



HYPO

THE MORTGAGE SOCIETY OF FINLAND
2025 REMUNERATION REPORT FOR GOVERNING BODIES

Finnish version approved by the Board of Directors on 25th of February 2026



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1. Introduction

This Remuneration Report of Governing Bodies of The Mortgage Society of Finland (hereinafter “Hypo”) covers the remuneration of the Board of Directors, the Supervisory Board, the Chief Executive Officer and the Deputy Chief Executive Officer.

The table below compares the development of the fees of the Board of Directors, the Supervisory Board, the Chief Executive Officer and the Deputy Chief Executive to the development of the average remuneration of Hypo’s employees and to Hypo’s financial development over financial years 2021 to 2025.

	2021	2022	2023	2024	2025
The Supervisory Board, total remunerations	95 515,00 €	102 665,00 €	102 300,00 €	108 670,00 €	115 510,00 €
The Board of Directors, total remunerations	245 396,71 €	256 997,97 €	264 516,04 €	275 675,77 €	297 905,86 €
The CEO, total salary and remunerations	360 960,00 €	393 840,00 €	379 080,00 €	360 720,00 €	370 484,20 €
The Deputy CEO, total salary and remunerations	202 331,00 €	228 462,50 €	214 333,20 €	214 200,00 €	233 269,40 €
Development of the salaries and the remunerations of the company’s employees (incl. The DEO and the Deputy CEO)*	91 930,83 €	96 729,34 €	95 825,88 €	98 826,87 €	99 921,54 €
Financial development (the turnover)	8 063 869,98 €	7 079 125,80 €	8 502 822,47 €	8 008 004,28 €	9 086 397,31 €

*employees' expenses from the financial statements divided by the number of employees

2. Fees of the Board of Directors for the preceding financial year

As of 18th of March 2025, the following 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 1 380
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

During the period from 1st of January until 17th of March 2025, the remunerations confirmed in 2024 were applied 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	EUR 970
Member of the Nomination Committee	
Meeting attendance fee / meeting	EUR 970

In 2025, the remunerations paid to the Board of Directors were in total:

Board of Directors 2025	Part of the annual fees paid in cash	Meeting attendance fee	Meeting at which present	Total compensations fees paid in cash	Compensations paid as insurance premium	Fringe benefits/ TyEL insurance	Total remuneration
Heikkinen Hanna-Maria	EUR 10 021,25	EUR 17 889,98	17/17	EUR 27 911,23	EUR 10 021,25	EUR 1 995,67	EUR 39 928,15
Heinonen Kai	EUR 2 330,00	EUR 4 850,01	3/3	EUR 7 180,01	EUR 2 330,00	EUR 0,00	EUR 9 510,01
Hiltunen Harri, Vice Chair	EUR 12 513,75	EUR 24 139,97	23/23	EUR 36 653,72	EUR 12 513,75	EUR 2 620,76	EUR 51 788,23
Holm Pasi	EUR 10 021,25	EUR 17 889,98	17/17	EUR 27 911,23	EUR 10 021,25	EUR 2 103,14	EUR 40 035,62
Kuusela Hannu	EUR 2 330,00	EUR 2 910,01	2/2	EUR 5 240,01	EUR 2 330,00	EUR 0,00	EUR 7 570,01
Launonen Erika	EUR 7 691,25	EUR 14 979,97	16/16	EUR 22 671,22	EUR 7 691,25	EUR 1 620,99	EUR 31 983,46
Lounasmeri Sari, Chair	EUR 20 443,75	EUR 32 489,96	26/26	EUR 52 933,71	EUR 20 443,75	EUR 3 784,77	EUR 77 162,23
Seppä Salla	EUR 10 021,25	EUR 17 889,98	17/17	EUR 27 911,23	EUR 10 021,25	EUR 1 995,67	EUR 39 928,15

The table above includes all the meetings of the Board of Directors, the meetings of the Risk Committee and the Audit Committee in respect of their members, and the meetings of the Nomination Committee in respect of the Chair and Vice Chair of the Board in 2025. The Board of Directors held a total of 14 meetings in 2025.

