

## 35 Related party disclosures

### Key management personnel

The key management personnel in Sampo Group consists of the members of the Board of Directors of Sampo plc and Sampo Group's Executive Committee, and the entities over which the members of the key management personnel have a control.

### Key management compensation

EURm	2016	2015
Short-term employee benefits	9	8
Post employment benefits	2	4
Other long-term benefits	14	13
<b>Total</b>	<b>26</b>	<b>25</b>

In addition, deferred compensation EUR 66,786 (119,269) was paid to former members of the Group Executive Committee during the financial year.

Short-term employee benefits comprise salaries and other short-term benefits, including profit-sharing bonuses accounted for for the year, and social security costs.

Post employment benefits include pension benefits under the Employees' Pensions Act (TyEL) in Finland and voluntary supplementary pension benefits.

Other long-term benefits consist of the benefits under long-term incentive schemes accounted for for the year (see Note 36).

### Related party transactions of the key management

The key management does not have any loans from the Group companies.

## Associates

### Outstanding balances with related parties/Associate Nordea

EURm	2016	2015
Assets	2,500	2,004
Liabilities	90	102

The Group's receivables from Nordea comprise mainly long-term investments in bonds and deposits. In addition, the Group has several on-going derivative contracts related to the Group's risk management of investments and liabilities.