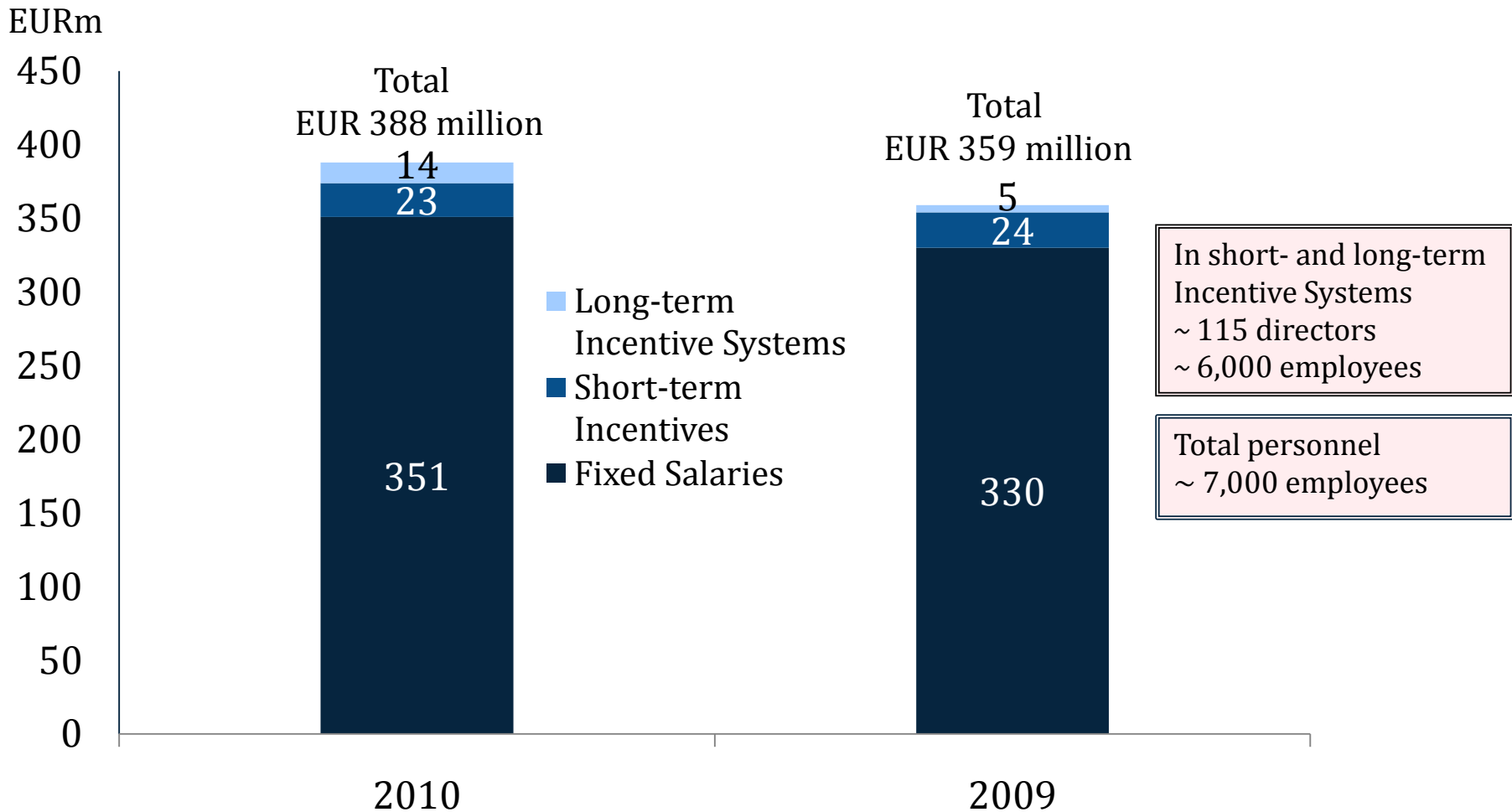


## Sampo's compensation strategy is responsible

- Fixed salaries represent a sufficient part of the total compensation and are competitive but not leading in the market.
- Variable compensation emphasizes the link between employee compensation and Sampo's profitability.
- Variable compensation is in line with the long-term targets of investors.
- An external audit of Sampo's remuneration policy has concluded that it fulfils the criteria issued by the Financial Supervisory Authority.

# Sampo Group compensation



Not including pension costs or other social security expense (EUR 139 million in 2010 and EUR 144 million in 2009).

## Compensation of the Group Executive Committee

Costs (1,000 €)	2010	2009 (2)
Fixed salaries out of which CEO's	3,129 667	3,389 676
Short-term incentives out of which CEO's	1,728 400	1,481 371
Long-term incentives and Share-based incentive system(1) out of which CEO's	7,356 1,296	1,934 417
Total out of which CEO's	12,213 2,363	6,804 1,464

(1) The cost of the Share-based Incentive System is reported net of social costs

(2) Compensation to the CEO for 2009 includes former CEO until 7 April 2009 and present CEO starting from 8 April 2009