

REMUNERATION PRINCIPLES

Remuneration to the Board

Fees adopted by the Annual General Meeting are paid as remuneration for the work of the Board. Reasonable travel expenses are paid as invoiced. The following fees were paid in compliance with the decision of the Annual General Meeting:

	2015	2014
Annual fee, Chairman of the Board	EUR 25,000	EUR 25,000
Annual fee, other regular Board members	EUR 20,000	EUR 20,000
Annual fee, deputy Board members	EUR 5,000	EUR 0
Fee per meeting attended, Board and deputy members	EUR 1,000	EUR 1,000

For the financial year 2015, a total of EUR 237,000 in Board fees (2014: 229,000) was disbursed. These were allocated as follows:

	2015	2014
Ben Lundqvist	EUR 36,000	EUR 37,000
Nils-Erik Eklund	EUR 31,000	EUR 32,000
Trygve Eriksson	EUR 29,000	EUR 32,000
Erik Grönberg	EUR 31,000	EUR 31,000
Agneta Karlsson	EUR 31,000	EUR 31,000
Dick Lundqvist	EUR 30,000	EUR 32,000
Lars G Nordström	EUR 29,000	EUR 30,000
Ulrica Danielsson	EUR 6,000	EUR 1,000
Stefan Lundqvist	EUR 7,000	EUR 1,000
Johnny Rosenholm	EUR 7,000	EUR 2,000
Total	EUR 237,000	EUR 229,000

Compensation to the President and CEO and to Group Management

As compensation for his work, the President and CEO is paid a monthly salary that is reviewed by the Board yearly. Jan Hanses receives a monthly salary of EUR 21,000 and the following additional benefits in kind: telephone benefits and group life insurance coverage, including insurance for medical expenses. The President and CEO is subject to the terms of the Finnish public pension system. The retirement age of the President and CEO is 63-68. The President and CEO has a termination notice period of 8 months. The Company's Board is entitled to terminate his contract, but the President and CEO will enjoy 8 months of salary after the termination date.

VIKING LINE

Members of Group Management receive a monthly salary, which is discussed yearly by the Board of Directors. In case of termination by the Company, the members of Group Management receive 6 months of salary. The Company has no incentive scheme or bonus systems.

Salaries of Viking Line's President and CEO and the members of Group Management during the 2015 financial year:

EUR	Fixed salary	Total remuneration in 2015
President and CEO	254,952	254,952
Group Management	646,931	646,931
Total	901,883	901,883