



HYPO

THE MORTGAGE SOCIETY OF FINLAND  
2022 OTHER REMUNERATION INFORMATION

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## 1. Information on the remuneration of the Board of Directors 2022

As of 22 March 2022, the remunerations for the Board of Directors were confirmed 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	EUR 890
Chair of the Risk Management Committee	
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

From 1 January 2022 to 21 March 2022, the remunerations for the Board of Directors were as follows:

Chair, annual fee	EUR 34,520
Vice Chair, annual fee	EUR 21,130
Member, annual fee	EUR 16,910
Meeting attendance fee / meeting, Chair	EUR 1,120
Meeting attendance fee / meeting, Vice Chair and member	EUR 860
Chair of the Risk Management Committee	
Meeting attendance fee / meeting	EUR 1,120
Vice Chair and member of the Risk Management Committee	
Meeting attendance fee / meeting	EUR 860
Member of the Nomination Committee	
Meeting attendance fee / meeting	EUR 860

## 2. Information on the remuneration of the Supervisory Board 2022

As of 22 March 2022, the remunerations for the Supervisory Board were confirmed 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
Member of the Nomination Committee, attendance fee	EUR 890

From 1 January 2022 to 21 March 2022, the remunerations for the Supervisory Board were as follows:

Chair, annual fee	EUR 9,230
Vice Chair, annual fee	EUR 3,890
Member, annual fee	EUR 2,930
Meeting attendance fee / meeting	EUR 520
Inspectors of the Supervisory Board, attendance fee	EUR 860
Member of the Nomination Committee, attendance fee	EUR 860

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

As of 1 March 2022, the monthly salary paid for the Chief Executive Officer was confirmed as follows:

- Total salary, including fringe benefits, per month EUR 27,000

From 1 March to 28 March 2022, the monthly salary paid for the Chief Executive Officer was as follows:

- Total salary, including the fringe benefits, per month EUR 24,000

As of 1 March 2022, the monthly salary paid for the Deputy Chief Executive Officer was confirmed as follows:

- Total salary, including fringe benefits, per month EUR 17,000

From 1 January 2020, the monthly salary paid for the Deputy Chief Executive Officer was as follows:

- Total salary, including the fringe benefits, per month EUR 14,850

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 2021, the salaries and remunerations paid for the persons with a major impact on the risk position were as follows:

<b>Fixed salary 2021</b>	<b>EUR</b>
- salary	595 230,73
- fringe benefits	19 156,51
<b>Total fixed salary</b>	<b>614 387,24</b>
<b>Variable remuneration components 2021</b>	
Performance-related pay and incentive / paid in cash	30 263,36
Performance-related pay and incentive / paid as insurance premiums to Department M of Hypo's Pension Foundation	24 735,87
<b>Total compensations</b>	<b>54 999,23</b>
<b>Total salary and remuneration</b>	<b>669 386,47</b>