

# 2025

REMUNERATION REPORT

The Remuneration Report 2025 is a translation of the original Finnish version "Palkitsemisraportti 2025". If discrepancies occur, the Finnish version is dominant.

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# 1 Introduction

Oma Savings Bank Plc (hereinafter OmaSp or the Company) complies with the legislation valid at any given time and the Finnish Corporate Governance Code approved by the Securities Market Association. This Remuneration Report on OmaSp's governing bodies deals with the remuneration of the Board of Directors, CEO and Deputy CEO of OmaSp during the period 1 January 2025-31 December 2025. The Remuneration Report has been prepared in accordance with the legislation and the Corporate Governance Code that entered into force on 1 January 2025. In addition, the Company has published a separate Corporate Governance Statement in accordance with the Corporate Governance Code (<https://www.omasp.fi/en/investors/management-and-corporate-governance/board-directors>).

The Remuneration Report is based on the remuneration policy of OmaSp's governing bodies, which was discussed at the Annual General Meeting on 8 April 2025. The Annual General Meeting decided to support the proposed remuneration policy, which is in line with the Company's business strategy, objectives, and values, and corresponds to the Company's long-term interests.

The remuneration policy defines the principles and processes of the remuneration of the governing bodies in a way that best supports the successful implementation of the Company's strategy and, consequently, the increase in ownership value. The remuneration policy also enables the recruitment and commitment of talented management and the Board of the Company. The Company has followed the established remuneration policy for the Board of Directors, the CEO, as well as the Deputy CEO without exceptions. This Remuneration Report describes in more detail the remuneration of the governing bodies for the financial year 2025.

## Remuneration paid and financial development for the previous five years

Role	2021	2022	2023	2024	2025
Remuneration to the Board, EUR	312,000	341,750	344,250	402,000	640,793
Change from previous year, %	3.1	9.5	0.7	16.8	59.4
CEO'S basic salary + benefits, EUR*	600,460	946,960	947,494	1,315,341	750,983
Change from previous year, %	0.0	57.7	0.1	38.8	-42.9
CEO's total remuneration, EUR**	719,210	2,126,541	1,648,273	2,929,832**	750,983
Change from previous year, %	-6.4	195.7	-22.5	97.7	-74.4
Average salary of employees, EUR	61,429	68,760	62,986	64,699	65,253
Change from previous year, %	16.2	11.9	-8.4	2.7	0.9
Profit before taxes, EUR mill.	83.3	69.2	138.0	74.6	49.2
Change from previous year, %	121.0	-16.9	99.4	-45.9	-34.0
Comparable profit before taxes, EUR mill.	53.1	75.9	143.6	86.7	56.9
Change from previous year, %	103.4	42.9	89.2	-39.6	-34.3

OmaSp's Remuneration Committee has prepared the Remuneration Report, and the Board of Directors has approved it. The Remuneration Report will be discussed at OmaSp's Annual General Meeting in 2026. The decision of the Annual General Meeting on the Remuneration Report is advisory.

In accordance with the remuneration policy, OmaSp's Remuneration Committee oversees the implementation of the remuneration policy and ensures that the remuneration of the Company's governing bodies is in accordance with the remuneration policy presented at the Annual General Meeting. The remuneration of OmaSp's Board members, the CEO, and the Deputy CEO for the financial year 2025 has been in line with the remuneration policy approved by the Annual General Meeting on 8 April 2025.

Below is a description of the development of the remuneration of the Board of Directors and the CEO in relation to the average remuneration of the Company's employees and the Company's financial development over the past five financial years. The fees paid to the Board of Directors include both annual fees and meeting fees. The CEO's salary and benefits, as well as total remuneration, also take into account the salaries and fees of the Deputy CEO for the period when the Deputy CEO has served as the interim CEO appointed by the Board of Directors. The total remuneration of the CEO consists of a fixed monthly salary, fringe benefits, and variable remuneration. The average salary of employees is calculated by dividing the personnel expenses according to the financial statements by the average number of employees during the year. The Company's financial development over the past five years is described by the profit before taxes and the comparable profit before taxes indicators.