The Chair and Vice Chair of the Board are members of the Risk Committee operating under the Board of Directors. Members of the Risk Committee receive a meeting fee for attending its meetings. In 2025, the Risk Committee held five (5) meetings. The Chair and Vice Chair of the Board are also members of the Nomination Committee of

the Mortgage Society of Finland, and its members receive a meeting fee for attending its meetings. The Nomination Committee held four (4) meetings in 2025. The Audit Committee held a total of three (3) meetings during 2025.

The table below shows the attendance of board members in meetings in 2025:

Board of Directors 2025	Meetings of the Board of Directors	Meetings of the Risk Management Committee	Meetings of the Nominations Committee	Meetings of the Audit Committee
Heikkinen Hanna-Maria	14/14	-	-	3/3
Heinonen Kai	2/2	1/1	-	-
Hiltunen Harri, Vice Chair	14/14	5/5	4/4	-
Holm Pasi	14/14	-	-	3/3
Kuusela Hannu	2/2	-	-	-
Launonen Erika	12/12	4/4	-	-
Lounasmeri Sari, Chair	14/14	5/5	4/4	3/3
Seppä Salla	14/14	-	-	3/3

The CEO and the deputy CEO are also members of the Board of Directors as stated in the Act on Mortgage Societies. With respect to them, the remuneration consists solely of the aforementioned fixed salary per their respective service agreements, as well as variable remunerations based on the performance and incentive scheme. With respect to the CEO and the Deputy CEO, the remunerations paid in 2025 are presented later in this document.

3. Fees of the Supervisory Board for the preceding financial year

As of 18th of March 2025, the following 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

During the period from 1st of January until 17th of March 2025, the remunerations confirmed in 2024 were applied 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, meeting attendance fee	EUR 970

In 2025, the remunerations paid to the Supervisory Board were in total:

Supervisory Board 2025	Part of the Annual fee paid in cash	Meeting attendance fee allowance	Meeting at which present	Total remunerations paid in cash	Remunerations paid as insurance premiums	Total remunerations
Aro Timo	EUR 1 710,00	EUR 1 850,00	3/3	EUR 3 560,00	EUR 1 710,00	EUR 5 270,00
Bergroth Elina	EUR 1 710,00	EUR 1 850,00	3/3	EUR 3 560,00	EUR 1 710,00	EUR 5 270,00
Borsos Julianna	EUR 1 710,00	EUR 630,00	1/3	EUR 2 340,00	EUR 1 710,00	EUR 4 050,00
Englund Mikael	EUR 0,00	EUR 590,00	1/1	EUR 590,00	EUR 0,00	EUR 590,00
Gaily Amel	EUR 1 710,00	EUR 1 260,00	2/2	EUR 2 970,00	EUR 1 710,00	EUR 4 680,00
Heino Markus	EUR 1 710,00	EUR 1 850,00	3/3	EUR 3 560,00	EUR 1 710,00	EUR 5 270,00
Hietanen Timo	EUR 1 710,00	EUR 2 820,00	4/4	EUR 4 530,00	EUR 1 710,00	EUR 6 240,00
Hokka Hannu, Chair	EUR 5 345,00	EUR 7 870,00	10/10	EUR 13 215,00	EUR 5 345,00	EUR 18 560,00
Kaisanlahti Timo, Vice Chair	EUR 2 260,00	EUR 7 240,00	9/10	EUR 9 500,00	EUR 2 260,00	EUR 11 760,00
Kaleva Hanna	EUR 1 710,00	EUR 2 190,00	4/5	EUR 3 900,00	EUR 1 710,00	EUR 5 610,00
Laisi-Puheloinen Tiina	EUR 1 710,00	EUR 1 260,00	2/2	EUR 2 970,00	EUR 1 710,00	EUR 4 680,00
Launonen Erika	EUR 0,00	EUR 590,00	1/1	EUR 590,00	EUR 0,00	EUR 590,00
Metsälä Juha	EUR 1 710,00	EUR 1 220,00	2/3	EUR 2 930,00	EUR 1 710,00	EUR 4 640,00
Oikarinen Elias	EUR 1 710,00	EUR 2 240,00	3/4	EUR 3 950,00	EUR 1 710,00	EUR 5 660,00
Osara Kallepekka	EUR 1 710,00	EUR 2 870,00	4/4	EUR 4 580,00	EUR 1 710,00	EUR 6 290,00
Saarjärvi Hannu	EUR 1 710,00	EUR 1 260,00	2/2	EUR 2 970,00	EUR 1 710,00	EUR 4 680,00
Suvikumpu Liisa	EUR 1 710,00	EUR 1 850,00	3/3	EUR 3 560,00	EUR 1 710,00	EUR 5 270,00
Urponen Maija	EUR 1 710,00	EUR 1 850,00	3/3	EUR 3 560,00	EUR 1 710,00	EUR 5 270,00
Vaattovaara Mari	EUR 1 710,00	EUR 1 850,00	3/3	EUR 3 560,00	EUR 1 710,00	EUR 5 270,00
Vahela-Kohonen Riitta	EUR 0,00	EUR 590,00	1/1	EUR 590,00	EUR 0,00	EUR 590,00
van der Pals Ira	EUR 1 710,00	EUR 1 850,00	3/3	EUR 3 560,00	EUR 1 710,00	EUR 5 270,00

