



HYPO

THE MORTGAGE SOCIETY OF FINLAND
2025 OTHER REMUNERATION INFORMATION
24 March 2025



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1. Information on the remuneration of the Board of Directors 2025

As of 18 March 2025, the remunerations for the Board of Directors were confirmed as follows:

Chair, annual fee	EUR 41,840
Vice Chair, annual fee	EUR 25,610
Member, annual fee	EUR 20,510
Meeting attendance fee / meeting, Chair	EUR 1,380
Meeting attendance fee / meeting, Vice Chair and member	EUR 1,070
Chair of the Risk Management Committee, meeting attendance fee / meeting	EUR 1,380
Vice Chair and member of the Risk Management Committee, meeting attendance fee / meeting	EUR 1,070
Chair of the Audit Committee, meeting attendance fee / meeting	EUR 1,370
Vice Chair and member of the Audit Committee, meeting attendance fee / meeting	EUR 1,070
Member of the Nomination Committee, meeting attendance fee / meeting	EUR 1,020

From 1 January 2025 to 17 March 2025, the remunerations for the Board of Directors were as follows:

Chair, annual fee	EUR 38,030
Vice Chair, annual fee	EUR 23,280
Member, annual fee	EUR 18,640
Meeting attendance fee / meeting, Chair	EUR 1,250
Meeting attendance fee / meeting, Vice Chair and member	EUR 970
Chair of the Risk Management Committee Meeting attendance fee / meeting	EUR 1,250
Vice Chair and member of the Risk Management Committee Meeting attendance fee / meeting	EUR 970
Member of the Nomination Committee Meeting attendance fee / meeting	EUR 970

2. Information on the remuneration of the Supervisory Board 2025

As of 18 March 2025, the remunerations for the Supervisory Board were confirmed as follows:

Chair, annual fee	EUR 10,690
Vice Chair, annual fee	EUR 4,520
Member, annual fee	EUR 3,420
Meeting attendance fee / meeting	EUR 630

Inspectors of the Supervisory Board, attendance fee	EUR	1,020
Member of the Nomination Committee, attendance fee	EUR	1,020

From 1 January 2025 to 17 March 2025, the remunerations for the Supervisory Board were as follows:

Chair, annual fee	EUR	10,180
Vice Chair, annual fee	EUR	4,300
Member, annual fee	EUR	3,250
Meeting attendance fee / meeting	EUR	590
Inspectors of the Supervisory Board, attendance fee	EUR	970

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

As of 1 March 2025, the monthly salary paid for the Chief Executive Officer was confirmed as follows:

- Total salary, including fringe benefits, per month	EUR 29,857
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From 1 March 2022 to 28 March 2025, the monthly salary paid for the Chief Executive Officer was as follows:

- Total salary, including the fringe benefits, per month	EUR 27,000
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As of 1 March 2025, the monthly salary paid for the Deputy Chief Executive Officer was confirmed as follows:

- Total salary, including fringe benefits, per month	EUR 18,799
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From 1 March 2022 to 28 March 2025, the monthly salary paid for the Deputy Chief Executive Officer was as follows:

- Total salary, including the fringe benefits, per month	EUR 17,000
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Other relevant information regarding the remunerations of 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 as well as persons responsible for internal control functions, i.e. the Chief Audit Officer, the Compliance Officer and the Chief Risk Officer. 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 to the extent that it has not delegated the task to the Board of Directors or, by the latter, 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 8 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.

Persons responsible for internal control functions, i.e. the Chief Audit Officer, the Compliance Officer and the Chief Risk Officer 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 2024, the salaries and remunerations paid for the persons with a major impact on the risk position were as follows:

Fixed salary 2024	EUR
- salary	621,263.24
- fringe benefits	13,205.00
Total fixed salary	634,468.24
Variable remuneration components 2024	
Performance-related pay and incentive / paid in cash	0.00
Performance-related pay and incentive / paid as insurance premiums to Department M of Hypo's Pension Foundation	0.00
Total compensations	0.00
Total salary and remuneration	634,468.24