

Remuneration Statement

Part of Stora Enso's Annual Report 2017



storaenso

Everything made with fossil-based materials today can be made from a tree tomorrow.

Part of the bioeconomy, Stora Enso is a leading provider of renewable solutions in packaging, biomaterials, wooden constructions, and paper globally. Our materials are renewable, reusable, and recyclable, and form the building blocks for a range of innovative solutions that can help replace products based on fossil fuels and other non-renewable materials. We employ some 26 000 people and our shares are listed on the Helsinki (STEAV, STERV) and Stockholm (STE A, STE R) stock exchanges.

Stora Enso's Annual Report 2017 consists of four reports: Progress Book, Sustainability Report, Financial Report, and Corporate Governance Report.



The Progress Book explains Stora Enso's strategy, how we create value, and how our work is progressing.



The Sustainability Report covers Stora Enso's social, environmental, and economic sustainability performance.



The Financial Report consists of the report of the Board of Directors and the financial statements, Stora Enso in capital markets, and our tax footprint.



The Corporate Governance Report covers Stora Enso's governance policy, practices, and actions as well as remuneration in 2017.



You can find the highlights of the year and the online Financial Report at storaenso.com/annualreport, where all reports can be downloaded.

Remuneration Statement

This Remuneration statement describes Stora Enso's main principles of remuneration and the remuneration paid to members of the Board of Directors, Chief Executive Officer (CEO) and other members of the Group Leadership Team (GLT). The first part of this report describes Stora Enso's remuneration decision-making procedure and remuneration policy. The second part describes the implementation in 2017 (Remuneration Report).

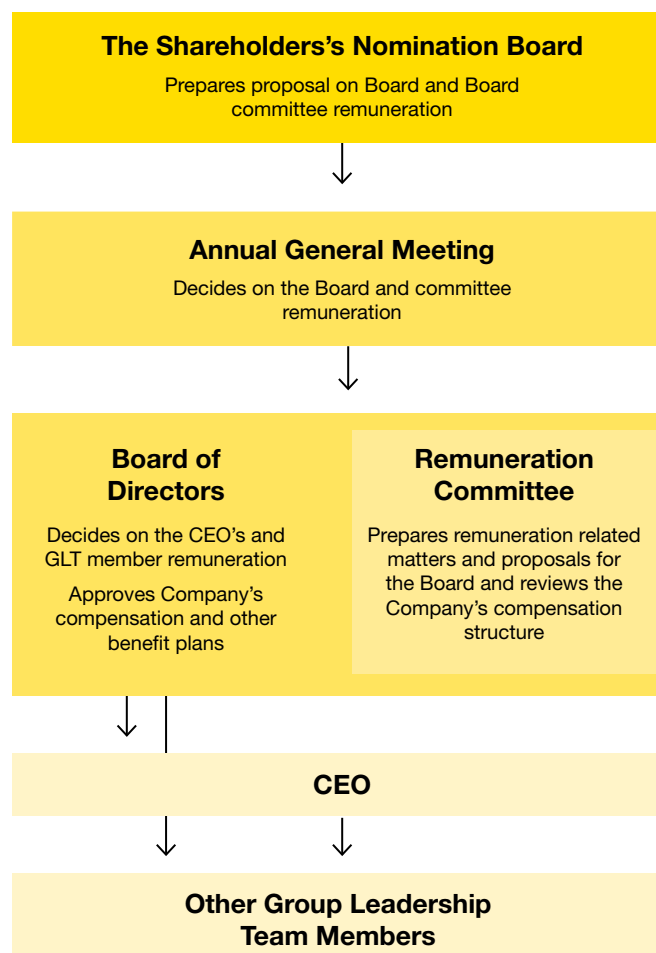
The Remuneration statement has been prepared in accordance with the Finnish Corporate Governance Code (the "Code"). The Code is available at cgfinland.fi. Stora Enso also complies with the Swedish Corporate Governance Code ("Swedish Code"), with the exception of the deviations listed in Appendix 1 of the Corporate Governance Report. The deviations are due to differences between the Swedish and Finnish legislation, governance code rules and practices, and in these cases Stora Enso follows the practice in its domicile. The Swedish Code is issued by the Swedish Corporate Governance Board and is available at corporategovernanceboard.se.

Decision-making procedure

The shareholders at the AGM decide annually on the remuneration of the Board members (including the remuneration of the members of Board committees). The proposals for the AGM concerning the remuneration for the Chairman, Vice Chairman and members of the Board as well as the remuneration for the Chairman and members of the committees of the Board are prepared by the Company's Shareholders' Nomination Board, which is composed of representatives of the main shareholders of the Company as well as Board member representatives and described in more detail on page 3 of the Corporate Governance Report.

The Board appoints the CEO and approves his/her remuneration as well as the compensation of other GLT members. The Board's Remuneration Committee prepares remuneration related matters and proposals for the Board and is further responsible for ensuring that management compensation policies are aligned with the Company's objectives and shareholder interest.

