



# Corporate Governance Statement 2020

EVLI BANK PLC



# Corporate governance statement

The governance of Evli Bank Plc (“Evli” or “company”) is based on the Articles of Association, the Finnish Limited Liability Companies Act, applicable statutory provisions governing the Finnish securities markets, the Market Abuse Regulation (MAR), the regulations of the Finnish Financial Supervisory Authority, the rules and regulations of Nasdaq Helsinki Ltd, and other statutes and regulations concerning the governance of public limited companies. The Articles of Association, the published policies and other information on Evli’s corporate governance can be found at the company’s website [www.evli.com/investors](http://www.evli.com/investors).

Evli also complies with the Finnish Corporate Governance Code issued by the Securities Market Association. The Code can be viewed in full on the Securities Market Association’s website at [www.cgfinland.fi/en](http://www.cgfinland.fi/en).

This Corporate Governance Statement referred to in Chapter 7, section 7 of the Securities Markets Act (746/2012) has been compiled in compliance with the Finnish Corporate Governance Code and it has been prepared as a separate report from the Board of Directors’ Report.

### Evli’s governance structure

Evli’s management and business operations are the responsibility of the General Meeting of Shareholders, the Board of Directors and the CEO, whose tasks are determined in the Finnish Limited Liability Companies Act and in Evli’s Articles of Association. Evli Group’s Executive Group assists the CEO in the operative management of the company. The Executive Group consists of managers of the business areas and group functions, and it helps the CEO in the approval and execution of Group-level operating principles and procedures.

Evli Bank Plc’s Governance Structure



Evli's Board of Directors is primarily responsible for Evli Group's risk management. The Board confirms the principles and responsibilities of risk management, the risk limits of the Group and other general guidelines according to which the risk management and internal audit are organised.

### General Meeting of Shareholders

The ultimate decision-making power in the company is exercised by shareholders at General Meetings. By participating in the General Meeting either personally or via a proxy, a shareholder may exercise his/her right to vote and make inquiries and participate in decision-making on matters concerning the company. At the General Meeting, each Series A share of Evli Bank Plc entitles its holder to twenty (20) votes and each Series B share to one (1) vote.

General Meetings are held at least once a year. The Annual General Meeting (AGM) is held upon completion of the company's financial statements, at a place and on a date designated by the Board of Directors. The date must be no later than the end of June.

Matters to be discussed at a General Meeting are specified in the Limited Liability Companies Act and in Evli's Articles of Association. The General Meeting normally discusses not only the matters specified by law and in the Articles of Association but also items presented to the meeting by the Board of Directors. Under the Limited Liability Companies Act, shareholders are also entitled to bring up for discussion at a General Meeting any matter that falls within the authority of the meeting.

A notice to the General Meeting is published no earlier than three (3) months prior the record date of the General Meeting, and no later than three (3) weeks prior to the General Meeting, however, no later than nine (9) days before the record date of

the General Meeting. The notice is published on Evli's website, [www.evli.com](http://www.evli.com) and as a stock exchange release. The Board of Directors may, at their discretion, announce the General Meeting in one or more newspapers.

Documents to be presented in the General Meeting and the Board's proposals for decisions to the General Meeting are made available on Evli's website ([www.evli.com](http://www.evli.com)) three (3) weeks before the General Meeting.

### Annual General Meeting (AGM)

At the AGM, information is presented about the company's activities. The AGM also decides on the following:

- the adoption of the financial statements of the previous financial year
- the company's profit distribution
- discharging the Board members and the CEO and his/her deputy from liability
- the election of Board members and their remuneration
- the appointment of auditors and their remuneration.

In 2020, the AGM of Evli Bank Plc was held in Helsinki on March 9, 2020. A total of 83 shareholders participated in the AGM either personally or via a legal representative or an authorised proxy. A total of 69 percent of votes entitled by all shares were represented. The AGM participants included the Board members, the CEO and the principally responsible auditor of the company's auditing firm.

### Extraordinary General Meeting

The Board may convene an Extraordinary General Meeting if it considers this necessary. The auditor and any shareholder with more than ten percent of the company's shares also have the right to demand that an Extraordinary General Meeting

be called to discuss a matter to be presented by the auditor or shareholder. No Extraordinary General Meetings were held in 2020.

