



Corporate Governance Statement 2018



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Glaston Corporation's administration and management are based on the Company's Articles of Association, the Finnish Companies Act and Securities Markets Act, and the rules of NASDAQ Helsinki Stock Exchange. In addition, Glaston complies with the Finnish Corporate Governance Code 2015, which is publicly available at the address www.cgfinland.fi.

The report has been approved by the Company's Board of Directors. The Corporate Governance Statement is issued as a separate report and is published together with the financial statements, the Report of the Board of Directors and a salaries and remuneration statement on the Company's website at the address www.glaston.net/en/investors/Governance. The information is also included in the Annual Review 2018.

Duties and Responsibilities of Governing Bodies

The General Meeting of Shareholders, the Board of Directors and the President & CEO, whose duties are determined mainly in accordance with the Finnish Companies Act, are responsible for the management of Glaston Group. The General Meeting of Shareholders elects the Board of Directors and the Auditors. The Board of Directors appoints

the President & CEO, who is responsible for the Company's daily operational management. The President & CEO is supported by the Executive Management Group.

General Meeting of Shareholders

The General Meeting of Shareholders is the Company's ultimate decision-making body. It decides on the duties for which it is responsible in accordance with the Finnish Companies Act and the Articles of Association, which include the adoption of the financial statements and the consolidated financial statements contained therein, the distribution of profits, and the discharge of the Members of the Board of Directors and the President & CEO from liability. In addition, the General Meeting of Shareholders elects the Board of Directors and the Auditors. The Annual General Meeting decides on the remuneration paid to Members of the Board and the Auditors. The Annual General Meeting, furthermore, may decide on, for example, amendments to the Articles of Association, issuances of shares, and the acquisition of the Company's own shares.

Glaston Corporation's General Meeting of Shareholders meets at least once per year. The Annual General Meeting must be held at the latest by the end of May. In accordance

with the Articles of Association, the notice to attend a General Meeting of Shareholders must be published on the Company's website no earlier than two (2) months before the last day of registration and no later than three (3) weeks before the General Meeting, but at least nine (9) days before the record date of the General Meeting. The Board of Directors may also decide to publish the notice of the General Meeting in one or more Finnish- or Swedish-language national newspapers. In addition, Glaston publishes the notice to the General Meeting of Shareholders as a stock exchange release.

The minutes of the General Meeting, including the voting results and the appendices of the minutes that are part of the resolutions made by the meeting, are posted on the Company's website within two weeks of the meeting.

The President & CEO, the Chairman of the Board and the Members of the Board of Directors shall attend the General Meeting of Shareholders. In addition, the Auditor shall be present at the Annual General Meeting.

Extraordinary General Meeting

An Extraordinary General Meeting of Shareholders is convened when the Board of Directors considers there is good cause

to do so, or if the Auditor or shareholders who control one tenth of all the shares so demand in writing for the consideration of a certain issue.

Shareholders' Rights

In accordance with the Finnish Companies Act, a shareholder shall have the right to have a matter falling within the competence of the General Meeting dealt with by the General Meeting, if the shareholder so requests in writing from the Board of Directors well in advance of the meeting, so that the matter can be mentioned in the notice to attend. Glaston shall publish on its website, at the latest by the end of the financial year preceding the Annual General Meeting, the date by which a shareholder must notify the Board of Directors of his/her request. At a General Meeting, shareholders shall have the right to make proposals and ask questions on the matters on the agenda of the meeting.

A shareholder shall have the right to participate in a General Meeting if the shareholder is registered in the Company's register of shareholders eight (8) days before a General Meeting. Owners of nominee-registered shares may be temporarily registered in the Company's list of shareholders

for participation in a General Meeting. A shareholder may attend a General Meeting personally or through an authorized representative. A shareholder may also have an assistant at a General Meeting.

Annual General Meeting 2018

The Annual General Meeting was held in Helsinki on 10 April 2018. The meeting was attended by 53 shareholders, representing a total of 61% of the Company's voting rights. The Annual General Meeting adopted the financial statements and discharged the President & CEO and the Members of the Board of Directors from liability for financial year 2017. In accordance with the proposal of the Board of Directors, the Annual General Meeting resolved that a return of capital of EUR 0.01 per share be paid for the financial year 2017. The return of capital was paid on 26 April 2018.

In accordance with the proposal of the Shareholders' Nomination Board, the Annual General Meeting resolved that the annual remuneration payable to the members of the Board of Directors be increased by 15%, and therefore that the Chairman of the Board be paid an annual fee of EUR 46,000, the Deputy Chairman EUR 34,500 and the other members of the Board EUR 23,000.