Remuneration decision-making procedure



Main principles of remuneration

Stora Enso remuneration principles – general overview

Stora Enso aims to provide a level of remuneration that motivates, encourages, attracts and retains employees of the highest calibre. To maximise the effectiveness of the remuneration policy, careful consideration will be given to aligning the remuneration package with shareholder interests and best market practice.

A fundamental element in the remuneration principles is the concept of pay-for-performance, and an important aspect of Stora Enso's approach to remuneration is to look at the total remuneration provided to employees. Stora Enso's total remuneration mix consists of:

- annual fixed salary
- variable pay components as short-term incentives (cash) and long-term incentives (shares when applicable)
- long-term employee benefits (pension, medical and health benefits)
- other benefits (car, housing, etc. when applicable)

Regular external benchmarking is crucial to ensure that compensation levels are competitive with the external marketplace. The marketplace is defined as those peer companies with whom Stora Enso competes for recruiting talents and retention of current employees for similar positions. The market will vary depending on functional area and level of the positions concerned.

Compensation Review is an annual process with the aim to ensure that Stora Enso employees are being rewarded in accordance with our Remuneration Policy and local regulations, such as labour laws and collective agreements.

The Group Leadership Team annually reviews the performance and potential ratings, as well as the succession planning of its top management in order to secure global principles with local applications.

Board member remuneration principles

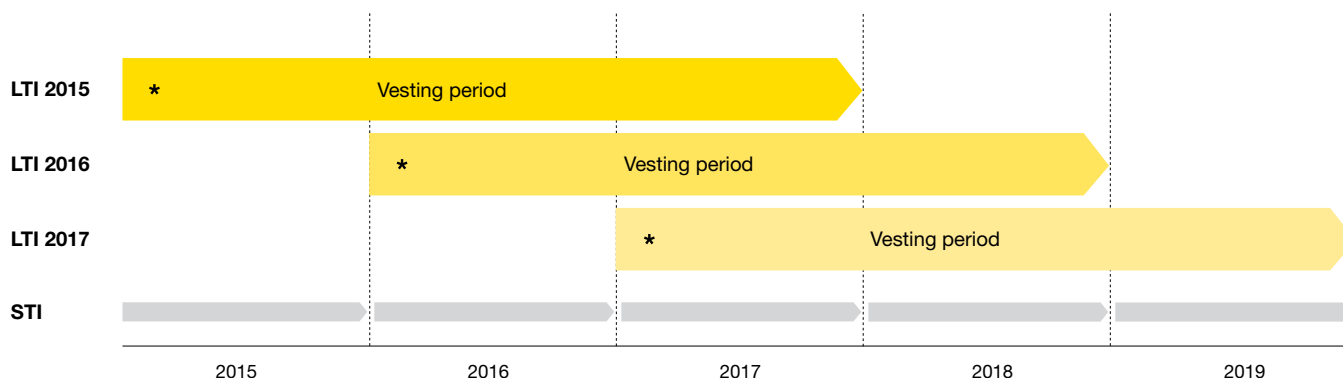
Remuneration of the Board of Directors is decided annually by the shareholders at the AGM. The AGM in 2017 resolved in accordance with the proposal of the Shareholders' Nomination Board that the members of the Board of Directors be paid the following annual remuneration for their term of office expiring at the end of the AGM 2018

- for the Chairman of the Board of Directors EUR 170 000
- for the Vice Chairman of the Board of Directors EUR 100 000, and
- for other members of the Board of Directors EUR 70 000 each.

The Board members shall use approximately 40% of their annual Board member remuneration to purchase Stora Enso's R shares from the public market and the purchases shall be carried out during the two weeks following the AGM. The Company has no formal policy requirements for the Board members to retain shares received as remuneration. In addition, the AGM decided that the following annual remuneration be paid to the members of the Board Committees:

- for the Chairman of the Financial and Audit Committee EUR 20 000, and
- for the members of the Financial and Audit Committee EUR 14 000 each,
- for the Chairman of the Remuneration Committee EUR 10 000, and
- for the members of the Remuneration Committee EUR 6 000 each,
- for the Chairman of the Sustainability and Ethics Committee EUR 10 000, and
- for the members of the Sustainability and Ethics Committee EUR 6 000 each.

Share-based compensation plan



* Date of grant 1 March Yearly STI programme

LTI Long term incentive STI Short term incentive

CEO remuneration principles

The CEO has been employed since 1 August 2012 and assumed the position as CEO on 1 August 2014. He has a notice period of six months with a severance payment of twelve months salary on termination by the company but with no contractual payments on any change of control. The CEO's benefits include pension provisions. The CEO's pension plan consists of collectively agreed pension plan in Sweden (ITP2) and a defined contribution (DC) top up pension plan. Contributions to the DC plan in the interval 20–30 Income Base Amounts (IBA; one IBA was 61 500 SEK in 2017) is 23%, contributions above 30 IBA is 35% for the salary the CEO had prior to assuming this position and 39% on the salary increase amount received when assuming the position as CEO. The retirement age is sixty-five years.