### Board of Directors

The AGM of Evli Bank Plc elects each year a Board of Directors, which, between General Meetings, exercises the ultimate decision-making power in Evli Group. The task of Evli's Board is to manage the company in accordance with the laws and official regulations, and in compliance with the Articles of Association and the decisions of the General Meeting.

### Duties of the Board of Directors

The Board has approved a written procedure defining its duties and meeting practices. The tasks of the Board are:

- taking responsibility for the company's administration and appropriate organisation of operations
- ensuring that the company's accounting and asset management are monitored in an appropriate manner
- the handling of all matters that are of extensive and fundamental importance for the operation of the company and the entire Group
- deciding upon the Evli Group's business strategy and approving the budget
- confirming the principles for the arrangement of Evli Group's risk management and internal audit
- appointing the CEO and the members of the Executive Group and relieving them of their duties
- deciding on the CEO's salary and other benefits
- approving the objectives for the Group's human resources planning, and monitoring the implementation of these objectives
- deciding the basis for the Group's remuneration system and other comprehensive matters that concern the personnel.

In accordance with the principles of good governance, the Board also ensures that the company, in its operations, endorses the corporate values that have been set out for compliance. The Board conducts an annual review of its activities and working practices in the form of an internal self-assessment.

### **Composition of the Board of Directors**

At the AGM, four to eight (4-8) members are elected to Evli's Board of Directors by representatives of major shareholders and external independent experts. The major shareholders of the company prepare a proposal on the composition of the Board for the AGM. The Board members should be elected so that the composition of the Board is as diverse as possible and supports Evli's business goals and meets the following principles:

- The Board as a whole must have sufficient competence and experience to be able to carry out its duties diligently and efficiently, taking into consideration the type and scope of the company's operations and its strategic goals and the changes within business and the rest of society.
- The members of the Board should have supplementary education and skills and experience in areas that are important to the company.
- The members of the Board should have experience of Board work and executive duties in business or other areas of society.
- The Board should include both men and women as far as is possible.
- The Board should also be diverse in terms of age distribution and number of terms.

In addition, in accordance with the Corporate Governance Code 2020, persons elected to the Board must have the opportunity to spend sufficient time carrying out their duties. All Board candidates must submit their own assessment of their independence to the Board at least once every year. In addition, the company also evaluates the independence of all existing members on the basis of documents in its possession and, when needed, using public documents in accordance with the

Corporate Governance Code issued by the Securities Market Association in 2020 or other applicable regulations.

The Board members are elected for a term of one year, which starts at the conclusion of the AGM and ends at the conclusion of the next AGM following the election. The Board elects a Chairman and a Deputy Chairman among themselves. Evli Bank Plc's AGM held on March 9, 2020 confirmed six (6) as the number of members of its Board of Directors. Henrik Andersin, Fredrik Hacklin, Sari Helander, Robert Ingman, Mikael Lilius and Teuvo Salminen were re-elected to Evli Bank Plc's Board of Directors. The Board elected Henrik Andersin as the Chairman and Mikael Lilius as the Deputy Chairman.

In 2020, the Board of Directors convened 18 times. The average attendance rate of Board members at the meetings was 95 percent. The participation of each member in the meetings is listed in table 1.

Evli's current Board of Directors consists of industry experts and the company's major shareholders. The Board has assessed the independence of its members and has concluded that all the members are independent of the company, excluding Henrik Andersin. With the exception of Henrik Andersin and Robert Ingman, the other Board members are independent of the company's significant shareholders. Based on the shareholdings of controlled companies, Henrik Andersin and Robert Ingman are not independent of the company's significant shareholders.

### **Committees set up by the Board**

The Board has established an Audit Committee and a Compensation Committee to prepare matters to be handled by the Board. The committees have no independent decision-making power; instead, decisions are made by the Board on the basis of recommendations and information supplied by the committees. The committees make regular reports on their activities to the Board.

#### *Audit Committee*

The Audit Committee is responsible for assisting the Board in ensuring that the company has an adequate internal audit system covering all operations and that the company's risk management has been arranged appropriately. It also monitors the financial statements reporting process.