The Annual General Meeting authorized the Board of Directors to decide on the issuance of shares as well as the issuance of options and other rights granting entitlement to shares. The authorization covers a maximum of 20,000,000 shares. The authorization is valid until 30 June 2019.

The Annual General Meeting decided in accordance with Chapter 3, Section 14 a, Subsection 3 of the Finnish Companies Act, that rights to all shares recorded on the joint book-entry account of Glaston Corporation and the rights based on such shares, whose registration had not been requested in accordance with Chapter 6, Section 3 of the Act on the Book-Entry System and Clearance Activity prior to the resolution of the Annual General Meeting, be forfeited. In addition to the shares, all rights based on those shares, such as undrawn dividends, shall also be forfeited. Rules and regulations regarding treasury shares shall be applied to the forfeited shares after the resolution. On 30 January 2018, the number of Glaston Corporation's shares in the joint book-entry account was 75,200. The Board of Directors decided to cancel the shares and the cancellation was entered into the Trade Register on 27 April 2018, after which the number of Glaston Corporation shares is 193,633,136.

All documents relating to the Annual General Meeting are available on the Company's website at the address www.glaston.net.

Board of Directors

The Board of Directors is responsible for the appropriate arrangement of the Company's administration and operations. The Board of Directors consists of minimum of five (5) and a maximum of nine (9) members elected by a General Meeting of Shareholders. The term of office of Members of the Board of Di-

rectors expires at the end of the next Annual General Meeting that follows their election. According to the Articles of Association, a person who has reached 67 years of age cannot be elected a Member of the Board of Directors.

Under Recommendation 10 of the Finnish Corporate Governance Code, a majority of Members of the Board shall be independent of the Company, and at least two (2) Members who are independent of the Company shall also be independent of the Company's significant shareholders. In the selection of Members, attention shall be paid to the diversity of the Board of Directors, which means, among other things, that the Members' experience and competence in the Company's field of business and development stage are mutually complementary.

The notice to attend an Annual General Meeting shall include a proposal on the composition of the Board of Directors. The personal information of the candidates shall be published on Glaston's website in connection with the notice to attend an Annual General Meeting.

The Board of Directors shall elect from among its members a Chairman and a Deputy Chairman to serve for one year at a time. The Board of Directors has a quorum if more than half of its members are present at the meeting.

The Board of Directors' tasks and responsibilities are determined primarily by the Company's Articles of Association, the Finnish Companies Act and other legislation

and regulations. It is the responsibility of the Board of Directors to further the interests of the Company and all of its shareholders.

The main duties and operating principles of the Board of Directors are defined in the board charter approved by the Board. It is the Board's duty to prepare the matters to be dealt with by a General Meeting and to ensure that the decisions made by a General Meeting are appropriately implemented. It is also the Board's task to ensure the appropriate arrangement of the control of the Company's accounts and finances. In addition, the Board directs and supervises the Company's executive management, appoints and dismisses the President & CEO and decides on the President & CEO's employment and other benefits. In addition, the Chairman of the Board approves the salary and other benefits of the Executive Management Group. The Board approves the Executive Management Group's charter.

The Board of Directors also decides on far-reaching and fundamentally important issues affecting the Group. Such issues are the Group's strategy, approving the Group's action plans and monitoring their implementation, monitoring the Group's financial development, acquisitions and the Group's operating structure, significant capital expenditures, internal control systems and risk management, key organizational issues and incentive schemes.

The Board of Directors is also responsible for monitoring the reporting process of the financial statements, the financial reporting

process and the efficiency of the Company's internal control, internal auditing, if applicable, and risk management systems pertaining to the financial reporting process, monitoring the statutory audit of the financial statements and consolidated financial statements, evaluating the independence of the statutory auditor or audit firm, particularly with respect to the provision of services unrelated to the audit, and preparing a proposal for resolution on the election of the auditor. The Board of Directors also regularly evaluates its own actions and working practices.

Meetings of the Board of Directors are held as a rule in the Company's head office in Helsinki. The Board of Directors also endeavors each year to visit the Group's other operating locations and hold meetings there. The Board of Directors may also, if necessary, hold telephone conferences. The Board of Directors meets according to a timetable agreed in advance, generally 7–10 times per year and additionally, if necessary. The Company's President & CEO and Chief Financial Officer generally attend the meetings of the Board. The Company's General Counsel acts as Secretary to the Board. If necessary, such as in connection with the handling of strategy or the annual plan, other Members of the Executive Management Group may also attend meetings of the Board. The Auditor attends at least two meetings per year.