Short Term Incentive (STI) programme for CEO

The CEO is entitled to a STI programme decided by the Board each year giving a maximum of 75% of annual fixed salary. The STI for 2016 and 2017 was based 70% on financial measures and 30% on Individual Key Targets.

Long Term Incentive (LTI) programmes for CEO

The CEO participates in 2015, 2016 and 2017 share based LTI programmes. The programmes have three year targets and vest in one portion after three years. Three quarters (75%) of the opportunity is in Performance Shares, where shares will vest in accordance with performance criteria proposed by the Remuneration Committee and approved by the Board of Directors. One quarter (25%) of the opportunity is in Restricted Shares, for which vesting is only subject to continued employment.

GLT remuneration principles

GLT members in Stora Enso receive a monthly salary, which in addition to a salary payment includes customary fringe benefits, such as mobile

phones and cars. GLT members further have the possibility to receive yearly awards in the Company's short term and long term incentive programmes for management.

In accordance with their respective pension arrangements, GLT members may retire at sixty-five years of age with pensions consistent with local practices in their respective home countries. Contracts of employment provide for notice of six months prior to termination with severance compensation of twelve months basic salary if the termination is at the Company's request.

Short Term Incentive (STI) programmes for management

GLT members have STI programmes with up to a maximum 40% or 50% of their annual fixed salary, payable the year after the performance period. 70% of the STI for 2016 and 2017 was based on financial measures and 30% on Individual Key Targets.

The financial performance metrics in the STI programme are EBITDA and Working Capital Ratio. The Individual Targets are based on a balanced scorecard approach within the categories of Customer, People, Sustainability and Special Projects.

Long Term Incentive (LTI) programmes for management

Since 2014, the LTI programmes have had three-year targets and vest in one portion after three years. The absolute maximum vesting level is 100% of the number of shares granted. Three quarters (75%) of the opportunity under the 2017 programme is in Performance Shares, where the shares are vested in accordance with performance criteria proposed by the Remuneration Committee and approved by the Board of Directors. One quarter (25%) of the opportunity under the 2017 programme is in Restricted Shares, for which vesting is only subject to continued employment.

The financial success metric in the Performance Share programme is 3-year EVA (Economic Value Added) for the Stora Enso group.

2017 CEO remuneration

Component	
Annual salary	EUR 913 000 in 2017
Short-term incentive	The CEO is entitled to a STI programme decided by the Board each year giving a maximum of 75% of annual fixed salary.
Long-term incentive	Outstanding LTI programmes include the yearly programmes of 2015, 2016 and 2017. The CEO has the potential to receive a maximum of 81 401 shares in the 2017 programmes that will be settled 2020.
Other benefits	Benefits include mobile phone, car and insurance.
Pension	Retirement age is 65. Pension plan consists of collectively agreed pension plan in Sweden (ITP2) and a defined contribution (DC) top up pension plan.
Termination of assignment	Notice period of six months with a severance payment of twelve months salary on termination by the company but with no contractual payments on any change of control.

2017 GLT remuneration, other than CEO

Component	
Annual salary	GLT members receive a monthly salary. In total for all GLT members EUR 3 583 000 in 2017.
Short-term incentive	GLT members are eligible for STI with up to a maximum of 50% of their annual fixed salary, payable the year after the performance period.
Long-term incentive	Outstanding LTI programmes include the yearly programmes of 2015, 2016 and 2017. The GLT members can potentially receive total grant of maximum 269 386 shares in the 2017 programmes that will be settled 2020.
Other benefits	Benefits include mobile phones, cars and insurances.
Pension	GLT members may retire at 65 years of age with pensions consistent with local practices in their respective home countries.
Termination of assignment	Contracts of employment provide for notice of six months prior to termination with severance compensation of twelve months' basic salary if the termination is at the Company's request.

Remuneration Report 2017

Board remuneration in 2017

In 2017, the Board members of Stora Enso were compensated as set out in the following chart. Based on the decision of the AGM 2017, 40% of the Board remuneration was paid in Stora Enso R shares purchased from the market. In addition, Board members may receive a yearly compensation based on their positions as Chairman or members of Board committees. This level of remuneration to Board members has been the same since 2012.

Board Remuneration

EUR	2017 ¹	2016
Chairman	170 000	170 000
Vice Chairman	100 000	100 000
Board Member	70 000	70 000

¹ 40% of the Board remuneration in 2017 was paid in Stora Enso R shares purchased from the market and distributed as follows: to Chairman 6 012 R shares, Vice Chairman 3 536 R shares, and members 2 475 R shares each. The Company has no formal policy requirements for the Board members to retain shares received as remuneration.

CEO remuneration

The total compensation for the CEO in 2017 amounted to EUR 2 638 000, including annual salary, customary fringe benefits (such as mobile phone) STI and LTI programmes, and pension costs.

