



**EAB Group Plc
Remuneration Report
2019**

Table of contents

1. Introduction	3
2. Board of Directors' fees for the previous financial year	4
3. CEO's remuneration for the previous financial year	4

1 Introduction

During the financial year 2019, EAB Group Plc (the "Company") complied with the remuneration Approved by the Securities Market Association on October 1, 2015 and the Corporate Governance Code 2015, effective January 1, 2016.

The remuneration report, that is compliant with Corporate Governance Code 2020, has to be published in accordance with the transitional provisions for the financial year which starts January 1, 2020. The Company is publishing the remuneration report compliant with Corporate Governance Code 2020 already for financial year 2019.

The Remuneration Report presents the remuneration of the members of the Board of Directors and the CEO of the Group for financial year 2019. The benefits are stated on a payment basis.

As the company did not have a remuneration policy in line with the new Corporate Governance Code (2020) for the 2019 financial year, assessments and comparisons concerning its implementation cannot be presented in this report. Such assessments and comparisons will be presented for the first time in the remuneration report for 2020.

	2019	2018	2017	2016	2015	Number of EAB shares on 31 December 2019
Total annual fees of the Board and the CEO, EUR	702 456	688 832	605 693	654 205	689 235	4 165 972
Financial development based on comparable turnover, EUR	18 138 353	19 420 421	15 816 563	13 577 370	12 138 710	
Personnel expenses, EUR	7 994 147	7 572 415	6 876 211	4 629 539	4 008 037	
Number of employees at the beginning of the period	108	104	85	82	67	
Number of employees at the end of the period	88	108	104	85	82	
Average number of employees	98	106	95	84	75	
Average personnel expenses, EUR	81 573	71 438	72 764	55 444	53 799	

2 Board of Directors' fees for the previous financial year

Member of the Board and member's position	Annual fees 2019 EUR	Annual fees 2018 (EUR)	Annual fees 2017 (EUR)	Annual fees 2016 (EUR)	Annual fees 2015 (EUR)	Number of EAB shares on 31 December 2019
Therese Cedercreutz , Chair of the Board, the Audit Committee and the Remuneration Committee	16 875	0	0	0	0	0
Pasi Kohmo , the Audit Committee	22 500	16 875	0	0	0	11 450
Janne Nieminen , the Remuneration Committee	132 000	132 000	132 000	117 315	116 787	1 112 031
Topi Piela , the Audit Committee	16 875	0	0	0	0	6 000
Vincent Trouillard-Perrot	0	0	0	0	0	0
Juha Tynkkynen , the Remuneration Committee	22 500	16 875	0	0	0	78 378
Kari Juurakko , Chair until 17 September 2019, member until 26 November 2019, the Audit Committee and the Remuneration Committee	235 402	249 215	259 681	276 199	415 140	2 190 010
The Board and the CEO, total	702 456	688 832	605 693	654 205	689 235	4 165 972

3 CEO's remuneration for the previous financial year

Element of remuneration	2019	2018	2017	2016	2015	Number of EAB shares on 31 December 2019
Fixed-rate salary, EUR	173 664	198 000	198 000	126 000	126 000	
Fringe benefits, EUR	19 039	240	240	240	240	
Short-term incentive fees, EUR	63 600	75 627	15 772	134 452	31 068	
Long-term incentive fees, EUR	0	0	0	0	0	
Total, EUR	256 304	273 867	214 012	260 692	157 308	
Variable fees compared to fixed-rate fees	33 %	38 %	8 %	107 %	25 %	
Number of EAB shares						768 103

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