Board of Directors in 2018

At the Annual General Meeting, held on 10 April 2018, the Members of the Board of Directors Teuvo Salminen, Kai Mäenpää, Sarlotta Narjus, Anu Hämäläinen and Tero Telaranta were re-elected for a term of office ending at the closing of the next Annual General Meeting. In addition, it was resolved that Antti Kaunonen and Sebastian Bondestam be elected as new Members of the Board of Directors for the same term.

The Board memberships of Andreas Tallberg, Claus von Bonsdorff and Pekka Vauramo ended on 10 April 2018. Andreas Tallberg served as Chairman of Glaston's Board of Directors from 13 March 2007 to 10 April 2018. Claus von Bonsdorff served on Glaston's Board of Directors from 16 March 2006 to 10 April 2018 and Pekka Vauramo from 5 April 2011 to 10 April 2018.

Teuvo Salminen has served as Chairman of the Board, and Sebastian Bondestam as Deputy Chairman, since 10 April 2018.

In 2018, an external evaluator conducted the Board evaluation process, consisting of self-evaluations, peer evaluations and interviews. The evaluation process consisted of numeric assessments and the possibility to provide more detailed comments. Feedback from selected members of management was also requested as part of this evaluation process. The results of the evaluation were discussed and analyzed by the Board and

improvement proposals were agreed based on these discussions.

The work of the Board, together with the Company's management, focused on the strategy process, which resulted in a revised strategy for 2018–2021, published in November. In addition, the foundations for the Company were further strengthened and growth opportunities were reviewed for, among other things, potential industry cooperation projects and emerging technologies. Projects related to the digitization of operations were also an area of focus. The Board also monitored the Company's development in improving operational activities and profitability.

Independence of Members of the Board

According to an independence assessment performed by the Company's Board of Directors, all of the Members of the Board are, in principle, independent of the Company. Member of the Board Tero Telaranta is dependent on a significant shareholder of the Company, AC Invest Eight B.V., whose ownership was 17.5% at 31 December 2018.

The Members of the Board have no conflicts of interest between the duties they have in the Company and their private interests.

Information on Members of the Board of Directors



TEUVO SALMINEN, b. 1954, M.Sc.(Econ.), APA Member of the Board since 2010, Chairman of the Board since 2018. Independent of the Company and of significant shareholders.

Share ownership on 31.12.2018: 562,277 shares

Main occupation: Professional Board Member

Primary work experience:

Pöyry Plc, 1985–2010:

Senior Advisor 2010, Group Executive Vice President, Deputy to the CEO, 1999–2009

Head of Infrastructure & Environment Business Group, 1998–2000

Head of Construction Services Business Group, 1997–1998

Chief Financial Officer, 1988–1999

Key positions of trust:

Cargotec Plc, Member of the Board, since 2010

Evli Bank Plc, Member of the Board, since 2010
Pöyry Plc, Deputy Chairman of the Board, since 2015

3Step It Group, Member of the Board, since 2016

Havator Oy, Chairman of the Board, since 2010

Holiday Club Resorts Oy, Member of the Board, since 2015



SEBASTIAN BONDESTAM, b. 1962, M.Sc.(Eng.) Member of the Board and Deputy Chairman of the Board since 2018. Independent of the Company and of significant shareholders.

Share ownership on 31.12.2018: no shares

Main occupation: Uponor Infra Oy, President; Uponor Corporation, Deputy to the CEO.

Primary work experience:

Uponor Corporation, Executive Vice President, Supply Chain, 2007–2013

Tetra Pak Market Operations, Director,

Converting EU, 2004–2007

Tetra Pak Asia & Americas, Vice President,

Converting Americas, 2001–2004

Business Unit Tetra Brik, Director, Converting Americas, 1999–2001

Tetra Pak, Production Director, UK, 1997–1999

Tetra Pak, Factory Manager, China, 1995–1997

Key positions of trust:

no other positions of trust



ANU HÄMÄLÄINEN, b. 1965, M.Sc.(Econ.) Member of the Board since 2012. Independent of the Company and of significant shareholders.

Share ownership on 31.12.2018: 150,000 shares

Main occupation: Wärtsilä Corporation, Vice President, Group Treasury, Financial Services and Support

Primary work experience:

Wärtsilä Corporation, Vice President, Group Control, 2010–2015

Wärtsilä Corporation, Director, Financial Accounting, 2008–2010

SRV Group, Senior Vice President, Financial Administration, IFRS & IPO Project Manager, 2006–2008

Quorum Group, Administration Director and Senior Partner, 2005–2006

Pohjola Group, 2001–2005: Conventum Securities Ltd., Managing Director, 2004–2005

Conventum Ltd., Administration Director and Senior Partner, 2001–2004

Key positions of trust:

Fingrid Plc, Member of the Board, since 2016



ANTTI KAUNONEN, b. 1959, D.Sc.(Tech.), MBA Member of the Board since 2018. Independent of the Company and of significant shareholders.