The CEO has the potential to receive up to 81 401 shares under the 2017 LTI programme. The grant value EUR 825 406 is based on the share price at grant date and assuming the maximum vesting level

during the three-year vesting period is achieved. The shares received by the CEO from previous awards amounted to 54 181 shares having a cash value at the 1 March 2017 settlement date of EUR 549 395 based on the share price of EUR 10.14 at that date.

GLT remuneration excluding CEO

The total compensation for the GLT members excluding CEO in 2017 amounted to EUR 8 413 000 including annual salary, customary fringe benefits (such as mobile phone) STI and LTI programmes, and pension costs. The total number of GLT members was 12 at year end 2017, including also the CEO. Annica Bresky joined GLT on 1 May and Juan Bueno left GLT on 31 May.

Under the 2017 LTI programme, GLT members (in GLT at year end) potentially can receive 269 386 shares assuming that the maximum vesting level during the three-year vesting period (2017–2019) is achieved.

The fair value of employee services received in exchange for share based compensation payments is accounted for in a manner that is consistent with the method of settlement either as cash-settled or equity settled as described in more detail in Note 21 of the Financial Report 2017. For the equity settled part, it is possible that the actual cash cost does not agree with the accounting charges as the share price is not updated at the time of the vesting. The figures in the Group Leadership Team Remuneration table refer to individuals who were executives at the time of settlement.

During the year, the number of shares settled for executives (GLT members at settlement date) from previous awards amounted to 138 388, having a cash value at the 1 March 2017 settlement date of EUR 1 403 254 based on the share price at that date.

Board Remuneration and Committee Memberships

	Year Ended 31 December				
	2017			2016	
EUR thousand	Cash	Shares	Total	Total	Committee memberships
Board Members at 31 December 2017					
Jorma Eloranta, Chairman	126	68	194	106	Remuneration, Nomination ^{2,3} , Financial and Audit
Hans Stråberg, Vice Chairman	66	40	106	76	Remuneration, Nomination ^{2,3}
Anne Brunila	52	28	80	80	Sustainability and Ethics
Elisabeth Fleuriot	48	28	76	76	Remuneration
Hock Goh	48	28	76	70	Sustainability and Ethics
Christiane Kuehne	56	28	84	-	Financial and Audit
Mikael Mäkinen	56	28	84	84	Financial and Audit
Richard Nilsson	62	28	90	96	Financial and Audit
Göran Sandberg	48	28	76	-	Sustainability and Ethics
Former Board members					
Gunnar Brock (until 27 April 2017)	-	-	-	194	
Total Remuneration as Directors ¹	562	304	866	782	

¹ 40% of the Board remuneration in 2017 was paid in Stora Enso R shares purchased from the market and distributed as follows: to Chairman 6 012 R shares, Vice Chairman 3 536 R shares, and members 2 475 R shares each. The Company has no formal policy requirements for the Board members to retain shares received as remuneration.

² Stora Enso's Shareholders' Nomination Board has been appointed by the AGM in 2016 to exist until otherwise decided. The Shareholders' Nomination Board according to its Charter as approved by the AGM comprises of 4 members: the Chairman and Vice Chairman of the Board of Directors, as well as two members appointed by the two largest shareholders (one each) as of 31 August each year.

³ Marcus Wallenberg appointed by FAM AB is Chairman of the Nomination Board. Harri Sailas is the member of the Shareholders' Nomination Board appointed by Solidium Oy. Jorma Eloranta and Hans Stråberg were appointed as members of the Shareholders' Nomination Board in their roles as Chairman and Vice Chairman of the Board of Directors.

The aggregate remuneration paid to the CEO and GLT members in 2017:

EUR thousand	Year Ended 31 December					
	2017			2016		
	CEO	Others ¹	GLT Total	CEO	Others	GLT Total
Remuneration						
Annual salary ⁴	913	3 583	4 496	934	3 964	4 898
Local housing (actual costs)	-	70	70	-	119	119
Other benefits	20	610	630	20	581	601
Termination benefits	-	531	531	-	-	-
Short Term Incentive programme ³	532	643	1 175	499	924	1 423
Long Term Incentive programme ³	549	1 403	1 952	151	424	575
	2 014	6 840	8 854	1 604	6 012	7 616
Pension Costs						
Mandatory plans	69	1 029	1 098	64	1 044	1 108
Stora Enso voluntary plans	555 ²	544	1 099	550	625	1 175
	624	1 573	2 197	614	1 669	2 283
Total Compensation	2 638	8 413	11 051	2 218	7 681	9 899

¹ The amounts include payments related to Juan Carlos Bueno until 31 May 2017. Payments related to the new GLT member Annica Bresky are included from 1 May 2017.

² The CEO participates in the Swedish Executive Pension Plan where pension accruals are unfunded for all participants, the liability is calculated and insured in accordance with Swedish legislation. The unfunded liability for the CEO amounts to EUR 2 049 thousand.