\* Until 30 March 2025, Sarianna Liiri served as the interim CEO appointed by the Board of Directors, after which Karri Alameri has served as the CEO appointed by the Board of Directors since 31 March 2025.

\*\*Until 19 June 2024, Pasi Sydänlammi served as the CEO. The Board of Directors appointed Sarianna Liiri as interim CEO of the Company as of 19 June 2024. Former CEO Pasi Sydänlammi has returned a part of his variable remuneration paid in 2024 to the Company. This has been taken into account in the variable remuneration item.

# 1 Remuneration of the Board of Directors

In accordance with OmaSp's remuneration policy for governing bodies, the Annual General Meeting (AMG) on 8 April 2025 decided on the remuneration of the members of the Board of Directors. The proposals to the Annual General Meeting were made by OmaSp's Shareholders' Nomination Committee.

The Annual General Meeting decided on the annual and meeting remuneration of the members of the Board of Directors presented in the following tables. The Annual General Meeting decided that 25 per cent of the annual remuneration of the Board of Directors will be paid from the market in Oma Savings Bank Plc's

shares acquired on behalf of the members of the Board of Directors. Shares will be acquired from the market at a price formed in public trading when the Interim Report for the period from 1 January to 31 March 2025 has been published. The Company is responsible for the costs of acquiring the shares and any transfer tax. The rest of the annual fee is paid in cash to cover the taxes arising from the fee.

In addition, Oma Savings Bank Plc pays or reimburses travel expenses and other expenses directly related to board work to the members of the Board of Directors.

## Decisions of the AGM on annual and meeting remuneration of the members of the Board of Directors

<b>Annual fees to the Board of Directors (EUR)</b>	<b>2025</b>
Chairman	85,000
Vice Chairman	60,000
Member	40,000
Chairman of the Nomination Committee	6,000
Chairman of the Audit Committee	9,000
Chairman of the Risk Committee	9,000

<b>Meeting fees to the Board of Directors / Meeting (EUR)</b>	<b>2025</b>
Board meeting	1,000
Committee meeting	1,000
E-mail meeting	500

## Annual and meeting fees paid to the members of the Board of Directors in 2025 for the board and committee work (EUR)

	Board's annual fee since 10 Dec. 2024*	Board's annual fee since 8 April 2025	Board's meeting fees***	Committee's annual fee	Committee's meeting fees	Fees total
Jaakko Ossa, Chairman		85,000	19,000	3,000	6,000	113,000
Carl Pettersson, Vice Chairman	12,000	60,000	19,000	9,000	6,500	106,500
Juhana Brotherus	12,000	40,000	18,000	6,000	6,000	82,000
Irma Gillberg-Hjelt	12,000	40,000	19,000	9,000	15,500	95,500
Aki Jaskari		40,000	19,000		15,500	74,500
Kati Riikonen	12,000	40,000	19,000		6,500	77,500
Jaana Sandström**	4,500		5,000		500	10,000
Juha Volotinen	12,000	40,000	19,000		9,500	80,500
<b>Total</b>	<b>64,500</b>	<b>345,000</b>	<b>137,000</b>	<b>27,000</b>	<b>66,000</b>	<b>639,500</b>

The table of the Board's annual and meeting fees includes all fees paid in 2025. Jaana Sandström served as Vice Chairman and member of the Board until 8 April 2025. The composition of the Board and committees has been announced in the Corporate Governance Statement of Oma Savings Bank Plc, which is available on the OmaSp website.

\*In addition to the annual remuneration decided by the Annual General Meeting on 8 April 2025, the members of the Board of Directors were paid annual remuneration for the previous Board term as follows: Irma Gillberg-Hjelt, Juhana Brotherus, Kati Riikonen and Juha Volotinen were paid annual remuneration for the Board member for the period from 10 December 2024 to 8 April 2025. Carl Pettersson was paid the remuneration of the Board member for the period 1 January - 29 January 2025 and the remuneration of the Vice Chairman of the Board for the period 30 January – 8 April 2025.

\*\*Jaana Sandström was paid the difference between the annual remuneration of the Board member and the Vice Chairman of the Board for the period 5 November 2024 – 29 January 2025.

\*\*\*The Board met a total of 18 times during the financial year. In addition, a separate fee was paid to the Board of Directors from the strategy day.