The Audit Committee is also responsible for:

- Overseeing the accuracy and correctness of the company's financial reporting and monitoring the statutory auditing of the financial statements and consolidated financial statements.
- Preparing the proposal on the appointment of auditors and the auditors' fees, to be made to the AGM.
- Ensuring that the company's operations and internal audit have been arranged in accordance with all applicable laws, regulations, and good management and governance practices.
- Monitoring the activity and efficiency of the internal audit function.
- Assessing the independence of the statutory auditor or auditing firm, and especially the provision of ancillary services to the company.

The Audit Committee consists of at least two members, who may not be part of the company's management and must be independent of the company. In addition to the Committee's regular members, the meetings are attended by the auditors, the CEO, the CFO and the internal auditor. The Committee meets every quarter.

The Audit Committee's members are Teuvo Salminen (Chairman), Sari Helander and Robert Ingman. The Committee met five times in 2020. The Audit Committee members' average attendance rate at meetings was 100 percent. The participation of each member in the meetings is listed in table 1.

### Compensation Committee

The Compensation Committee is responsible for assisting the Board of Directors in the preparation of matters related to the company's employment terms and compensation.

In addition, the Compensation Committee assists the Board in the following:

- Preparation of matters related to the compensation and incentive systems for management and personnel.
- Regular assessment of the functioning of and compliance with the compensation system.

In addition, the Compensation Committee prepares the remuneration policy and remuneration report of the company's governing bodies.

The Committee consists of at least two members, elected by the Board from among its members. The Committee Chairman is chosen from among the Committee members and must be an independent Board member. The members of Evli's Compensation Committee are Mikael Lilius (chairman), Henrik Andersin and Fredrik Hacklin. The Committee met five times in 2020. The Compensation Committee members' average attendance rate at meetings was 100 percent. The participation of each member in the meetings is listed in the table 1.

### Operations of the Board in 2020

In addition to statutory tasks and tasks laid out in the Board's rules of procedure, the Board's work was highly determined by the coronavirus pandemic that started in the spring of 2020. As the disease situation in Finland deteriorated rapidly in the second quarter of the year, the Board met weekly to assess the effects of the crisis on the company's operations and operating environment. In addition to the pandemic, the focus was on monitoring and evaluating strategic objectives. The Board became acquainted with both the institutional and private clients segments and examined the product offering of alternative investment funds. In addition, the Board monitored the

Table 1: Evli Bank Plc's Board of Directors in 2020

Name	Personal data	Attendance at board meetings in 2020	Attendance in Audit Committee meetings 2020	Attendance in Compensation Committee meetings 2020	Ownership in the company <sup>1)</sup> , number of shares		Independent of the company	Independent of the shareholders
					A-shares	B-shares		
<b>Henrik Andersin</b>	Board member since 1985. Chairman of the Board since 2006, Born 1960, M.Sc. (Econ) Committee memberships: Compensation Committee	18/18		5/5	3,803,280	950,820		
<b>Fredrik Hacklin</b>	Board member since 2019. Born 1978, Ph.D. (Management), M.Sc. (Engineering) Committee memberships: Compensation Committee	17/18		5/5		2,150	✓	✓
<b>Sari Helander</b>	Board member since 2019. Born 1967, M.Sc. (Econ) Committee memberships: Audit Committee	18/18	5/5			3,300	✓	✓
<b>Robert Ingman</b>	Board member since 2010. Born 1961, M.Sc. (Tech), M.Sc. (Econ. and Business Administration) Committee memberships: Audit Committee	16/18	5/5		1,860,000 <sup>2)</sup>	652,000 <sup>2)</sup>	✓	
<b>Mikael Lilius</b>	Board member since 2010. Born 1949, B.Sc. (Econ. and Business Administration). Committee memberships: Compensation Committee (Chairman)	17/18		5/5		40,760	✓	✓
<b>Teuvo Salminen</b>	Board member since 2010. Born 1954, M.Sc. (Econ. and business administration) Committee memberships: Audit Committee (Chairman)	17/18	5/5			70,000	✓	✓

<sup>1)</sup>Shareholding on December 31, 2020, including holdings through a controlled company.

<sup>2)</sup>Includes holdings of Ingman Group Oy Ab

progress of the information system and process development projects.