³ Disclosed amounts for Short and Long term Incentives include amounts for executives who were GLT members at the time of the payment in March 2017.

⁴ Annual salary for executives is disclosed only for the period during which they were GLT members.

CEO and GLT share interests

Stora Enso recommends and expects GLT members to hold Stora Enso shares at a value corresponding to at least one annual base salary. Stora Enso shares received as remuneration are therefore recommended not to be sold until this level has been reached. Stora Enso GLT members, including the CEO, held on 31 December 2017 shares in the Company as follows:

Executives in office at the year end	R Shares held ¹	Performance share opportunity 2018–2020 ²	Restricted share opportunity 2018–2020 ²
Johanna Hagelberg	4 745	50 396	16 798
Kati ter Horst	19 166	79 469	26 490
Malin Bendz	13 793	30 400	10 133
Ulrika Lilja	16 582	41 816	13 939
Annica Bresky	-	25 191	8 397
Per Lyrvall ³	44 632	61 180	20 393
Markus Mannström	25 746	35 580	11 860
Noel Morrin	18 092	54 680	18 227
Gilles van Nieuwenhuyzen	-	87 369	29 123
Seppo Parvi	17 026	62 192	20 730
Karl-Henrik Sundström ⁴	114 548	199 584	66 528
Jari Suominen	23 068	60 471	20 157
Total, Serving Officers⁵	297 398	788 328	262 775

¹ None of the GLT members holds A shares.

² Potential shares to GLT members listed here are gross of taxes.

³ In addition, spouse holds 1 257 shares.

⁴ 41 700 of the shares are held by a related party (Alma Patria AB).






⁵ The Company recommends and expects GLT members to hold Stora Enso shares at a value corresponding to at least one annual base salary. Stora Enso shares received as remuneration are therefore recommended not to be sold until this level has been reached.

The following executive officers also served in 2017

	Shares held when GLT membership ended	Performance share opportunity when GLT membership ended ¹	Restricted share opportunity when GLT membership ended ¹	Effective date of GLT membership ending
Juan Carlos Bueno	-	87 083	29 028	31 May 2017





¹ Unvested Performance and Restricted share awards were forfeited when employment ended.

Board of Directors

Jorma Eloranta Born 1951. M.Sc. (Tech), D. Sc. (Tech) h.c.						
	Position Chairman of Stora Enso's Board of Directors since April 2017, Vice Chairman April 2016–April 2017. Member of Shareholders' Nomination Board since April 2016. Chairman of the Remuneration Committee since April 2017 and member since April 2016. Member of the Financial and Audit Committee since April 2017.		Board memberships Chair of the Board of Neste until 5 April 2018 and Uponor until 13 March 2018. Vice Chairman of the Board of Finnish Fair Foundation. Member of the Board of Cargotec. Vice Chairman of the Supervisory Board in Finnish Naval Foundation. Senior Advisor of Eera Ltd. Chair of the Board and President of Pienelo Ltd.		Principal work experience and other information President and CEO of Metso 2004–2011, President and CEO of Kvaerner Masa-Yards 2001–2003 and President and CEO of Patria Industries Group 1997–2000. Executive Vice President of Finvest Group and Jaakko Pöyry Group 1996 and President of Finvest 1985–1995.	
	Total remuneration 2017, EUR¹	Meeting attendance	FAC attendance	RemCo attendance	SECo attendance	Shareholding²
	194 000	10/10	3/3 ³ ●	4/4 ●		Owens 1 150 A shares and 12 660 R shares in Stora Enso.
Hans Stråberg Born 1957. M.Sc. (Eng.).						
	Position Vice Chairman of Stora Enso's Board of Directors since April 2017 and member since April 2009. Member of Shareholders' Nomination Board since April 2017. Member of the Remuneration Committee since March 2010.		Board memberships Chairman of the Board of Atlas Copco AB, Roxtec AB, CTEK Holding AB and Nikkarit Holding AB. Vice Chairman of the Board of Orchid First Holding AB. Member of the Board of Investor AB, N Holding AB, Mellby Gård AB and Hedson Technologies International AB.		Principal work experience and other information President and CEO of AB Electrolux 2002–2010. Several management positions at Electrolux in Sweden and the USA 1983–2002.	
	Total remuneration 2017, EUR¹	Meeting attendance	FAC attendance	RemCo attendance	SECo attendance	Shareholding²
	106 000	10/10		4/4 ●		Owens 35 006 R shares in Stora Enso.
Anne Brunila Born 1957. D.Sc. (Econ.).						
	Position Member of Stora Enso's Board of Directors since April 2013. Chairman of the Sustainability and Ethics Committee since April 2013.		Board memberships Chairman of the Board of Aalto University Foundation. Member of the Board of Kone Plc and Sanoma Plc.		Principal work experience and other information Professor in Hanken School of Economics as of 2014. Executive Vice President, Corporate Relations and Strategy and Member of the Management Team of Fortum 2009–2012. President and CEO of the Finnish Forest Industries Federation 2006–2009. Director General in the Finnish Ministry of Finance 2003–2005 and several positions in the Bank of Finland 1992–2000 and the European Commission 2000–2002.	
	Total remuneration 2017, EUR¹	Meeting attendance	FAC attendance	RemCo attendance	SECo attendance	Shareholding²
	80 000	9/10			4/4 ●	Owens 18 384 R shares in Stora Enso.
Elisabeth Fleuriot Born 1956. M.Sc. (Econ.).						
	Position Member of Stora Enso's Board of Directors since April 2013. Member of the Remuneration Committee since April 2017.		Board memberships		Principal work experience and other information President and CEO of Thai Union Europe Africa 2013–2017. Senior Vice President, Emerging Markets and Regional Vice President, France, Benelux, Russia and Turkey, in Kellogg Company 2001–2013. General Manager, Europe, in Yoplait, Sodial Group 1998–2001. Several management positions in Danone Group 1979–1997.	
	Total remuneration 2017, EUR¹	Meeting attendance	FAC attendance	RemCo attendance	SECo attendance	Shareholding²
	76 000	10/10		2/2 ² ●		Owens 18 384 R shares in Stora Enso.
Hock Goh Born 1955. B. Eng (Hons) in Mechanical Engineering.						
	Position Member of Stora Enso's Board of Directors since April 2012. Member of the Sustainability and Ethics Committee since April 2017.		Board memberships Chairman of the Board of Advent Energy Limited and MEC Resources. Member of the Board of AB SKF, Santos Australia, Harbour Energy and Vesuvius Plc.		Principal work experience and other information Operating Partner of Baird Capital Partners Asia 2005–2012. Several senior management positions in Schlumberger Limited, the leading oilfield services provider, in 1995–2005.	
	Total remuneration 2017, EUR¹	Meeting attendance	FAC attendance	RemCo attendance	SECo attendance	Shareholding²
	76 000	10/10			2/2 ³ ●	Owens 24 167 R shares in Stora Enso.

