

The Board of Directors' statement on the result of the evaluation of programmes for variable remuneration

The Board of Directors monitors and has evaluated the Company's programmes for variable remuneration to senior executives¹. The Board of Directors has concluded that both the short-term and the long-term programmes have been structured in such way as to contribute to the satisfaction of the Group's financial targets and to an increased value for the Company's shareholders.

In the course of its evaluation, the Board of Directors has also concluded that the variable remuneration to senior executives is in line with the principles resolved on by the Annual General Meeting. It has been concluded that the remuneration structures and levels in the Company correspond to market practice.

¹ The guidelines apply to the President, Business Unit President and equivalent, as well as the Central Staff Managers.