Share ownership on 31.12.2018: 10,000 shares

Main occupation: Cargotec Corporation, President of Kalmar Business Area

Primary work experience:

Cargotec Corporation, Senior Vice President, Automation and Project Division in Kalmar, 2015–2016

Voith, Germany, 2007–2015

Metso Corporation, (Ineles Automation, Valmet Automation and Kajaani Automation), Finland, USA and China, 1986–2007

Tampere University of Technology, Finland, Professor (part-time), 1998–2007

Tampere University of Technology, Finland, 1983–1986

Key positions of trust:

Foundation of the Tampere University of Technology, Board Member, 2014–2018

Jiangsu Rainbow Heavy Industries Co. Ltd., Shenzhen, China, Board Member, since 2017



KAI MÄENPÄÄ, b. 1960, M.Sc.(Eng.)
Member of the Board since 2017. Independent of the Company and of significant shareholders.
Share ownership on 31.12.2018: 12,500 shares
Main occupation: Valmet Technologies Oy, Vice President, Energy Sales and Services Operations, EMEA
Primary work experience:
Valmet Power Oy, Finland, 2014-2015, Vice President, Energy Sales and Services Operations, EMEA; Managing Director Metso Power Oy, Finland, 2007-2014, Vice President, Capital Projects; Vice President, EMEA; Managing Director Kvaerner Power Oy, Finland, 2003-2007, Vice President, Capital Projects; Managing Director Kvaerner Pulping Oy, Finland, 1996-2003, Vice President, Recovery Boilers SBU, Vice President, Boilers SBU, Managing Director (2000-2003)
Key positions of trust:
no other positions of trust



SARLOTTA NARJUS, b. 1966, M.Sc. (Architecture) SAFA
Member of the Board since 2016. Independent of the Company and of significant shareholders
Share ownership on 31.12.2018: no shares
Main occupation: SARC Architects Ltd, CEO
Key positions of trust:
no other positions of trust



TERO TELARANTA, b. 1971, M.Sc.(Eng.), M.Sc.(Econ.)
Member of the Board since 2017. Independent of the company, dependent on a significant shareholder.
Share ownership on 31.12.2018: 1,000 shares
Main occupation: Ahlström Capital, Director, Industrial Investments
Primary work experience:
Corob Group, CEO, 2013-2015
CPS Color Group, EVP, Equipment Division (Corob), 2012-2013
Cargotec Corporation 2006-2012: SVP, Tail Lifts 2008-2012 & VP, Corporate Development 2006-2008
Bain & Company, 1998-2006, various positions
Key positions of trust:
Destia Group, Member of the Board, since 2015
Enics AG, Member of the Board, since 2016

Attendance of Members of the Board at meetings of the Board 2018

	Meetings of the Board	Attendance, %
Teuvo Salminen, Chairman	13/13	100
Sebastian Bondestam, Deputy Chairman	10/13 ^{*)}	100
Anu Hämäläinen	13/13	100
Antti Kaunonen	10/13 ^{*)}	100
Kai Mäenpää	13/13	100
Sarlotta Narjus	13/13	100
Tero Telaranta	13/13	100
	*) Member from 10 April 2018	
until 10 April 2018		
Claus von Bonsdorff	3/3	100
Andreas Tallberg	3/3	100
Pekka Vauramo	3/3	100

Attendance at meetings of the Board

In 2018 Glaston's Board of Directors held 13 meetings. The attendance of Members of the Board at the meetings was 100%.

Committees of the Board of Directors

The Company has no separate Audit Committee established by the Board of Directors and therefore the Board of Directors is responsible for the duties of the Audit Committee in accordance with the Finnish Corporate Governance Code. The Company's Board of Directors has considered that it wishes to participate as a whole in the preparation of issues specified for the Board and that the effectiveness of the Company's Corporate Governance is such that it does not currently require the establishment of separate committees.

Shareholders' Nomination Board

The Shareholders' Nomination Board task is to prepare and present annually for the Annual General Meeting and, if necessary, for an Extraordinary General Meeting, a proposal concerning the number of Members of the Board of Directors, a proposal on the identities of the Members of the Board, and a proposal on the remuneration of the Members of the Board. In addition, the task of the Nomination Board is to seek candidates as potential Members of the Board of Directors.

In its activities, the Nomination Board complies with current legislation, stock exchange rules applicable to the Company, and the Finnish Corporate Governance Code.