Stora Enso Remuneration Statement 2017

Board of Directors 7

Christiane Kuehne						
Born 1955. LL.M., B.B.A.						
	Position	Board memberships			Principal work experience and other information	
	Member of Stora Enso's Board of Directors since April 2017. Member of the Financial and Audit Committee since April 2017.	Member of the Board of James Finlays Ltd, Wetter Foundation, Whitestone Foundation and Foundation Pierre du Bois.			Operative roles within the Nestlé Group 1977–2015. Her last operative role at Nestlé was as Head of Strategic Business Unit Food with strategic responsibility for the food business of Nestlé at global level.	
Total remuneration 2017, EUR¹	Meeting attendance	FAC attendance	RemCo attendance	SECo attendance	Shareholding²	Independent member
84 000	8/8 ⁵	3/3 ⁶ ●			Owns 2 475 R shares in Stora Enso.	Yes
Mikael Mäkinen						
Born 1956. M.Sc. (Eng.).						
	Position	Board memberships			Principal work experience and other information	
	Member of Stora Enso's Board of Directors since March 2010. Member of the Financial and Audit Committee since April 2013.				President of Marine Rolls-Royce as of 2014. President of Cargotec Marine 2012–2013. President and CEO of Cargotec Oyj 2006–2012. Deputy CEO Wärtsilä 2004–2006, Group Vice President, Ship Power, Wärtsilä 1999–2004.	
Total remuneration 2017, EUR¹	Meeting attendance	FAC attendance	RemCo attendance	SECo attendance	Shareholding²	Independent member
84 000	9/10	5/5 ●			Owns 31 060 R shares in Stora Enso.	Yes
Richard Nilsson						
Born 1970. B.Sc. (BA and Econ.).						
	Position	Board memberships			Principal work experience and other information	
	Member of Stora Enso's Board of Directors since April 2014. Chairman of the Financial and Audit Committee since April 2016 and member since April 2015.	Member of the Board of Directors of Cellutech AB and F Intressenter 1 AB and group companies.			Investment Manager at FAM AB since 2008. Pulp & paper research analyst at SEB Enskilda 2000–2008, Alfred Berg 1995–2000 and Handelsbanken 1994–1995.	
Total remuneration 2017, EUR¹	Meeting attendance	FAC attendance	RemCo attendance	SECo attendance	Shareholding²	Independent member
90 000	10/10	5/5 ●			Owns 16 517 R shares in Stora Enso.	Yes/no ³
Göran Sandberg						
Born 1955. Ph.D.						
	Position	Board memberships			Principal work experience and other information	
	Member of Stora Enso's Board of Directors since April 2017. Member of the Sustainability and Ethics Committee since April 2017.	Member of the Board of the Marcus Wallenberg Foundation for Promoting Scientific Research in the Forest Industry and the Wallenberg Foundations AB.			Professor in Plant Biology and professor at the Swedish University of Agricultural Science and the Umeå University. Executive director of the Knut and Alice Wallenberg Foundation and the Marianne and Marcus Wallenberg Foundation. Member of the Royal Swedish Academy of Science, the Royal Swedish Academy for Agriculture and Forestry Sciences, and the Royal Swedish Academy of Engineering Sciences. His previous positions include Vice chancellor of Umeå University 2005–2010, Chairman of Umeå Plant Science Center 1996–2004, Chairman of SciLifeLab Sweden 2013–2016 as well as Board member of the Human Protein Atlas project and the Wallenberg Wood Science Center.	
Total remuneration 2017, EUR¹	Meeting attendance	FAC attendance	RemCo attendance	SECo attendance	Shareholding²	Independent member
76 000	8/8 ⁵			2/2 ⁸ ●	Owns 2 475 R shares in Stora Enso.	Yes/no ⁴

