

**The financial benefits paid to the CEO and the Management Team in 2014 were as follows:**

	Salaries, EUR	Merit, pay	Fringe benefits	Supplem. pension contributions	2014 total
<b>CEO Juha Gröhn</b>	458,271		19,572	131,276	609,119
<b>Deputy CEO's: Juha Ruohola (until June 3, 2014 )</b>	236,560		5,216	26,783	129,054
<b>Heikki Kyntäjä (from June 3, 2014)</b>	122,715		6,610	13,657	142,982
<b>Other members of the management team</b>	1,350,177	59,617	60,847	122,695	1,337,245
<b>Total</b>	<b>2,028,218</b>	<b>35,600</b>	<b>100,729</b>	<b>301,436</b>	<b>2,465,83</b>