One of the themes of the autumn was the growth strategy of the rewards and incentive plan business, which was strengthened through an acquisition in September. In addition, the Board looked at the growth prospects and future plans of the Corporate Finance business. Based on the review, the strategic guidelines were clarified, and it was decided to continue the work to promote the new projects. Towards the end of the year,

the focus shifted again to the largest business, the Wealth Management and Investor Clients segment. Among other things, the Board met with portfolio managers of the alternative investment funds and got a deeper insight into the products offered by Evli. The strategy work also continued. In the strategic review, the Board focused on the challenges and opportunities brought by the changed operating environment. The discussion focused on Evli's product offering as a whole and possible future new products, as well as their external communication.

## Diversity of the Board of Directors

The principles concerning the diversity of the Board of Directors are stated in the Board's diversity policy, which the Board approved on December 13, 2017. Diversity strengthens Evli's goal of having a Board whose overall competence profile supports the development of Evli's business. Diversity is seen as a key success factor that enables Evli to reach its strategic goals and continuously improve its client-centric operations. The diversity of the Board is viewed from different perspectives. For Evli, the essential factors are the Board members' versatile and complementary expertise, experience from various industries and management, and the personal qualities of the members. The age and gender distribution of the Board members are taken into account, which supports the diversity of the Board. The actualisation and development of diversity towards the goals is evaluated in the annual self-evaluation discussion of the Board.

At the end of the financial year 2020, the Board members represented a wide range of expertise on management and board tasks in several industries, and their educational backgrounds and expertise complement each other. Both genders were represented on the Board. Of the Board members, 17 percent were female and 83 percent were male. The median of the year of birth of the Board members was 1961, and the age difference between the youngest and the oldest member was 29 years.

## Corporate management

### Evli's corporate structure

Evli's business operations is organised around two client segments: Wealth Management and Investor Clients, and Advisory and Corporate Clients. These are supported by the Group Operations, which include Information Management, Financial Administration, Marketing, Communications and Investor Relations, Legal and Compliance, Human Resources, Internal Services, Risk Management and Internal Audit.

## Corporate management

Evli's Board of Directors appoints the company's CEO and decides the terms and conditions of his or her service relationship. The CEO is responsible for the company's day-to-day management in compliance with the instructions and decisions provided by the Board. Evli Group's Executive Group assists the CEO in the operative management of the company.

### CEO

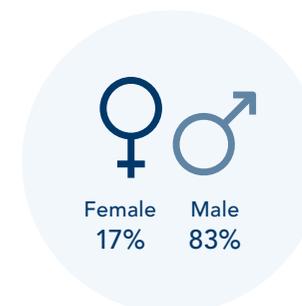
The CEO's duties include the management and supervision of the Group's business, preparation of matters to be handled by the Board, and implementation of the Board's decisions. In accordance with the Limited Liability Companies Act, the CEO ensures that the company's accounting is lawful, and that the asset management is arranged reliably.

The CEO's period of notice is six months, and the severance compensation payable to the CEO in addition to the salary for the period of notice corresponds to 12 months' salary. The CEO's retirement age is 63 years. The company's CEO is Maunu Lehtimäki, M.Sc. (Econ.), born in 1967. In 2020, the CEO was paid EUR 343,440 in salary and fringe benefits, performance bonuses amounting to EUR 58,849 and a supplementary pension of EUR 51,516, totalling EUR 453.805. In addition, the CEO subscribed to the 40,000 shares granted to him in the Option-program 2016. The total value of the subscription was EUR 372,000 based on the closing price on the subscription day. The CEO was allocated 50,000 Evli shares, as part of the share-based incentive plan established in 2019. The CEO Maunu Lehtimäki's share ownership in Evli Bank Plc is shown in table 2.

### Executive Group

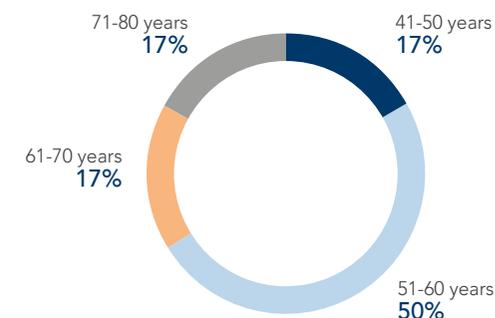
The Executive Group consists of the CEO and six members. The CEO presents a proposal regarding the choice of members to the Executive Group, and these names are then subject to

