

STATEMENT ON DIGIA MANAGEMENT EMOLUMENTS

This management emolument statement sets forth a summary of the financial benefits, remuneration system and thereto related decision-making pertaining to Board members and operative management of Digia Plc.

A) Description of the decision-making procedures concerning the remuneration of the Directors, the Managing Director, and the Other Executives

Board of Directors

Digia Plc's Nomination Committee prepares the emoluments payable to the Board of Directors and grounds for the compensation of expenses. The Shareholders' Meeting decides on emoluments payable to the Board of Directors and grounds for the compensation of expenses.

Managing Director and Other Executives

Digia Plc's Nomination Committee prepares the emoluments payable and other rewards and benefits for the Managing Director. Digia Plc's Nomination Committee prepares also, in co-operation with the Managing Director, the emoluments payable and other rewards and benefits for the Other Executives. If necessary, also outside experts and market surveys shall be used for the preparation. The Board of Directors decides on emoluments payable to the Managing Director and other rewards and benefits. The Board of Directors decides, based on Managing Director's proposal, on emoluments payable to the Other Executives and other rewards and benefits.

Digia's Annual General Meeting in 2016 has authorised the Board of Directors to decide on share issue and granting of special rights prescribed in the Companies Act, as decided by the Board of Directors. The authorisation includes the Board of Directors' right to decide on all terms relating to the share issue and granting of special rights. The authorisation is valid for 18 months from the issue date of the authorisation, i.e. until September 16, 2017. Digia's Board of Directors has not yet used the authorisation.

Digia Plc has conducted an agreement with Evli Alexander Management Ltd for coordination of company's share-based remuneration systems and related governance of shares and payment of rewards to the persons in question subject to the terms of the systems.

B) The most important principles regarding the remuneration of the Board of Directors, the Managing Director, and the Other Executives

Board Emoluments

The 2016 Annual General Meeting decided to pay monthly emoluments of EUR 2,500 to Board members, EUR 3,500 to the Vice Chairman and EUR 5,500 to the Chairman for their work on the Board. In addition, the AGM approved EUR 500 in fees per Board or committee meeting for all Board members. Moreover, the Shareholders' Meeting decided that standard and reasonable costs resulting from work on the Board would be reimbursed against invoice.

The company does not grant stock options or share-based remuneration for work on the Board.

Summary of the Managing Director (CEO) remuneration system

CEO Levoranta's remuneration package comprises a monthly salary in accordance with his director agreement, a bonus payable on the basis of reaching the set targets and the share bonus payable pursuant to CEO's share incentive scheme. The monthly salary and fringe benefits of the CEO are in aggregate 302 640 euros in a year.

In addition to the monthly salary the CEO is paid a bonus which is based on bonus scheme confirmed by the board of directors.

Based on the bonus scheme the CEO is paid annually a bonus which equals 3 months base salary upon fulfilment of annual net sales and profit budget targets set by the Board of Directors. 70% of the bonus is attributable to net sales target and 30% to profit target. Upon exceeding the said targets, the bonus shall increase up to a maximum amount equal to nine (9) months base salary. Maximum bonus shall become payable if the net sales target is exceeded by a minimum of 20% and the profit target is exceeded by a minimum of 20%. Both targets are evaluated biannually independently, irrespective of each other, provided however that in the event the profit remains below 70% of the set target, no bonus shall be paid, irrespective of the net sales outcome.

The share-based remuneration schemes for the top management of the Company were decided by the Board in a meeting held on 12 March 2015 pursuant to authority given by the AGM. Targets for the year 2016 under the current domestic share bonus scheme have not been set, as the Board has started preparations for an entirely new share bonus scheme for Digia.

The company may terminate the CEO's service contract with six (6) months' notice. Upon such termination, he will receive remuneration for the notice period plus severance pay equaling six (6) months' salary. The CEO's retirement age is as stipulated by law, and he has no supplementary pension agreement with the company.

Summary of the remuneration system of Other Executives

Company's top management consist of the CEO and the Management Team (MT). Management Team consists of CEO and CFO, General Counsel, Sales and Marketing Executive and four Business Unit Executives.

Total remuneration package of said directors comprises a monthly salary and the bonus payable on the basis of reaching the set targets. Annual salaries including fringe benefits for the members of the Management Team (without possible bonuses and share-based incentives) amount the total of EUR 1 009 320 for the year 2016.

Members of the Management team are entitled to merit bonuses on same terms as the CEO. However, the maximum bonus for each member of the Management Team shall annually amount to six (6) months' base salary.

Retirement age of the directors is stipulated by law, and no one has a supplementary pension agreement with the company.

C) Remuneration report; information on the remuneration paid during the previous financial period

Board Emoluments

In the 2015 financial year, emoluments to the members of the Board of Directors for their work on the Board and Committees, were paid as follows:

Name	Emoluments/EUR	Share benefits/EUR	Total/EUR
Päivi Hokkanen	39,500	-	39,500
Robert Ingman	55,000	-	55,000
Kari Karvinen*	9,250	-	9,250
Pertti Kyttälä	77,500	-	77,500
Seppo Ruotsalainen	38,500	-	38,500
Leena Saarinen	40,500	-	40,500
Tommi Uhari	40,000	-	40,000
Kai Öistämö**	28,250	-	28,250
Total	328,500	-	328,500

* Member of the Board of Directors until 12 March 2015

** Member of the Board of Directors from 12 March 2015 onwards

Emoluments of the CEO

In the 2015 financial year, emoluments and other benefits for the CEO for his work, were paid as follows:

Name	Salary (including fringe benefits /EUR)	Bonus/EUR	Share-based part of the bonus /EUR	Total/EUR
Juha Varelius	281,725	240,001	177,204	521,726

Emoluments of the Other Executives

In the 2015 financial year, emoluments and other benefits for the Other Executives for their work, were paid as follows:

Name	Salary (including fringe benefits /EUR)	Bonus/EUR	Share-based part of the bonus /EUR	Total/EUR
Other Executives (two (2) persons)	276,298	127,803	56,960	404,101

Share-based incentives paid during fiscal year 2015

Share-based incentives for the CEO and Other Executives during fiscal year 2015 have been paid in accordance with Digia Plc's agreement with Evli Alexander Management Ltd for management of company's share incentive systems and payment of rewards to the persons in question under the terms of such systems.