The Nomination Board consists of four members, all of which are appointed by the

Company's four largest shareholders, who shall appoint one member each. The Chairman of the Company's Board of Directors shall serve as an advisory member of the Nomination Board.

The Company's largest shareholders entitled to appoint members to the Nomination Board shall be determined on the basis of the registered holdings in the company's shareholder register held by Euroclear Finland Ltd as of the first working day in September in the year concerned. The Nomination Board shall elect a Chairman from among its members. The Chairman of the Board of Directors shall convene the first meeting of the Nomination Board and the Nomination Board's Chairman shall be responsible for convening subsequent meetings.

A Nomination Board shall be established to serve until a General Meeting decides otherwise. The members of the Nomination Board shall be appointed annually and the term of office of the members shall expire when new members are appointed to the Board.

The members of the Nomination Board shall be independent of the company, and no person belonging to the Company's executive management shall be a member of the Board.

The members of the Nomination Board shall not be entitled to receive a fee for membership of the Board. The travel expenses of members of the Nomination Board shall be reimbursed in accordance with the

Company's travel rules. The Nomination Board may within the scope of its duties use external experts, at the Company's approved expense, to identify and assess candidates as potential Members of the Board of Directors.

The Nomination Board shall submit its proposals to the Company's Board of Directors annually by the end of the January preceding the Annual General Meeting. Proposals for an Extraordinary General Meeting shall be submitted to the Company's Board of Directors so that they can be included in the notice to attend the meeting.

Individuals proposed as members of the Board of Directors shall possess the competence required of the position and the opportunity to spend an adequate amount of time in handling the duties required of the position.

A decision of the Nomination Board shall be the opinion of a majority of the members of Nomination Board. If the votes are tied, then the Chairman's vote shall be decisive. If the votes are tied in the election of the Chairman, the member candidate for Chairman nominated by the shareholder who had the largest number of shares when the Nomination Board was established shall be elected as Chairman.

A report on the activities of the Nomination Board shall be presented at the Annual General Meeting and published on the Company's website.

Shareholders' Nomination Board 2018

Glaston's Shareholders' Nomination Board in 2018, based on ownership on 3 September 2018, comprised Lasse Heinonen, nominated as a member by AC Invest Eight B.V., Jaakko Kurikka, nominated as a member by Hymy Lahtinen Oy, Sami Jormalainen, nominated as a member by OP-Finland Small Firms, and Esko Torsti, nominated as a member by Imarinen Mutual Pension Insurance Company. Teuvo Salminen, Chairman of the Glaston Corporation's Board of Directors, served as an advisory member of the Nomination Board.

In its organizing meeting held on 5 October 2018, the Nomination Board elected Lasse Heinonen from among its members to be Chairman. The Board met three (3) times during 2018 and the average attendance of members was 100%. No fees were paid to the members of the Nomination Board. In accordance with its charter, the Nomination Board focused in its activities on preparing a proposal on the composition of the Board of Directors, on the identification of candidates as potential Members of the Board of Directors, and on remuneration issues pertaining to the Members of the Board of Directors. In its assessment of Members of the Board of Directors, the Nomination Board has taken into account the competence, experience and diversity of views of the Members of the Board.

President & CEO

The President & CEO handles the operational management of the Company in accordance with instructions issued by the Board of Directors. He is responsible to the Board of Directors for fulfilling the targets, plans and goals that the Board sets. The President & CEO is responsible for ensuring that the Company's accounting is in compliance with the law and that financial management has been arranged in a reliable manner. The President & CEO is supported by the Executive Management Group.

Arto Metsänen has served as President & CEO since 1 September 2009. SVP, Machines Sasu Koivumäki serves as Deputy to the President & CEO.

Executive Management Group

The Executive Management Group consists of the President & CEO, the Chief Financial Officer, the Senior Vice Presidents of the business areas, the Senior Vice Presidents of the Asia and EMEA market areas, the Senior Vice President of the Emerging Technologies Unit, and the General Counsel and Senior Vice President, Human Resources. The Members of the Executive Management Group report to the President & CEO and assist him in implementing the Company's strategy, operational planning and management, and in reporting the development of business operations. The Executive Manage-

ment Group meets under the direction of the President & CEO.

The Chairman of the Company's Board of Directors appoints, on the proposal of the President & CEO, the Members of the Executive Management Group and confirms their remuneration and other contractual terms. The Company's President & CEO acts as the Chairman of the Executive Management Group. The Executive Management Group handles the Group's and business areas' strategy issues, capital expenditure, financial development, product policy, Group structure and control systems, and supervises the Company's operations.