The table above takes into account the meetings of the Supervisory Board, the participation of the Chairmanship of the Supervisory Board and the Supervisory Board Auditors in the auditors' meetings, as well as the participation of the Chair and Vice Chair of the Supervisory Board in the meetings of the Nomination Committee. The Supervisory Board held a total of three (3) meetings during 2025, and the auditors elected by the Supervisory Board held two (2) meetings. In addition, the Remuneration Committee held one (1) meeting.

The Chair and the Vice Chair of the Supervisory Board are also members of the Nomination Committee. A meeting attendance fee is paid for the meetings of the Nomination Committee. In 2025, the Nomination Committee held four (4) meetings in which the chairpersons of the Supervisory Board were present.

The table below shows the attendance of Supervisory Board members in meetings in 2025:

Supervisory Board 2025	Meetings of the Supervisory Board	The meetings of the inspectors of the Supervisory Board	The meetings of the Nominations Committee	Meetings of the Remuneration Committee
Aro Timo	3/3	-	-	-
Bergroth Elina	3/3	-	-	-
Borsos Julianna	1/3	-	-	-
Englund Mikael	1/1	-	-	-
Gaily Amel	2/2	-	-	-
Heino Markus	3/3	-	-	-
Hietanen Timo	3/3	1/1	-	1/1
Hokka Hannu, Chair	3/3	2/2	4/4	1/1
Kaisanlahti Timo, Vice Chair	2/3	2/2	4/4	1/1
Kaleva Hanna	2/3	1/1	-	1/1
Laisi-Puheloinen Tiina	2/2	-	-	-
Launonen Erika	1/1	-	-	-
Metsälä Juha	2/3	-	-	-
Oikarinen Elias	2/3	1/1	-	-
Osara Kallepekka	3/3	1/1	-	-
Saarijärvi Hannu	2/2	-	-	-
Suvikumpu Liisa	3/3	-	-	-
Urponen Maija	3/3	-	-	-
Vaattovaara Mari	3/3	-	-	-
Vahela-Kohonen Riitta	1/1	-	-	-
van der Pals Ira	3/3	-	-	-

4. Remuneration of the Chief Executive Officer for the preceding financial year

Salaries and remunerations paid to the CEO in 2025:

Fixed salary 2025	EUR
- salary	370 244,20
- fringe benefits	240,00
Total fixed salary	370 484,20
Variable remuneration components 2025	
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	370 484,20

As regards to the CEO, the variable compensation is based on an overall assessment of accomplishment of Hypo Group's scorecard and performance targets. Business objectives and performance targets are established annually in the scoreboard confirmed by the Board of Directors. The main targets having an impact on the performance-related pay and incentive scheme are related to the level of the core earning established for the Hypo Group as well as the capital adequacies of CET1 and RAC. In order to be entitled to the variable compensation in its entirety, one has to significantly exceed the set targets.

5. Remuneration of the Deputy Chief Executive Officer for the preceding financial year

Salaries and remunerations paid to the Deputy CEO in 2025:

Fixed salary 2025	EUR
- salary	219 873,62
- fringe benefits	13 395,78
Total fixed salary	233 269,40
Variable remuneration components 2025	
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	233 269,40

6. Language versions

This document is an unofficial English translation of the Finnish version. In case of discrepancy, the Finnish version shall prevail.