

# Remuneration report

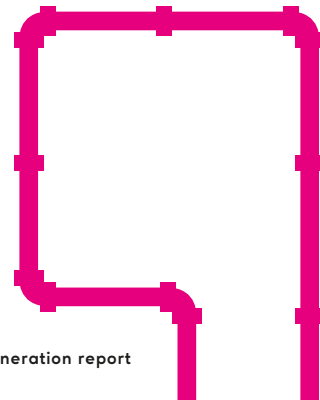
## Introduction

Gasgrid Finland Oy's (hereinafter Gasgrid Finland) remuneration policy seeks to promote the company's business strategy and value generation for the state as owner and society at large. Gasgrid Finland's remuneration policy is based on the decisions-in-principle taken by the Government concerning Finland's current state ownership policy. In addition, Gasgrid Finland complies with the remuneration recommendations of the Corporate Governance Code published by the Securities Market Association, and Gasgrid Finland prepares an annual remuneration report in line with the recommendations. The principles of reasonableness and fairness govern the entire remuneration policy.

Gasgrid Finland's Annual General Meeting decides on the emoluments and other financial benefits paid to the members of the Board of Directors every year. Gasgrid Finland's Board of Directors decides on the remuneration and other financial benefits paid to the company's CEO and Management Team, as well as the foundations of the performance-related incentive scheme. Decisions are taken within the framework of the remuneration policy presented at the General Meeting.

The remuneration scheme for Gasgrid Finland's senior management consists of a fixed monthly salary, fringe benefits, and a short-term bonus determined on the basis of the impact of the employee's work on the company's earnings. Gasgrid Finland's short-term variable bonus scheme covers every member of personnel, the Management Team and the CEO. The company does not have a long-term performance bonus system or additional pension benefits for the management. All bonuses are paid in cash, and share-based incentive systems are not in place.

2020 was the company's first year of operation, so comparable data on remuneration trends as required by the Securities Market Association's recommendations cannot be presented for five years.



## Emoluments for the Board of Directors

Emoluments for the Board of Directors in 2022 are shown in the following table:

Emoluments for the Board of Directors in 2022		EUR
Chair of the Board of Directors	2,000/month 600/meeting	
Members of the Board of Directors	1,000/month 600/meeting	

In 2022, the Board of Directors consisted of the chair and four members who were paid emoluments as follows:

Emoluments paid to members of the Board of Directors in 2022 (2021)		EUR
<b>Kai-Petteri Purhonen</b>	33,000	
Chair of the Board of Directors	(30,000)	
<b>Päivi Nerg</b>	21,000	
member of the Board of Directors	(18,000)	
<b>Asta Sihvonen-Punkka</b>	21,000	
member of the Board of Directors	(18,000)	
<b>Jero Ahola</b>	21,000	
member of the Board of Directors	(18,000)	
<b>Saija Kivinen</b>	21,000	
member of the Board of Directors	(18,000)	
<b>Total</b>	<b>117,000</b>	<b>(102,000)</b>

## Remuneration for the CEO

The following table shows the elements of the CEO's remuneration, as well as the salaries, bonuses and other financial benefits paid in 2022.

Remuneration element 2022 (2021)	Description	EUR
Fixed	Fixed annual salary, including fringe benefits	250,415 (239,540)
Variable target-related bonus	Short-term incentive scheme, paid	63,613 (50,231)
<b>Total remuneration</b>		<b>314,028</b> <b>(289,771)</b>

In 2022, the remuneration paid to the CEO consisted of a fixed annual salary and a short-term performance bonus. The CEO's employment relationship can be terminated with two months' notice. If the company terminates the employment relationship, the CEO will receive severance pay worth four months' salary in addition to the salary earned during the notice period. The CEO's retirement age is the statutory age for receiving an old-age pension.