Executive Management Group in 2018

The Executive Management Group convened six (6) times in 2018. The Executive management groups consisted of President & CEO Arto Metsänen, SVP Machines & Deputy to President & CEO Sasu Koivumäki, CFO Päivi Lindqvist, SVP Services Artturi Mäki, SVP Emerging Technologies Juha Liettyä, SVP EMEA Pekka Hytti, SVP Asia Frank Chengdong Zhang and general Counsel & SVP Human Resources Taina Tirkkonen (on maternity leave since 10 January 2018).

Johtoryhmän jäsenten tiedot



ARTO METSÄNEN, b. 1956, M.Sc.(Eng.)
President and CEO
Employed by the Company and Chairman of the Executive Management Group since 2009
Share ownership on 31.12.2018:
1,750,000 shares
Primary work experience:
CPS Colour Group Oy, President & CEO, 2005–2009
Consolis Oy, President & CEO, 2005
Sandvik Tamrock Oy, President, 2003–2005
Sandvik Tamrock, SVP USA and Mexico, 2002–2003
Sandvik Tamrock Oy, SVP South Europe and Middle East, 1998–2002



SASU KOIVUMÄKI, b. 1974, M.Sc.(Econ.)
Senior Vice President, Machines and Deputy CEO
Employed by the company since 2002, Member of the Executive Management Group since 2012
Share ownership on 31.12.2018:
300,000 shares
Primary work experience:
Glaston Corporation, Chief Financial Officer, 2012–2016
Glaston America Inc., Sales Director, 2010–2012
Glaston Corporation, Finance Manager, 2007–2010
Tamglass Finton Oy, Managing Director, 2005–2007
Tamglass Glass Processing Ltd, Business Controller, 2002–2005
Finnforest Oyj, Several financial management positions, 1998–2002



TAINA TIRKKONEN, b. 1975, LL.M., M.Sc.(Admin.), MBA
General Counsel and Senior Vice President, Human Resources
Employed by the Company since 2011, Member of the Executive Management Group since 2013
Share ownership on 31.12.2018: 75,000 shares
Primary work experience:
Metso Minerals Oy, Legal Counsel, 2008–2011
Cargotec Corporation, Legal Counsel, 2006–2008



JUHA LIETTYÄ, b. 1958, B.Sc.(Eng.)
Senior Vice President, Emerging Technologies
Employed by the company since 1986, Member of the Executive Management Group since 2007
Share ownership on 31.12.2018:
250,000 shares
Primary work experience:
Glaston Finland Oy, SVP, Americas, 2016
Glaston Finland Oy, SVP, Machines, 2013–2016
Glaston Finland Oy, SVP, Heat Treatment Product Line, 2012–2013
Glaston Finland Oy, SVP, Services Business, 2009–2012
Glaston Corporation, SVP, Quality and Business Development, 2007–2009
Kyro Corporation, SVP, Technology, 2003–2007
Tamglass Engineering Ltd. Oy, Managing Director, 1999–2003
Tamglass Ltd. Oy, Several management positions, 1991–2003



PÄIVI LINDQVIST, b. 1970, M.Sc.(Econ), MBA
Chief Financial Officer
Employed by the company and Member of the Executive Management Group since 2016
Share ownership on 31.12.2018: 60,000 shares
Primary work experience:
Basware Corporation, Vice President, Business Control, 2014–2016
Outokumpu Plc, Divisional CFO, Stainless Coil EMEA, 2012–2013; SVP Communications and Investor Relations, 2007–2011
Tieto Corporation, EVP, Communications and Investor Relations, and financial expert positions, 1997–2007



ARTTURI MÄKI, b. 1969, M.Sc.(Eng.)
Senior Vice President, Services
Employed by the company and Member of the Executive Management Group since 2016
Share ownership on 31.12.2018: 12,531 shares
Primary work experience:
Valmet, Director, Roll Maintenance, 2015–2016
Valmet / Metso Paper, Director, Roll Operations, 2011–2015
Metso Paper: General Manager, Production Development, Service, 2008–2011; Vice President, Spare parts, Asia-Pacific, 2006–2007; Global Technology Manager, Process Parts, 2002–2005; Production Manager, Winders, 1998–2002



FRANK CHENGDONG ZHANG, b. 1968, e-MBA
B.Sc. (Power Machinery Engineering)
Senior Vice President, Asia
Employed by the company since 2008, Member of the Executive Management Group since 2010
Share ownership on 31.12.2018: no shares
Primary work experience:
GE 2005–2008:
GE Motors & Controls, General Manager, Asia, 2005–2008
GE Lighting Systems, Product Line Director, 2005–2008



