



Remuneration Statement 2015

THE BOARD OF DIRECTORS

The Nomination Committee or the Board prepares the proposal for the remuneration of Board members to be presented to the Annual General Meeting. If the scope of the company's business operations does not require it, no committees are established and the Board itself performs the tasks concerning remuneration of the respective committees. The proposal for the composition and remuneration of the Board of Directors shall be published in the notice of the Annual General Meeting. Aspocomp's Annual General Meeting decides on the remuneration of the Board members for one term of office at the time.

The Annual General Meeting held on March 26, 2015 decided that the chairman of the Board of Directors will be paid EUR 30,000 and the other members will be paid EUR 15,000 each in remuneration for their term of office. The Annual General Meeting further decided that EUR 1,000 will be paid as remuneration per meeting to the chairman and EUR 500 per meeting will be paid to the other members of the Board. The members of the Board of Directors will further be reimbursed for reasonable travel and lodging costs. Travel and lodging costs will however not be compensated to those members of the Board of Directors who reside in the greater Helsinki area when the meetings are held in the greater Helsinki area.

During 2015 the Board assembled 11 times, five of which were teleconferences. The overall meeting participation rate was 100%.

Board members annual and meeting fees, paid in 2015

2015	Annual fee, EUR	Meeting fee, EUR	Total, EUR
Päivi Marttila, Chairman	30 000	6 000	36 000
Johan Hammarén (1.1.-26.3.2015)		500	500
Tuomo Lähdesmäki	15 000	3 000	18 000
Kaarina Muurinen (as of 26.3.2015)	15 000	2 500	17 500
Kari Vuorialho (1.1.-26.3.2015)		500	500
Total, EUR	60 000	12 500	72 500

No committees were established in 2015 as the scope of the company's business operations did not require it. Instead, the Board attended to the duties of Audit, Nomination and Remuneration Committees.

CEO

The Remuneration Committee prepares the proposal for the remuneration of the CEO to the Board. In case the Remuneration Committee has not been set up the Board itself also takes care of the preparatory tasks of the remuneration. The Board of Directors decides on the compensation and other terms of employment of the CEO. In addition, the Board of Directors also decides on the other compensation payable upon termination of the CEO's service contract. The Board also decides on incentive plans for the CEO as well as the financial performance objectives and the payout under such plans.

The key terms and conditions of CEO's service are set out in a written President's contract, which the Board of Directors has approved. The remuneration of the CEO consists of a fixed base salary and customary fringe benefits (such as phone, meal and car benefits). In addition he is included in the CEO's Stock Option program 2014 and the Annual Profit Sharing plan 2008 covering all employees. The CEO has no special retirement arrangements, the CEO's retirement age is determined by the Employees Pensions Act. In CEO's service contract there has not been defined early retirement age nor resigning age. If the CEO's contract is terminated by either the CEO or the company, the notice period is six months. In addition, six months' severance pay shall be paid.

As of May 15, 2014, Mr. Mikko Montonen, M.Sc. (Tech.), (b. 1965) has been the President and CEO of Aspocomp Group Plc. The salary and fringe benefits paid in 2015 to CEO Mikko Montonen amounted to EUR 241,260 (EUR 150 700 during May 15 - Dec.31, 2014).

THE MANAGEMENT TEAM

The CEO makes proposals for the remuneration of the Management Team members.

The Board of Directors decides on the compensation and other terms of employment of the other members of the Management Team. The Board also decides on incentive plans for the Management Team members as well as the financial performance objectives and the payout under such plans.

The remuneration of the Management Team members consists of a fixed base salary and customary fringe benefits (such as phone, meal and car benefits). The members of the Management Team, excluding the CEO, were included in the Share reward plan 2012-2015 and the Share ownership plan 2012. In addition they are all included in the annual profit sharing plan covering all employees. None of the Management Team members has any special retirement arrangements, the retirement age of each member is determined by the Employees Pensions Act.