### Board diversity – gender

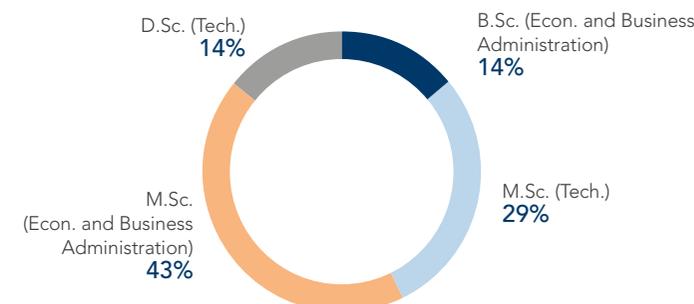


6 persons

### Board diversity – age



### Board diversity – education



confirmation by the Board of Directors. The CEO convenes the Executive Group as necessary and serves as its Chairman. The Executive Group normally meets twice a month. The Executive Group's task is to support the CEO in preparing and implementing the strategy and in coordinating the Group's operations. The Executive Group's duties also include preparing and executing matters that are significant or involve fundamental principles and ensuring internal co-operation and communication.

### Operations of the Executive Group in 2020

In 2020, the Executive Group met twice a month, on average. The exceptional year, due to the coronavirus pandemic, was also reflected in the work of the Executive Group. With the introduction of continuous remote working, the operating methods rapidly changed and this, combined with the impacts of the pandemic on the business environment, guided the Executive Group's work throughout the spring. In addition to the normal strategic focus areas, growing the client base, expanding the product range and streamlining operations, the Executive Group focused on ensuring that the corporate culture and continuous contact with clients was maintained in the remote working environment.

Despite the difficult operating environment in the spring, the product range was expanded in line with the strategy, for example by launching Evli's first infrastructure fund. The project portfolio, with various development projects, also advanced and development projects were finalised, creating a good base for the future.

During the summer and autumn, the market calmed down and the work of the Executive Group focused more on growth. In the Wealth Management and Investor Clients segment, the focus areas were new client acquisition and the success of existing products. Among the processes, the outsourcing of custody activities, among others, was also developed at the Executive Group level. The project was completed at the end of the year.

In the Advisory and Corporate Clients segment, the merger between Evli's subsidiary focusing on incentive programs and Alexander Incentives Oy, which plans incentive programs, was

**Table 2: Evli's Executive Group in 2020**

Name	Area of responsibility	Ownership in the company <sup>1)</sup> , number of shares	
		A-share	B-share
<b>Maunu Lehtimäki<sup>2)</sup></b> born in 1967, M.Sc. (Econ.)	CEO	533,728	171,031
<b>Mari Etholén<sup>3)</sup></b> born 1973, LL.M.	Legal and Human Resources functions	60,000	16,306
<b>Panu Jousimies<sup>4)</sup></b> born in 1969, M.Sc. (Econ.)	Production and execution of securities transactions	59,691	114,249
<b>Juho Mikola<sup>5)</sup></b> born in 1981, M.Sc. (Econ.)	Financial and Group Administration, Deputy CEO	68,000	32,787
<b>Esa Pensala<sup>6)</sup></b> born in 1974, M.Sc. (Tech)	Private clients	142,000	35,500
<b>Kim Pessala<sup>7)</sup></b> born in 1969, M.Sc. (Econ.)	Institutional clients	12,331	92,331
<b>Mikael Thunved<sup>4)</sup></b> born in 1965, B.Sc. (Econ.)	Corporate Finance business	-	95,000

<sup>1)</sup>Shareholdings on December 31, 2020, including holdings through controlled entities.

<sup>2)</sup>50,000 Evli shares allocated under the share-based incentive scheme established in 2019.

<sup>3)</sup>9,334 Evli shares allocated under the share-based incentive scheme established in 2018 and 20,000 Evli shares under the share-based incentive scheme established in 2019.

<sup>4)</sup>20,000 Evli shares allocated under the share-based incentive scheme established in 2019.

<sup>5)</sup>18,400 Evli shares allocated under the share-based incentive scheme established in 2017, 9,334 Evli shares under the share-based incentive scheme established in 2018 and 30,000 Evli shares under the share-based incentive scheme established in 2019.

<sup>6)</sup>30,000 Evli shares allocated under the share-based incentive scheme established in 2019.