PEKKA HYTTI, b. 1955, M.Sc.(Eng.)
Senior Vice President, EMEA
Employed by the company since 2010, Member of the Executive Management Group since 2015
Share ownership on 31.12.2018: 100,000 shares
Primary work experience:
Sandvik Mining and Construction, Sub-region Med, General Manager, Sandvik Italy S.p.A., 2004–2009
Sandvik Tamrock, Business Line Manager, Tools, Sandvik Espanola SA, 2000–2004
Drilltech Mission LLC, USA, Sales and Marketing Manager, 1999
Tamrock Oy 1992–1998:
Surface Division, Sales and Marketing Manager, 1992–1995
Product Companies, Vice President, Product Support, 1995–1998
Product Companies, General and Plant Manager, Tampere, 1998
Oy Tampella Ab, Tamrock, 1982–1992

The Extended Management Group comprised of, in addition to the members of the Executive Management Group, Moreno Magon, Vice President Sales & Services, South America; Scott Steffy, Vice President Sales & Services, North America; Antti Hakanen, Vice President Business Control; Heikki Halonen, Finance Director, Asia; and Joséphine Mickwitz, Vice President IR, Communications and Marketing. The Extended Management Group met three times during 2018.

Main Features of the Internal Control and Risk Management Pertaining to the Financial Reporting Process

Internal control is an essential part of the Company's administration and management. Its aim is to ensure that the Group's operations are efficient, productive and reliable and that legislation and other regulations are complied with. The Group has specified for the main areas of its operations Group-wide principles that form the basis for internal control.

The Group's internal control systems serve to provide reasonable assurance that the financial reports published by the Group give reasonably correct information about the Group's financial position. The Board of Directors and the President & CEO are responsible for arranging internal control. A report covering the Group's financial situation is supplied monthly to each Member of the Board of Directors. The Group's internal control is decentralized to different Group functions, which supervise compliance with instructions approved by the Board of Directors within their areas of responsibility. The

Group's financial management and operational control are supported and coordinated by the Group's financial management and controller network.

The Group's financial reporting process complies with the Group's operating guidelines and standards relating to financial reporting. The interpretation and application of financial reporting standards has been concentrated in the Group's Financial Management organization, which maintains operating guidelines and standards relating to financial reporting and is responsible for internal communication relating to them. The Group's Financial Management organization also supervises compliance with these guidelines and standards. The Company has no separate internal auditing organization. The Group's Financial Management organization regularly monitors the reporting of the Group's units and addresses deviations perceived in reporting and, if necessary, performs either its own separate internal auditing or commissions the internal auditing from external experts. Control of reporting and forecasting processes is based on the Group's reporting principles, which are determined and centrally maintained by the Group's Financial Management organization. The principles are applied consistently throughout the Group and a consistent Group reporting system is in place.

Risk Management

Risk management is an essential part of Glaston's management and control system. The purpose of risk management is to ensure the identification, management

and monitoring of risks relating to business targets and operations. Risk management principles and operating practices have been specified in a risk management policy approved by the Company's Board of Directors.

The principle guiding Glaston's risk management is the continuous, systematic and appropriate development and implementation of the risk management process, with the objective being the comprehensive recognition and appropriate management of risks. Glaston's risk management focuses on the management of risks relating to business opportunities and of risks that threaten the achievement of Group objectives in a changing operating environment. From the perspective of risk management, the Company has divided risks into four different groups: strategic risks, operational risks, financial risks and hazard risks. Risks relating to property, business interruption as well as liability arising from the Group's operations have been covered by appropriate insurances. Management of financial risks is the responsibility of the Group Treasury in the Group's parent company.

Glaston's risk management policy includes guidelines relating to the Group's risk management. Risk management policy also specifies the risk management processes and responsibilities. Glaston's risk management consists of the following stages: risk recognition, risk assessment, risk treatment, risk reporting and communication, control of risk management activities and processes, business continuity planning and crisis management. As part of the risk management process, the most significant risks and their

possible impacts are reported to company management and the Board of Directors regularly, based on which management and the Board can make decisions on the level of risk that the Company's business areas are possibly ready to accept in each situation or at a certain time.

It is the duty of Glaston's Board of Directors to supervise the implementation of risk management and to assess the adequacy and appropriateness of the risk management process and of risk management activities. In practice, risk management consists of appropriately specified tasks, operating practices and tools, which have been adapted to Glaston's business area and Group-level management systems. Risk management is the responsibility of the directors and managers of each business area and Group-level function. Risk recognition is in practice the responsibility of every Glaston employee.

