

REMUNERATION OF OTHER MANAGEMENT TEAM MEMBERS

- (1) The Board of Directors of Oma Savings Bank Plc, based on the proposal by the Remuneration Committee, resolves on the remuneration principles and pay policy for the Management Team annually. Based on the Remuneration Committee's proposal preparation, the Board of Directors confirms the employment conditions for the Management Team members, including fixed and variable remuneration, pension benefits and any other benefits.
- (2) The Board of Directors of Oma Savings Bank Plc may resolve on the long-term and short-term incentive plans in which members of the Management Team may participate. The criterion targets of the incentive plans may be based on, for example, (a) total shareholder return, which focuses on the creation of long-term shareholder value, (b) economic and operational performance criteria, which focus on e.g. profitable growth and/or (c) strategic performance criteria, which focus on strategic priorities and also on qualitative criteria, such as customer and employee satisfaction.
- (3) The length of the performance period of the long-term share plans is at least two years. After the end of the performance period, the payment of remuneration is deferred as applicable in accordance with the regulations of the financial sector. Variable remuneration may not exceed 100% of the fixed annual salary at the time the remuneration is granted.
- (4) Share ownership prerequisite is applied to the other Management Team members, according to which a member of the Management Team is obliged to hold half of the reward shares received under a long-term share plan until the value of the member's shareholding in the company corresponds to half of their fixed annual base salary. The Management Team members may also participate in the OmaOsake share savings plan.
- (5) The notice period for other members of the Management Team follows the notice periods specified in the collective agreement unless otherwise agreed. If the company gives notice to a member of the Management Team, a severance payment equivalent to a maximum of twelve months' salary may be paid to them. However, the payment grounds for the severance payment are such that they do not reward failure or misconduct.
- (6) Pension entitlements for other members of the Management Team are organised through statutory pension insurance. Discretionary pension benefits are not granted.
- (7) In 2024, the Management Team consisted of the CEO and five other members. In 2025, the other members of the Management Team were paid a total of EUR 1,446,846 in fixed annual salaries and EUR 413,552 in other taxable benefits.
- (8) During the 2024 financial year, the Management Team participated in three share-based incentive plans. For the 2025 financial year, the share-based incentive plan payments recorded for the other members of the Management Team were EUR 38,052 for the 2022-2023 plan.