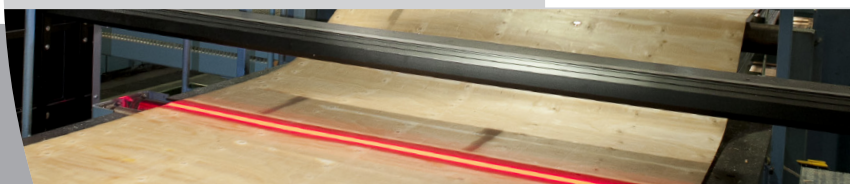


Remuneration statement 2013



Remuneration statement

This remuneration statement on Raute Corporation's Board of Directors, President and CEO, and Executive Board has been drawn up in compliance with the recommendations given in the Finnish Corporate Governance Code, section 7, issued by the Securities Market Association. The Code is available on the Securities Market Association's website www.cgfinland.fi.

REMUNERATION AT RAUTE

Remuneration consists of three components: the basic salary including fringe benefits, profit- and performance-related remuneration (bonuses), and long-term incentive plans. Depending on the employee's position, different combinations of the above-mentioned elements are applied.

Raute Group's profit-related bonus system includes separate systems for the President and CEO, the Group's Executive Board, key personnel, and the entire personnel. A person can receive bonuses from no more than one system at a time. The Board of Directors annually confirms the general principles, maximum amounts and calculation methods for the remuneration systems.

Payment of bonuses within the bonus systems for the President and CEO, the rest of the Group's Executive Board and key personnel is dependent on the person's performance and task-related personal targets for the entire year. Profit-related bonuses are paid once a year after the Annual General Meeting has confirmed the financial statements.

Payment of bonuses within the bonus system for the rest of the personnel is dependent on the Group's profit and the targets set for the quality and the operation of the team in question. Profit-related bonuses are paid out for each quarter year provided that the Group has made a positive cumulative profit. The calculation method, amount and the maximum total amount of bonus will be decided on annually by the Board of Directors, and the system will remain in force for one year at a time.

Long-term incentive plans include the 2010 stock option plan.

2010 STOCK OPTION PLAN

On March 31, 2010, Raute Corporation's Annual General Meeting decided on the issuance of a maximum of 240,000 stock options. In compliance with this authorization by the Annual General Meeting, the Board of Directors issued stock options to the Group's key personnel in 2013 as follows:

2010 A:	a total of 13,700 stock options, of which 4,500 pcs to the President and CEO and 6,200 pcs to the other Executive Board members
2010 B:	a total of 7,500 stock options, of which 4,500 pcs to the other Executive Board members

2010 C: a total of 12,000 stock options, of which 7,000 pcs to the other Executive Board members

The 2010 A series stock options which were granted in 2013 are subject to a one-year transfer restriction from the grant date.

In 2013, a total of 4,200 series A stock options, 2,500 series B stock options and 5,000 series C stock options were returned to the company. At the end of the year 2013, a total of 80,000 series A stock options, 80,000 series B stock options and 80,000 series C stock options were granted to the key employees.

BOARD OF DIRECTORS

Remuneration for the Board of Directors is decided by the Annual General Meeting.

The Board is not covered by the 2010 stock option plan. None of the Board members are employed by the company. The company has not transferred any shares nor any other benefits derived from the stock as a bonus to the Board. The company does not remunerate the Board members on any other grounds nor does it grant them loans or provide any guarantees for them.

2013

Raute Corporation's Annual General Meeting decided on April 8, 2013 that the remuneration for the Chairman of the Board continues to be 40,000 euros and for the Vice-Chairman of the Board and the Board members 20,000 euros for the term of office, and no extra remuneration will be paid for work in the Board's committees. The remuneration is paid in 12 equal monthly payments. The Board members' traveling expenses will be compensated according to the company's traveling policy.

The salaries and fees paid to the Chairman and Board members totaled EUR 140 thousand in 2013.

thousand euros		
Erkki Pehu-Lehtonen	Chairman	40
Mika Mustakallio	Vice Chairman	20
Joni Bask	Board Member	20
Risto Hautamäki	Board Member	20
Ilpo Helander	Board Member	20
Pekka Suominen	Board Member	20

PRESIDENT AND CEO

The President and CEO's salary and other benefits are decided by the Board of Directors.

The remuneration for the President and CEO Tapani Kiiski consists of a fixed monthly salary and fringe benefits according to his executive contract and a profit-related bonus amounting to a maximum of six months' salary, depending on the achievement of targets set for each year. The executive contract does not include any special conditions concerning retirement or the amount of retirement allowance. The term of notice is six months, and the severance pay equals twelve months' salary. The President and CEO is covered by the 2010 stock option plan. The company does not remunerate the President and CEO on any other grounds nor does it grant him loans or provide any guarantees for them.

2013

The salaries and fees paid to Raute Corporation's President and CEO, Mr. Tapani Kiiski, in 2013 amounted to EUR 384 thousand, which consists of regular salaries including fringe benefits of EUR 272 thousand and profit-related bonus of EUR 112 thousand. On April 25, 2013, the President and CEO received 4,500 of the company's 2010 A stock options from the Board of Directors.

OTHER EXECUTIVE BOARD MEMBERS

The Board of Directors confirms the Executive Board members' salaries and benefits on the President and CEO's proposal.

The remuneration for the Executive Board members consists of a fixed monthly salary with fringe benefits and a profit-related bonus amounting to a maximum of three months' salary, depending on the achievement of targets set for each year.

The Executive Board members are covered by the 2010 stock option plan. The Executive Board members serve according to an indefinite employment contract without entitlement to extra severance pay or other compensation. Their additional pension benefits and terms of notice do not significantly differ from statutory terms and conditions. The company does not remunerate the Executive Board members on any other grounds nor does it grant them loans or provide any guarantees for them.

2013

The other Group's Executive Board members were

- Ms. Arja Hakala, Group Vice President, Finance, CFO (Finance and administration),
- Mr. Timo Kangas, Group Vice President, Customer Care (Customer relationships and marketing, market area EMEA),
- Mr. Petri Lakka, Group Vice President, Technology Services (Technology services),
- Mr. Petri Strengell, Group Vice President, Operations (Project deliveries and operations),

and as of October 1, 2013

- Mr. Marko Hjelt, Group Vice President, Human Resources (Human resources and competence development) ,
- Mr. Mika Hyysti, Group Vice President, Technology (Technology, products and R&D).

The salaries including fringe benefits and fees paid to the other members of the Group's Executive Board in 2013 amounted to EUR 760 thousand, which consisted of regular salaries including fringe benefits of EUR 662 thousand and profit-related bonuses of EUR 98 thousand. On February 13, 2013 and September 30, 2013, the Board of Directors gave to the other members of the Group's Executive Board in total 6,200 pcs of the company's 2010 A options, 4,500 pcs 2010 B options and 7,000 2010 C options, in total 17,700 pcs.



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