

5.1. President and CEO

Merco benchmark	Chief Executive Officer (Group)
Position Class	80

Country	Finland
Currency	EUR

Remuneration tables

	Company Data	General Industry			Comparison %		
		25 th Percentile	Median	75 th Percentile	25 th Percentile	Median	75 th Percentile
Annual Base Salary	1,047,186	842,310	1,016,000	1,192,400	124%	103%	88%
Actual Bonus %	84.6%	--	87.0%	--	--	97%	--
Total Cash Compensation (Actual)	1,938,439	842,310	1,676,842	2,192,984	230%	115%	88%
Target Bonus %	75.0%	--	80.0%	--	--	160%	--
Total Cash Compensation (Target)	1,632,576	811,461	1,616,429	2,112,668	226%	113%	87%
Long-term Incentives %	81.2%	37.0%	51.0%	113.0%	219%	189%	73%
Total Direct Compensation	2,785,610	1,238,436	2,222,459	3,069,784	226%	126%	91%
Pension	0	--	--	--	--	--	--
Car	27,840	--	14,400	--	--	193%	--
Total Remuneration	2,813,450	1,258,436	2,236,859	3,076,134	224%	126%	91%

Mercer Salary Guide

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