<sup>7)</sup>9,334 Evli shares allocated under the share-based incentive scheme established in 2018 and 20,000 Evli shares under the share-based incentive scheme established in 2019.

executed during the autumn. By merging the operations, Evli can serve its clients through the whole value chain of incentive programs, from planning to management and implementation, which enables a completely new kind of growth potential in both Finland and internationally. In addition to administrative and strategic work, the members of the Executive Group strived to participate in client and other stakeholder meetings as much as possible, within the limits allowed by the coronavirus restrictions.

### Risk management and internal control

Evli's values and its policy of transparent and appropriate communications support the company's operational integrity and high ethical standards. The company's organisational structure, clearly established responsibilities and authorisations, and its competent employees support the planning, execution, control and monitoring of business operations in a manner that facilitates the achievement of set objectives.

Risk management refers to actions aimed at systematically surveying, identifying, analysing and preventing risks. The objectives of risk management are to:

- ensure the sufficiency of own assets in relation to risk positions
- ensure that fluctuations in financial results and valuations remain within the confirmed objectives and limits
- price risks correctly to achieve sustainable profitability
- support the uninterrupted implementation of the Group's strategy and income generation.

Evli defines risk as an event or series of events that jeopardise the company's income generation over the short or long term.

Evli's Board of Directors is primarily responsible for Evli Group's risk management. The Board confirms the risk management policies, responsibilities, the Group's risk limits, and other general guidelines governing how risk management and internal control are to be organised. The Board has also set up a credit and asset-liability committee (Credalco), which briefs it on risk-taking matters. In addition to the general risk management policies, Evli Group's risk management is founded on the "three lines of defence" model.

### First line of defence – business units

Risk management is a part of internal control, and therefore the responsibility for executing risk management measures lies first with the business units, as the first line of defence. The managers of the business units are responsible for ensuring that risk management is at a sufficient level in each respective unit. The task of business units is to:

- build the processes and competence for risk management and internal audit
- identify and analyse risks
- make decisions on risk management by means of various protection measures.

### Evli Group's risk management's three lines of defence



## Second line of defence – Risk Control and Compliance

The second line of defence comprises the independent Risk Control and Compliance functions, whose primary tasks are to develop, maintain and oversee the general principles and framework of risk management.

The Risk Control function oversees daily operations and compliance with the risk limits granted to the business units, as well as compliance with risk-taking policies and guidelines. The Risk Control function reports monthly on Evli Group's overall risk position to the Board and the Executive Group.

The Compliance function is responsible for ensuring compliance with the rules in all of Evli Group's operations by supporting operating management and the business units in applying the provisions of the law, the official regulations and internal guidelines, and in identifying, managing and reporting on any risks of insufficient compliance with the rules in accordance with the separate compliance policy and monitoring plan confirmed by Evli's Board of Directors. The Compliance function reports regularly via the audit committee to Evli's Board and also to the operating management.

## Third line of defence – Internal Audit

The third line of defence is Internal Audit. The Internal Audit is a support function for the Board of Directors and senior management that is independent of the business functions. It is administratively subordinate to the CEO and reports to the CEO and, via the Audit Committee, to the Board of Evli Bank. The Internal Audit assesses the functioning of Evli Group's internal control system, the appropriateness and efficiency of the functions and the compliance with instructions. It does this by means of inspections that are based on the internal audit action plan adopted annually by the Audit Committee of the Board of Evli Bank. The Internal Audit follows not only the internal audit guidelines, but also the internationally acknowledged frame-

work of professional practices (The Institute of Internal Auditors) and corresponding guidelines on information systems audit standards (The Information Systems Audit and Control Association).

## Audit

The shareholders elect the company's auditors each year at the AGM. The auditors must be an auditing firm approved by the Finland Chamber of Commerce. The auditors' term continues until the end of the first AGM that follows the election of the auditors. The auditors' duties are to ensure that the financial statements have been prepared in accordance with the applicable statutes and provide a true and fair view of the company's financial position and performance and other necessary information for the company's stakeholders.

As part of their annual audit duties, the auditors of Evli Bank Plc audit the accounts and administration of the separate companies. The internal audit requirements are taken into account in the auditors' audit plans. Each year, the auditors submit their report to the AGM of Evli Bank Plc. The auditors also report the main points of the annual audit plan to the Board of Directors and to the Board's Audit Committee as well as presenting, in connection with each interim report and the financial statements, a written audit report covering the entire Group.

