

## Notes on the staff and management

### 17 Staff numbers

EURm	2015 Average during the year	2014 Average during the year
Full-time staff	56	52
Part-time staff	3	5
Temporary staff	1	2
<b>Total</b>	<b>60</b>	<b>59</b>

## 18 Board fees and management remuneration

EUR thousand		2015	2014
<b>Managing Director</b>	Kari Stadigh	4,290	3,653
<b>Members of the Board of Directors</b>			
Björn Wahlroos		160	160
Anne Brunila		80	80
Jannica Fagerholm		80	80
Adine Grate Axén		80	80
Veli-Matti Mattila		80	80
Risto Murto		80	-
Eira Palin-Lehtinen		100	80
Per Arthur Sørli		80	80

In addition to the above, the company has in accordance with the decision of the Annual General Meeting in 2015 compensated transfer tax of in total EUR 6,006.68 related to the acquisition of the company shares (EUR 1,276.33 pertaining to the Chairman, EUR 806.60 pertaining to the Vice Chairman and EUR 3,923.74 pertaining to the other Finnish members of the Board).

## Pension liability

The retirement age of the Managing Director is 60 years, when the pension benefit is 60% of the pensionable salary.

## 19 Pension contributions to the CEO, deputy CEO and the members of the board

EUR thousand	Supplementary pension costs	Statutory pension costs	Total
<b>Pension contributions paid during the year</b>			
Chairman of the Board	-	-	-
Other Members of the Board	-	-	-
President/CEO <sup>1)</sup>	2,268	126	2,394
Deputy CEO	-	-	-
Former Chairmen of the Board			
Kalevi Keinänen <sup>2)</sup>	6	-	6
Former Presidents/CEO:s			
Harri Hollmen <sup>3)</sup>	12	-	12
	<b>2,286</b>	<b>126</b>	<b>2,412</b>

1) According to the defined benefit pension agreement in force until 31 December 2015, the pension benefit of the Group CEO was 60 per cent of his pensionable salary. The pensionable salary included fixed salary, fringe benefits, holiday pay and short-term incentives and was calculated as an average of two out of the four last full years, where the best and the worst year were left out. The supplementary pension costs for 2015 includes the final premium of 2016 (525,183 euros) and the liability is now fully covered. The defined benefit supplementary pension agreement stipulated in the previous service contract for the Group CEO is replaced by a new defined contribution pension agreement entering into force on 1 January 2016. The annual cost of the agreement for Sampo is 400,000 euros.

2) Group pension agreement with a retirement age of 60 years and a pension benefit of 66 per cent of the pensionable TyEL-salary (TyEL: Employee's Pension Act). The supplementary cost pertains to a yearly index adjustment.

3) Group pension agreement with a retirement age of 60 and a pension benefit of 60 per cent of the pensionable TyEL-salary. The supplementary cost pertains to a yearly index adjustment.