

## Notes to the staff and management

### 19 Staff numbers

EURm	2013 Average during the year	2012 Average during the year
Full-time staff	51	51
Part-time staff	2	2
Temporary staff	3	3
<b>Total</b>	<b>56</b>	<b>55</b>

### 20 Management's remuneration and post-employment benefits

EUR thousand		2013	2012
<b>Managing Director</b>	Kari Stadigh	3,530	2,454
<b>Members of the Board of Directors</b>			
Björn Wahlroos		160	160
Anne Brunila		80	80
Jannica Fagerholm		80	-
Adine Grate Axén		80	80
Veli-Matti Mattila		80	80
Eira Palin-Lehtonen		80	80
Per Arthur Sørli		80	80
Matti Vuoria		100	100

### Pension liability

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

### 21 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>	1,583	132	1,715
Deputy CEO	-	-	-
Former Chairmen of the Board			
Kalevi Keinänen <sup>2)</sup>	40	-	40
Former Presidents/CEO:s			
Harri Hollmen <sup>3)</sup>	86	-	86
	<b>1,709</b>	<b>132</b>	<b>1,841</b>

1) According to his current agreement the Group CEO is entitled to retire in December 2015 when he turns 60. The pension benefit is 60 per cent of his pensionable salary. The pensionable salary includes fixed salary, fringe benefits, holiday pay and short-term incentives and is calculated as an average of two out of the four last full years, where the best and the worst year are left out. To replace the defined benefit supplementary pension agreement stipulated in the service contract for the Group CEO currently in force, a new defined contribution pension agreement will be signed as of 1 January 2016. The annual cost of the agreement for Sampo will be 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.