

# Remuneration report 2021

## 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 members of the Management Team are not covered by the long-term performance-related incentive scheme, and they are not entitled to supplementary pension benefits. The company does not have any share-based incentive schemes; bonuses are paid in cash.

2020 was the company's first year of operation, so comparable data on remuneration trends as required by the Securities Market Association's recommendations can only be presented for two years.

## Emoluments for the Board of Directors

Emoluments for the Board of Directors in 2021 are shown in the following table:

<u>Emoluments for the Board of Directors in 2021</u>	<u>EUR</u>
Chair of the Board	2,000 / month 600 / meeting
Members of the Board of Directors	1,000 / month 600 / meeting

In 2021, the Board of Directors consisted of the chair and four members who were paid emoluments as follows:

<u>Emoluments paid to members of the Board of Directors in 2021 (2020)</u>	<u>EUR</u>
Kai-Petteri Purhonen, Chair of the Board of Directors	30,000 (30,000)
Päivi Nerg, member of the Board of Directors	18,000 (18,000)
Asta Sihvonen-Punkka, member of the Board of Directors	18,000 (18,000)
Jero Ahola, member of the Board of Directors	18,000 (4,200)
Saija Kivinen, member of the Board of Directors	18,000 (4,200)
Total	102,000 (74,400)

## 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 2021.

<u>Remuneration element 2021 (2020)</u>	<u>Description</u>	<u>EUR</u>
Fixed	Fixed annual salary, including fringe benefits	239,540 (239,540)
Variable target-related bonus	Short-term incentive scheme, paid	50,231 (-)
Total remuneration		289,771 (239,540)

The remuneration paid to the CEO in 2021 consisted of a fixed annual salary and a target bonus paid in March 2021 based on 2020 business targets.

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. ●