FAC = Financial and Audit Committee RemCo = Remuneration Committee SECo = Sustainability and Ethics Committee

● Chairman ● Member

¹ Detailed description of Board Remunerations and Committee Memberships as decided by the AGM in 2017 on page 4.

² Shares held by Board members and related parties. Board members' related parties held no Stora Enso shares.

³ Richard Nilsson is independent of the company but not of its significant shareholders due to his employment at FAM AB.

⁴ Göran Sandberg is independent of the company but not of its significant shareholders due to his position as executive director of majority shareholders of FAM AB, a significant shareholder of the company.

⁵ Meetings attended out of the meetings held after election as Board member.

⁶ Meetings attended out of the meetings held after election as FAC member.

⁷ Meetings attended out of the meetings held after election as RemCo member.

⁸ Meetings attended out of the meetings held after election as SECo member.

The independence is evaluated in accordance with Recommendation 10 of the Finnish Corporate Governance Code of 2015. The full recommendation can be found at cgfinland.fi. A significant shareholder according to the recommendation is a shareholder that holds at least 10% of all company shares or the votes carried by all the shares or a shareholder that has the right or the obligation to purchase the corresponding number of already issued shares.

Gunnar Brock was Chairman of Stora Enso's Board of Directors since March 2010 (and member since March 2005) until his resignation on 27 April 2017. He was independent of the company and the significant shareholders.

Group Leadership Team

Karl-Henrik Sundström



Born 1960. B.Sc. (Business Studies).

Position

Chief Executive Officer (CEO) since 2014. Member of the GLT since 2012. Joined the company in 2012.

Shareholding

Owens 72 848 R shares in Stora Enso directly and 41 700 R shares through Alma Patria AB (related party).

Board memberships, principal work experience and other information

Executive Vice President, Printing and Living until 2014. CFO of the company 2012–2013. CFO of NXP Semiconductors 2008–2012. Prior to that CFO and several managerial positions in Ericsson. Chairman of the Board of Skogsindustrierna. Member of the Board of Sustainable Energy Angels AB, Confederation of European Paper Industries (CEPI) and Confederation of Swedish Enterprise.

Seppo Parvi



Born 1964. M.Sc. (Econ.).

Position

Chief Financial Officer (CFO), Deputy to the CEO. Country Manager Finland and member of the GLT since 2014. Joined the company in 2014.

Shareholding

Owens 17 026 R shares in Stora Enso.

Board memberships, principal work experience and other information

CFO and EVP, Food and Medical Business Area at Ahlstrom Corporation 2009–2014. CFO for Metsä Board (M-real) 2006–2009. Prior to that various line management positions at the packaging company Huhtamäki, including responsibilities such as paper manufacturing within Rigid Packaging Europe and General Manager for Turkey. Deputy Chairman of the Board of the Finnish Forest Industries Federation. Member of the Board of Pohjolan Voima Oy. Member of the Board of Ilmarinen as of 1 January 2018.

Malin Bendz



Born 1976. B.Sc. (Personnel Mgmt & Org. Development), MBA.

Position

Executive Vice President, HR. Member of the GLT since 2016. Joined the company in 2000.

Shareholding

Owens 13 793 R shares in Stora Enso.

Board memberships, principal work experience and other information

Several international positions in human resources, business development and purchasing. Member of the Stora Enso Paper division management team 2015–2016, Renewable Packaging management team 2012–2014 and Latin America Division Management team 2004–2008.

Annica Bresky



Born 1975. M.Sc. (Engineering), MBA.

Position

Executive Vice President, Division Consumer Board. Member of the GLT since May 2017. Joined the company in May 2017.

Shareholding

Does not own any Stora Enso shares.

Board memberships, principal work experience and other information

President and CEO of Iggesund Paperboard AB, part of the Swedish Holmen Group 2013–2017. Mill Director at BillerudKorsnäs AB 2010–2013. Prior to that engineering and superintendent positions at Stora Enso's Kvarnsveden Mill in 2001–2010.

