

## Notes on the staff and management 17-19

### 17 Staff numbers

EURm	2016 Average during the year	2015 Average during the year
Full-time staff	56	56
Part-time staff	3	3
Temporary staff	2	1
<b>Total</b>	<b>61</b>	<b>60</b>

### 18 Board fees and management remuneration

EUR thousand		2016	2015
<b>Managing Director</b>	Kari Stadigh	4,936	4,290
<b>Members of the Board of Directors</b>			
	Björn Wahlroos	160	160
	Christian Clausen	80	-
	Jannica Fagerholm	80	80
	Adine Grate Axén	80	80
	Veli-Matti Mattila	80	80
	Risto Murto	80	80
	Eira Palin-Lehtinen	100	100
	Per Arthur Sørlie	80	80

In addition to the above, the company has in accordance with the decision of the Annual General Meeting in 2016 compensated transfer tax of in total EUR 5,311.02 related to the acquisition of the company shares (EUR 1,277.3 pertaining to the Chairman, EUR 809.53 pertaining to the Vice Chairman and EUR 3,224.19 pertaining to the other members of the Board).

### Pension liability

The Group CEO is entitled to a defined contribution pension in accordance with the pension contract in force. The annual pension premium is fixed at EUR 400,000.

### 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>	455	155	610
Deputy CEO	-	-	-
Former Chairmen of the Board			
Kalevi Keinänen <sup>2)</sup>	-	-	-
Former Presidents/CEO:s			
Harri Hollmen <sup>3)</sup>	-	-	-
	<b>455</b>	<b>155</b>	<b>610</b>

1) The Group CEO is entitled to a defined contribution pension in accordance with the pension contract in force. The annual pension premium is fixed at EUR 400,000. The supplementary pension premiums for 2016 included payments to a supplementary TEL-L group pension plan, which based on changes in legislation was removed as of 31 December 2016 and forms a paid-up policy.

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). No annual index adjustment in 2016.

3) Group pension agreement with a retirement age of 60 and a pension benefit of 60 per cent of the pensionable TyEL-salary. No annual index adjustment in 2016.