



HYPO

**THE MORTGAGE SOCIETY OF FINLAND
2023 OTHER REMUNERATION INFORMATION**



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1. Information on the remuneration of the Board of Directors 2023

As of 22 March 2023, the remunerations for the Board of Directors were confirmed as follows:

Chair, annual fee	EUR 36,810
Vice Chair, annual fee	EUR 22,530
Member, annual fee	EUR 18,040
Meeting attendance fee / meeting, Chair	EUR 1,200
Meeting attendance fee / meeting, Vice Chair and member Chair of the Risk Management Committee	EUR 930
Meeting attendance fee / meeting	EUR 1,200
Vice Chair and member of the Risk Management Committee	
Meeting attendance fee / meeting	EUR 930
Member of the Nomination Committee	
Meeting attendance fee / meeting	EUR 930

From 1 January 2023 to 21 March 2023, the remunerations for the Board of Directors were as follows:

Chair, annual fee	EUR 35,390
Vice Chair, annual fee	EUR 21,660
Member, annual fee	EUR 17,340
Meeting attendance fee / meeting, Chair	EUR 1,150
Meeting attendance fee / meeting, Vice Chair and member Chair of the Risk Management Committee	EUR 890
Meeting attendance fee / meeting	EUR 1,150
Vice Chair and member of the Risk Management Committee	
Meeting attendance fee / meeting	EUR 890
Member of the Nomination Committee	
Meeting attendance fee / meeting	EUR 890

2. Information on the remuneration of the Supervisory Board 2023

As of 22 March 2023, the remunerations for the Supervisory Board were confirmed as follows:

Chair, annual fee	EUR 9,850
Vice Chair, annual fee	EUR 4,160
Member, annual fee	EUR 3,140
Meeting attendance fee / meeting	EUR 570
Inspectors of the Supervisory Board, attendance fee	EUR 930
Member of the Nomination Committee, attendance fee	EUR 930

From 1 January 2023 to 21 March 2023, the remunerations for the Supervisory Board were as follows:

Chair, annual fee	EUR 9,470
Vice Chair, annual fee	EUR 3,990
Member, annual fee	EUR 3,010
Meeting attendance fee / meeting	EUR 540
Inspectors of the Supervisory Board, attendance fee	EUR 890

3. Information on the remunerations of the Chief Executive Officer and the Deputy Chief Executive Officer

No changes have been made to the monthly salaries of the Chief Executive Officer and the Deputy Chief Executive Officer. The monthly salaries are in accordance with the other remuneration information for 2022.

Other relevant information regarding the remunerations of the the Chief Executive Officer and the Deputy Chief Executive Officer are presented in the Remuneration Policy of the Governing Bodies.

4. Information on the remuneration of the persons with a major impact on the risk position

Taking into account Hypo's size, legal and administrative structure as well as the nature, complexity and diversity of the group's operations, members of the Management Group (the CEO, the Deputy CEO, the Chief Banking Officer, the Chief Economist and Head of Real Estate, Chief Treasury and Funding Officer and the Chief Financial Officer) as well as the Chief Audit Officer, the Compliance Officer and the Risk Manager Officer from the internal control function, were listed as persons with a major impact on the risk position. With respect to them, the remuneration scheme complies with the section 8 of the Act on Credit institutions.

The Supervisory Board decides on the emoluments and remunerations of the members of the Management Group and the persons working in the internal control functions where it has not delegated the decision making power to the Board of Directors and the latter, for its part, to the CEO.

The persons with a major impact on the risk position have a fixed monthly salary. The fixed monthly salary is a total salary including the fringe benefits. The entitlement to pension is in accordance with the Employees Pensions Act and their work contracts do not contain any specific condition related to pension. The term of notice is in

accordance with the Employment Contracts Act and the Collective Agreement for the Financial Sector.

The persons with a major impact on the risk position, excluding the CEO, the Deputy CEO and the persons holding positions in the internal control functions, are covered by Hypo's performance-related pay and incentive scheme of which they have an opportunity to obtain at most a payment corresponding to 16 weeks' salary of which 50% is paid in cash and 50% as insurance premiums to the Department M of Hypo's Pension Foundation. When it comes to the other persons with a major impact on the risk position, the cancellation of the part paid as insurance premiums is possible within three (3) years after the end of the performance year.

Chief Audit Officer, Compliance Officer and Risk Manager Officer holding positions in the internal control functions have been excluded from the performance-related pay and incentive scheme. With respect to them, the remuneration scheme consists only of fixed monthly salary, which is a total salary (incl. the fringe benefits).

In 2022, the salaries and remunerations paid for the persons with a major impact on the risk position were as follows:

Fixed salary 2022	EUR
- salary	1,049,410.92
- fringe benefits	26,489.53
Total fixed salary	1,075,900.45
Variable remuneration components 2022	
Performance-related pay and incentive / paid in cash	36,862.65
Performance-related pay and incentive / paid as insurance premiums to Department M of Hypo's Pension Foundation	36,862.65
Total compensations	73,725.30
Total salary and remuneration	1,149,625.75