The AGM held on March 9, 2020, elected PricewaterhouseCoopers Oy, an auditing firm, as the auditor, with Jukka Paunonen, Authorised Public Accountant, as the principally responsible auditor. PricewaterhouseCoopers Oy generally serves as the auditor for all of the subsidiaries, with the exception of Terra Nova Capital Advisors Ltd. Terra Nova's auditor is RSM Dahman Auditors.

In 2020, the auditing firms were paid fees totalling EUR 263,646.00. The fees for auditing came to EUR 207,805.50, and the fees for services unconnected with auditing were EUR

55,840.50. Other fees consist mainly of tax and legal advisory services.

## Insider management

Evli has a guideline on insider rules and regulations that is approved by its Board of Directors and is based on the Market Abuse Regulation (MAR), Nasdaq Helsinki Ltd's Guidelines for Insiders of Listed Companies, as well as other relevant regulations and directives. Evli Group companies that are registered outside of Finland shall comply not only with these guidelines, but also with the national legislation and official regulations of the country where the company is located. The guideline on insider rules and regulations is distributed to all persons engaged in an employment or service relationship with the Group. The persons defined in the guideline on insider rules and regulations shall comply with the restrictions regarding the use of insider information and trading, for example the closed window period. Evli maintains a register of permanent insiders, which includes members of the Board of Directors and Executive Group. Evli also maintains registers of project-specific and transaction-specific insiders that are required at any given time. The insider registers are maintained in the Ticker-system and Euroclear Finland Ltd's SIRE system.

Evli also has specified that members of the Board of Directors and Executive Group and their related parties are required to disclose their business transactions with Evli Bank Plc's shares and other financial instruments based on these. The register of persons subject to the disclosure requirement is maintained in the Euroclear Finland Ltd's SIRE system. Evli publishes as a stock exchange release the transactions related to Evli's shares and other financial instruments made by persons in management positions in the company and their related parties, as required by the MAR.

Evli's insiders may not trade in securities issued by the company for 30 days before the publication of an interim report or the financial statements bulletin. Evli also applies a similar 30-day trading restriction to Evli Group's employees who participate in

the preparation or publication of the interim report and financial statements and who become aware of unpublished financial information at the Group level. The person in charge of insider issues at Evli is the company's Head of Legal Affairs. Evli evaluates and monitors related party transactions between the company and its related parties.

Evli maintains a list of related parties. Evli's related parties comprise its subsidiaries as well as the Board of Directors, the CEO, and the Executive Group, including any companies controlled or significantly influenced by them. Evli's financial management monitors and reports related party transactions as part of the company's normal reporting and control practices. Related party transactions which are not considered normal business activities are decided by the Board of Directors. Evli reports relevant and material related party transactions annually in the notes of the consolidated financial statements.

## Financial reporting

The Board of Directors is responsible for overseeing Evli Group's financial reporting. The Audit Committee assists the Board in this work. The CEO's and CFO's tasks are to monitor and ensure that the accounting and the financial reporting accord with the law, the Group's accounting policies and the guidelines and orders issued by the Group's Board of Directors.

The Group's accounting and results reporting are centralised under the responsibility of the Group's Financial Administration unit. The Financial Administration unit is subordinate to the CFO and is responsible for producing, on a centralised basis, the financial statements information required for external accounting. The unit also produces internal accounting analyses and the results reports for monitoring business activities, the separate companies and the Group's profitability. Profit performance is reported monthly both to the Executive Group and the Board of Directors in the form of specific results reports. The aim is to identify and demonstrate success factors as well as development areas well in advance, thus making it possible

to react to these. Reporting practices are also used for monitoring the implementation of the business plans for the business units. The Group's Financial Administration unit is also responsible for monitoring and reporting on the performance of each business unit. Further responsibilities include reporting the financial results, sales and activity at least monthly, and even daily depending on the unit, to the Executive Group and other concerned parties.

Evli Group complies with the International Financial Reporting Standards (IFRS) approved for application in the EU. The Group prepares annual financial statements and also quarterly interim reports (IAS 34). The instructions on financial reporting and the accounting principles are applied in all of the Group companies. The accounting of all of the Group companies is included in the same accounting system, with the exception of the management companies of the private equity funds and the Group company in the United Arab Emirates.



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