign Exel Composites' controller function or an external service provider to perform internal audit assignments as needed.

## Auditor

Company auditor is elected annually by the AGM based on the proposal by the Board of Directors.

Ernst & Young, Authorized Public Accountants, with Johanna Winqvist-Ilkka, APA, as principal auditor, were elected to serve as company auditor in the AGM in 2019.

The fees paid in 2019 to the external auditor for auditing Exel Group companies totaled EUR 201 (219) thousand, while the fees paid for tax services totaled EUR 12 (29) thousand and for non-audit services totaled EUR 63 (174) thousand.

## Significant related-party transactions

Exel Composites' related parties include the controlling parent company, all companies belonging the Exel Composites Group as well as Exel Composites' Board of Directors, President & CEO, Group Management Team and executives of the parent company and subsidiaries. The company evaluates and monitors transactions concluded between the company and its related parties to ensure that any conflicts of interest are appropriately taken into account in the decision-making process.

In 2019 no significant related-party transactions were conducted between the Group and its related parties.

## Insider management

Exel Composites' Board of Directors has adopted and regularly reviews the "Policy on inside information and managers' transactions", which complies with the Market Abuse Regulation as well as the insider guidelines of Nasdaq Helsinki. In addition to information concerning the disclosure of managers' transactions, the policy contains regulations and instructions related to insider information, insider lists, and insider administration.

Exel Composites maintains project-specific insider lists, which include all persons who in their duties have access to the inside information in question. All project-specific insiders are strictly forbidden to trade in Exel Composites financial instruments or to make any unlawful disclosure of inside information. The company does not have any permanent insiders and therefore does not maintain any permanent insider lists.

The Chief Financial Officer of the company acts as the Insider Officer, who together with the financial department of the company monitor insider compliance.