Salaries and fringe benefits paid in 2015 to the members to the Management Team, excluding the CEO, amounted to EUR 416,335 in total (EUR 395,580 in 2014).

INCENTIVE SYSTEMS

The Board also decides on incentive plans for the CEO and other management and key employees as well as the financial performance objectives and the payout under such plans.

Stock option program 2014

The Board of Directors of Aspocomp Group Plc decided on May 15, 2014 to issue in total a maximum of 390,000 stock options to the company's CEO in accordance with the terms and conditions of the Stock Option plan. The issue, which has been made in deviation from the shareholders' pre-emptive subscription rights, is based on the authorization by the Annual General Meeting held on April 23, 2013. The stock options are issued free of charge. Each stock option shall entitle its holder to subscribe for one new share in Aspocomp Group Plc. 130,000 of the issued stock options will be marked with letter "A", 130,000 with letter "B" and 130,000 with letter "C". The share subscription price of the stock options A is the trade volume weighted average quotation of the company's share

on Nasdaq Helsinki Oy during March 1 - March 31, 2014 (EUR 0.99), of the stock options B the trade volume weighted average quotation of the share during March 1 - March 31, 2015 (EUR 1.30) and of the stock options C the trade volume weighted average quotation of the share during March 1 - March 31, 2016. The share subscription periods for the stock options are for Stock Options A: May 1, 2016 - April 30, 2018, Stock Options B: May 1, 2017 - April 30, 2019 and Stock Options C: May 1, 2018 - April 30, 2020.

Further information on the Stock Option Plan 2014 as well as the Terms and Conditions of the Stock Options 2014 is available on the company's Internet Site at www.aspocomp.com/remuneration.

Share reward plan for key personnel 2012-2015

On June 5, 2012, the Board of Directors of Aspocomp Group Plc. decided to introduce share-based incentive and commitment plans for the company's key personnel. The share reward plan offered the members of the Management Team and other key employees the possibility to receive shares in the company on the basis of the achievement of targets that was set by the Board of Directors for four earnings periods, which were the four 12-month financial years during the period 1/2012 through 12/2015. The target group for the plan consists of approximately 20 persons. The Board of Directors may decide on including new key employees and their annual maximum rewards. The maximum reward was expressed as a number of shares. In addition, the reward consisted of a cash payment, the amount of which is determined on the basis of the value of the share reward at the time of payment. The cash payment aims at covering taxes and similar charges arising from the reward. Achievement of targets set for the earnings periods determines the portion of the maximum reward to be paid to a person. Recipients of shares on the basis of the share reward plan must hold them for at least 36 months after the shares are entered on their book-entry accounts. If a plan participant's employment or service relationship with a group company ends during this commitment period, he or she is as a general rule required to return the shares to the company without compensation. Share reward plan for key personnel 2012-2015 ended on December 31, 2015.

Share ownership plan 2012

The share ownership plan offered the members of the Management Team the possibility to receive shares in the company on the condition that they also purchased shares in the company. The share reward was non-recurring. In order to be entitled to receive these share rewards, the plan participant had to acquire shares in the company by August 31, 2012 at the latest. Recipients of shares on the basis of the share ownership plan must hold them for at least 36 months after the shares are entered on their book-entry accounts. If the plan participant ends his employment or service relationship with a group company during this commitment period, he is as a general rule required to return the shares to the company without compensation. In the share issue, 10,016 new shares were issued without consideration to the members of the Management Team holding shares in the company according to the terms and conditions of the share ownership plan. The shares were registered with the Trade Register and in the book-entry accounts of the recipients on September 6, 2012. Trading in these shares began on Nasdaq OMX Helsinki on September 7, 2012.

Annual profit sharing plan 2008-

Aspocomp has an annual profit sharing plan covering all employees. The plan pays cash bonuses based on pre-set targets for net sales, operating income and operating cash flow. The Board determines the targets and criteria for bonus payment annually.