

Report on salaries and remuneration, 2012

The Board of Directors and auditors

The remuneration to be paid to the members of the Board of Directors and auditors is decided by the annual general meeting. The annual general meeting which convened on 1 March 2012 decided that the chairman of the Board of Directors was to be paid EUR 36,000, the deputy chairman was to be paid EUR 22,000 and the members of the Board of Directors were to be paid EUR 18,000 for their term in office. It was also decided to pay the chairman of the Board of Directors and the members EUR 500 per meeting. It was decided to pay the chairmen of the committees and the members EUR 500 per meeting.

The fees for the members of the Board of Directors in 2012 totalled EUR 293,664.54. No shares or share-related entitlements were surrendered to members of the Board of Directors during the financial year.

It has been decided to pay the auditors' fee on invoice. Auditing fees paid by the SATO Group for auditing services during the financial year 2012 amounted to EUR 152,726.49 and fees for non-auditing services were EUR 106,404.89.

The President and CEO and the Group's other management

The criteria and payment of the salaries and bonuses paid to the President and CEO and to the members of the Group's Corporate Management Group are decided

by the company's Board of Directors.

Employees of the Group are not paid any separate remuneration for serving as a member of the Board of Directors or as President of a Group company.

The salary and other perquisites of the President and CEO in 2012 amounted to EUR 421,529.35, of which EUR 302,905.81 was fixed salary and the variable component was EUR 118,623.54. The salary and other perquisites paid to the Deputy President and CEO were EUR 252,768.71, of which EUR 192,278.71 was fixed salary and the variable component was EUR 60,490.00.

The retirement age for the President and CEO and for a Vice President acting as his deputy is 60 years. At that time, they will be entitled to a pension amounting to 60 per cent of the annual salary serving as the basis for the calculation of pension. The period of notice of the President and CEO's service contract is six months. In case the company terminates the service contract of the President and CEO before his retirement age, the President and CEO will be entitled to a redundancy bonus of 12 months' full salary in addition to the salary for the period of notice. The Board of Directors decided on 18 December 2012 to continue the President and CEO's indefinite appointment after he reaches pensionable age, until 31 December 2015.

The members of the Corporate Management Group are covered by an annual

incentive scheme based on the Group's profit and the attainment of other main targets. The Board of Directors approves the criteria for and payment of bonuses.

A long-term incentive scheme for the period 2010–2012, which was decided on by the Board of Directors, applied to 15 people working in management positions in the Group. The earnings period was three years and the criterion for accrual was growth in net assets. The commitment period for the incentive scheme will continue until 2014. The incentive scheme was cash-based and included a maximum limit. The purpose of the incentive scheme was to combine the goals of the management with those of the shareholders, commitment of the key people, improvement of competitiveness, and promotion of long-term financial success.