Johanna Hagelberg



Born 1972. M.Sc. (Industrial Eng. & Mgmt) and M.Sc. (Eng. and Mgmt of Manufacturing Systems).

Position

Executive Vice President, Sourcing and Logistics. Member of the GLT since 2014. Joined the company in 2013 as SVP Sourcing, Printing and Living.

Shareholding

Owens 4 745 R shares in Stora Enso.

Board memberships, principal work experience and other information

Chief Procurement Officer at Vattenfall AB 2010–2013. Prior to that leading Sourcing positions at NCC, RSA Scandinavia and within the Automotive Industry. Member of the Board of Bufab AB.

Kati ter Horst



Born 1968. MBA (International Business), M.Sc. (Marketing).

Position







Executive Vice President, Division Paper. Member of the GLT since 2014. Joined the company in 1996.

Shareholding

Owens 19 166 R shares in Stora Enso.

Board memberships, principal work experience and other information

Senior Vice President, Paper Sales, Stora Enso Printing and Living until 2014. Has held several managerial positions in the paper business. Member of the Board of Finnish Forest Industries Federation, Outokumpu Oyj and EURO-GRAPH asbl.

Ulrika Lilja	Born 1975. M.Sc. (BA and Econ.).		<p>Position</p> <p>Executive Vice President, Communications. Member of the GLT since 2014. Joined the company in 2014 as Senior Vice President Communications, Stora Enso Printing and Living.</p> <p>Shareholding</p> <p>Owns 16 582 R shares in Stora Enso.</p>	<p>Board memberships, principal work experience and other information</p> <p>Director External Communications at SSAB 2010–2013. Prior to that several leading communications positions at OMX Stockholm Stock Exchange and Neonet. Member of the Board of Swedish Association of Communication Professionals.</p>
Per Lyrvall	Born 1959. LL.M.		<p>Position</p> <p>Executive Vice President, Legal, General Counsel, Country Manager Sweden. Member of the GLT since 2012. Joined the company as Legal Counsel in 1994. General Counsel since 2008. Country Manager Sweden since 2013.</p> <p>Shareholding</p> <p>Owns 44 632 R shares in Stora Enso directly and 1 257 R shares through related persons (spouse).</p>	<p>Board memberships, principal work experience and other information</p> <p>Prior to joining Stora Enso legal positions at Swedish Courts, law firms and Assi Domän. Member of the Board of Montes del Plata and Bergvik Skog AB. Deputy Member of the Board of Skogsindustrierna.</p>
Markus Mannström	Born 1963. M.Sc. (Paper Tech.).		<p>Position</p> <p>Executive Vice President, Division Biomaterials. Member of the GLT since 2015. Joined the company in 2001.</p> <p>Shareholding</p> <p>Owns 25 746 R shares in Stora Enso.</p>	<p>Board memberships, principal work experience and other information</p> <p>Chief Technology Officer (CTO) of the company 2015–May 2017. Member of the Renewable Packaging division management team 2009–2014. Member of the Board of Teollisuuden Voima Oyj. Deputy Member of the Board of Pohjolan Voima Oy.</p>
Noel Morrin	Born 1958. B.Sc. Joint Honours, First Class (Chemistry and Biology).		<p>Position</p> <p>Executive Vice President, Sustainability. Member of the GLT since 2015. Joined the company in 2015.</p> <p>Shareholding</p> <p>Owns 18 092 R shares in Stora Enso.</p>	<p>Board memberships, principal work experience and other information</p> <p>Group SVP for Sustainability & Green Support at Skanska AB 2005–2015. Group Environment Director at RMC plc 1999–2005. Prior to that senior roles at the UK National Environmental Technology Centre, the British NGO Business in the Community and the global chemical company ICI plc.</p>
Gilles van Nieuwenhuyzen	Born 1959. M.Sc. (Applied Physics), MBA (INSEAD).		<p>Position</p> <p>Executive Vice President, Division Packaging Solutions. Member of the GLT since 2015. Joined the company in 2015.</p> <p>Shareholding</p> <p>Does not own any Stora Enso shares.</p>	<p>Board memberships, principal work experience and other information</p> <p>President of the Enablers division at DuPont Nutrition & Health (formerly Danisco) 2010–2014. Prior to that senior management positions at among others the Dutch food ingredients group CSM (now Corbion), Rexam (coated films and papers), and DSM (chemicals and polymers).</p>
Jari Suominen	Born 1969. M.Sc. (BA).		<p>Position</p> <p>Executive Vice President, Division Wood Products. Member of the GLT since 2014. Joined the company in 1995.</p> <p>Shareholding</p> <p>Owns 23 068 R shares in Stora Enso.</p>	<p>Board memberships, principal work experience and other information</p> <p>Senior Vice President, head of Building and Living Business Area until 2014. Has held several managerial positions in paper and wood products businesses. Chairman of Finnish Wood Products Industry Association. Member of the Board of Tornator. Member of the supervisory board of Varma Mutual Pension Insurance Company.</p>

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