



Scanfil plc's Shareholders' Nomination Board's Proposal on the Composition and Remuneration of the Board of Directors

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The Shareholders' Nomination Board of Scanfil plc (the "Nomination Board") proposes to the Annual General Meeting scheduled for 24 April 2026 that the Board of Directors of Scanfil plc should have six (6) members and that the current members Harri Takanen, Bengt Engström, Christina Lindstedt, Juha Räisänen, Thomas Dekorsy and Minna Yrjönmäki be re-elected to the Board. The proposed current Board members are presented on Scanfil plc's website:

<https://www.scanfil.com/investors/annual-general-meetings/board-of-directors>

All candidates have given their consent to be elected to the Board. All of the proposed members, with the exception of Harri Takanen, are evaluated to be independent of both the major shareholders and the company.

Regarding the procedure for the election of the members of the Board of Directors, the Shareholders' Nomination Board proposes that shareholders take a stand on the proposal as a single entity at the General Meeting. This recommendation is based on the fact that Scanfil plc has an external Shareholders' Nomination Board in accordance with good corporate governance. The Nomination Board is responsible for ensuring that, in addition to the qualifications of individual Board member candidates, the Board of Directors to be proposed as a whole has the best possible expertise and experience for the company, and that the composition of the Board of Directors also meets other requirements set by the Corporate Governance Code for a listed company.

The Nomination Board proposes to the Board of Directors fixed annual fees as follows:

- Chairman of the Board of Directors EUR 66,000 (EUR 63,000 in 2025)
- Other Board members EUR 43,000 (EUR 41,000 in 2025)
- In addition to the annual fee, members of the Board of Directors would be paid a meeting fee of EUR 420 when a member of the Board of Directors participates in a physical meeting of the Board of Directors held outside the member's country of residence (currently EUR 400 per meeting).

It is proposed that the members of the committees elected from the members of the Board of Directors be paid fixed additional fees as follows:

- Chairman of the Audit Committee EUR 6,300 (EUR 6,000 in 2025)
- Members of the Audit Committee EUR 840 per meeting (EUR 800 per meeting in 2025)

Travel expenses of the members of the Board of Directors and other expenses directly related to the work of the Boards and Committees would be reimbursed in accordance with the company's travel policy.

The proposals of the Nomination Board will be included in the notice of the Annual General Meeting to be published at a later date.

The chairman of the Nomination Board is Jarkko Takanen, and the member is Harri Takanen.

Further information:

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Scanfil in brief

Scanfil plc is Europe's largest listed provider of electronics manufacturing services (EMS), whose turnover in 2024 amounted to EUR 780 million. The company serves global sector leaders in the customer segments of Industrial, Energy & Cleantech, and Medtech & Life Science. The company's services include design services, prototype manufacture, design for manufacturability (DFM) services, test development, supply chain and logistics services, circuit board assembly, manufacture of subsystems and components, and complex systems integration services. Scanfil's objective is to grow

customer value by improving their competitiveness and by being their primary supply chain partner and long-term manufacturing partner internationally. Scanfil's longest-standing customer account has continued for more than 40 years. The company has global supply capabilities and sixteen production facilities across four continents. www.scanfil.com

Attachments

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