The Group Legal function is responsible for guidelines, support, control and monitoring of risk management measures. In addition, the function consolidates business-area and Group-level risks. The Group Legal function reports on risk management issues to the President & CEO and the Executive Management Group and assesses in collaboration with them any changes in the probabilities of the impacts of identified risks and in the level of their management. The Group Legal function also reports the results of risk management processes to the Board of Directors.

Business-area and group-level risk management is included in the regularly repeated group-wide risk management

process. The process can also always be initiated when required if substantial strategic changes requiring the initiation of the risk management process take place in a certain area of operations.

The management group of each business area identifies and assesses its operational risks and specifies risk management measures by which an acceptable level of risk can be achieved.

With the aid of the risk management process, risks are systematically identified and assessed in each business area and at Group level. In addition, at each level measures are specified which, when implemented, will achieve an acceptable level of risk. Risks are consolidated at Group level. Action plans are prepared at each level of operations to ensure risks remain at an acceptable level.

The Group's risks are covered in more detail in the Report of the Board of Directors on page 31. The management and organization of the Group's financial risks are presented in more detail in Note 3 of the consolidated financial statements on page 56.

Information and communications

An effective internal control system requires sufficient, timely and reliable information to enable management to assess the achievement of the company's goals. There is a need for both financial and other information on the Company's internal and external events and activities. Employees have the opportunity to report, through a whistleblowing service, any questionable activity they observe. All external communications are handled in accordance with the Group's disclosure policy.

Auditing

The Company has one Auditor, which must be an auditing firm authorized by the Finnish Patent and Registration Office. The Annual General Meeting elects the Auditor to audit the accounts for the financial year, and the Auditor's duties cease at the close of the subsequent Annual General Meeting. The Auditor's duty is to audit the consolidated and parent company financial statements and accounting as well as the parent company's governance, and to give reasonable assurance that the financial statements as a whole are free from material misstatement. The Company's Auditor presents the audit report required by law to the Company's shareholders in connection with the annual financial statements and reports regularly to the Board of Directors. The Auditor, in addition to fulfilling general competency requirements, must also comply with certain legal independence requirements guaranteeing the execution of an independent and reliable audit.

Audit 2018

At the 2018 Annual General Meeting, the accounting firm Ernst & Young Oy was elected as the Company's Auditor.

The auditor with principal responsibility was Kristina Sandin APA. Auditing units representing Ernst & Young have mainly served as the auditors of the Company's subsidiaries in each country. In 2018 the Group's auditing costs totaled approximately EUR 287,000, of which Ernst & Young received approximately EUR 262,000. Ernst & Young Oy's auditing expenses for the audit for financial year 2018 totaled approximate-

ly EUR 221,000. In addition, auditing units belonging to Ernst & Young have provided other advice to Group companies to a value of EUR 191,000.

Related-party transactions

Glaston Group's related parties include the Members of the Board of Directors, the Members of the Executive Management Group, the President & CEO and their family members as well as the Group's parent company (Glaston Corporation) and its subsidiaries and associated companies. Shareholders that have significant influence in Glaston through their shareholding are also considered to related parties, as are the companies controlled by these shareholders. Parties are considered to be related to each other if one party is able to exercise control or significant influence over the other party's financial and operating decision-making. There is no special decision-making procedure with respect to related party transactions. In its transactions with associated companies and other related parties, Glaston adheres to the same commercial terms and conditions as in its transactions with external parties.

Insider administration

In addition to the statutory insider regulations, Glaston complies with the insider guidelines of NASDAQ Helsinki Ltd as well as the internal guidelines adopted by Glaston at any given time.

In accordance with EU's Market Abuse Regulation, Glaston prepares and maintains a list of persons discharging managerial responsibilities as well as persons and entities closely associated with them. In Glaston

Corporation, the persons discharging managerial responsibilities are the Members of the Board of Directors, the President & CEO, the Deputy CEO, and the Chief Financial Officer. At least once a year, Glaston checks the information of persons discharging managerial responsibilities that have a duty to declare as well as persons and entities closely associated with them.

Glaston has decided that it will not establish and maintain an insider list relating to permanent insiders. During the preparation of significant projects and events, the Company maintains project- and event-specific lists of insiders.

The Company's persons discharging managerial responsibilities, persons serving in certain key positions and persons participating in the preparation of financial reports must not trade in the Company's financial instruments during the 30-day period before the publication of interim reports and financial statement releases. With respect to project-specific insiders, trading in the Company's financial instruments is prohibited until the cancellation or publication of the project.

The Company's insider administration, its implementation and supervision are the responsibility of Group Legal function and the Communications Department. Glaston's General Counsel is responsible for the Company's insider issues. The Company's Communications Department is responsible for maintaining the list of insiders and for overseeing the restriction on trading and duty to declare.

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