
Fortum's Annual Report 2014

Fortum is an energy company highly committed to sustainability. We strive to respond to the needs of our customers by generating, selling and distributing low-carbon electricity and heat and by offering energy-sector expert services.

4 Employee costs

| EUR million | 2014 | 2013 |
|-----------------------------------|-----------|-----------|
| Personnel expenses | | |
| Wages, salaries and remunerations | 28 | 26 |
| Indirect employee costs | | |
| Pension costs | 5 | 5 |
| Other indirect employee costs | 1 | 1 |
| Other personnel expenses | 1 | 1 |
| Total | 35 | 33 |

| EUR thousands | 2014 | 2013 |
|------------------------------------------------|--------------|--------------|
| Compensation for the President and CEO | | |
| Salaries and fringe benefits ¹⁾ | 1,005 | 795 |
| Performance bonuses ²⁾ | 127 | 22 |
| Share-based remuneration | 235 | 448 |
| Pensions (statutory) | 188 | 137 |
| Pensions (voluntary) | 255 | 204 |
| Social security expenses | 57 | 48 |
| Total | 1,867 | 1,654 |
| Compensation for the Board of Directors | 477 | 455 |

1) Amount is impacted by the sick leave during 2013.

2) Performance bonuses are based on estimated amounts.

Compensation above is presented on accrual basis. Paid salaries and remunerations for the President and CEO in 2014 were EUR 1,592 thousands (2013: 1,784).

Timo Karttinen, who assumed responsibility for the duties of the President and CEO during Tapio Kuula's sick leave in December 2014, did not receive any compensation during 2014 for these additional duties.

In 2013 a compensation of EUR 80 thousands was paid to Markus Rauramo for assuming the duties of the President and CEO during March-November 2013.

For the President and CEO Tapio Kuula the retirement age of old-age pension is 63. The pension obligations are covered through insurance company.

Board members are not in an employment relationship or service contract with Fortum, and they are not given the opportunity to participate in Fortum's bonus or share bonus systems, nor does Fortum have a pension plan that they can opt to take part in.

[See also Note 12 Employee benefits and](#)

[Note 32 Pension obligations in the Consolidated financial statements.](#)

| | 2014 | 2013 |
|-----------------------------|------|------|
| Average number of employees | 301 | 326 |