

## **EVALUATION OF REMUNERATION TO SENIOR MANAGEMENT**

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Senior management include the five persons who during 2013 have been part of the group management: CEO and President, Kimmo Väkiparta, CFO and Executive Vice President, Torbjörn Clementz, Business Area Manager of Finland, Lasse Levola, Business Area Manager of Sweden, Kalle Björklund, who assumed his position during the year, and Director of Operations Development, Nikolai Makarov, who also assumed this new position during the year.

All senior management members have a total remuneration package which consists of fixed salary, variable salary, other benefits (mainly car benefits) and pension.

No variable salary has been paid during 2013 and the remuneration complies with the guidelines that were adopted by the Annual General Meeting 2013.

The Board of Directors has evaluated the model for the variable salary and has found it to be line with the group's strategy for value creation. The Board has therefore found no reason to change the model for variable compensation.

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Malmö in March 2014  
THE BOARD OF DIRECTORS