## 2 Remuneration of the CEO and Deputy CEO

Sarianna Liiri served as the Company's interim CEO appointed by the Board of Directors until 30 March 2025, after which Karri Alameri has served as the Company's CEO appointed by the Board of Directors as of 31 March 2025. Markus Souru served as interim Deputy CEO until 30 March 2025, after which Sarianna Liiri has served as the Company's Deputy CEO as of 31 March 2025.

Arbitration related to the termination of the former CEO Pasi Sydänlampi's executive contract has ended in a settlement in January 2026. The settlement had no material financial impact on the Company.

### Fixed remuneration

The Board of Directors decides on the fixed remuneration of the CEO in accordance with the remuneration policy confirmed by the Annual General Meeting. The remuneration of the CEO's Deputy is decided by the Board of Directors. The fixed remuneration of the CEO and the Deputy CEO consist of a monthly base salary, and they are entitled to the Company's employee benefits valid at any given time. The fixed and variable remuneration of the CEO and the Deputy CEO for the year 2025 is shown in the table below. The Company does not have any supplementary pension arrangements for the CEO or the Deputy CEO.

### Salaries, bonuses, fringe benefits and pension benefits for CEO and Deputy CEO in 2025 (EUR)

	CEO Alameri	Interim CEO Liiri	Deputy CEO Souru	Deputy CEO Liiri
Fixed annual salary	597,143	134,143	80,429	289,100
Variable remuneration				30,000
Share-based incentive scheme*				19,145
Supplementary pension fees				
Other – Fringe benefits	19,126	571	561	1,407
Severances paid				
	616,269	134,714	80,989	339,652

\* The share price is the trade-weighted average price on 21 May 2025.

## Variable remuneration

The variable remuneration of the CEO and Deputy CEO consists of share-based incentive schemes and any other remuneration decided by the Board of Directors. The purpose of the system is to combine the objectives of owners and key persons to increase the Company's value in the long term, as well as to commit key persons to implement the Company's strategy, objectives and the Company's long-term interest and provide them with a competitive reward system based on the earning and accumulation of shares in the Company. The share-based incentive scheme is in force until further notice, and the Board of Directors always decides individually on the earning periods, participants, allocations and criteria to be established in the scheme.

In the financial year 2025, the interim CEO and the Deputy CEO were part of one ongoing share-based incentive schemes, two share-based incentive schemes with rewards from previous earning periods, and the OmaOsake share savings plan. Karri Alameri, who has served as CEO since 31 March 2025, was a member of one of the ongoing share-based incentive schemes and the OmaOsake share savings plan during the financial year 2025. The remuneration of the CEO is subject to the same criteria as other people in the program. During the earning period, the persons did not have any other incentive schemes for variable remuneration.

### **OmaOsake Share savings plan 2025–2026**

The Company has a share savings plan OmaOsake open to all personnel. The plan offers the Company's personnel the opportunity to invest in Oma Savings Bank Plc's shares and, in addition to savings shares, earn matching shares as a reward. Through the OmaOsake plan, the CEO and Deputy CEO can save part of their fixed monthly salary (2–5 percent) during a 12-month savings period, and the accumulated savings are used to subscribe for Oma Savings Bank Plc shares twice a year in directed share issues. The shares will be subscribed at a discount of 10 percent from the purchase price.

After the savings period (12 months), a waiting period of approximately two (2) years begins, at the end of which the Company will transfer matching shares for

each savings share as a reward. Depending on the fulfilment of the performance criteria, participants have the opportunity to receive one matching share (gross) per two or one savings share as a reward. If the performance criteria are not met, participants will receive one matching a share for each of the three savings shares. Obtaining matching shares requires continuing employment and waiting of the savings shares.

In accordance with financial sector legislation, the rewards for certain people working in risk-taking positions will be paid in deferred manners so that the matching shares will be paid to the participants in five instalments over a period of approximately four years after the end of the waiting period. In this case, the payment of the reward instalment is followed by a one-year waiting period, during which the participant cannot transfer the shares paid as reward.

### **Share-based incentive scheme for the Group's management and key personnel**

The Company has a long-term share-based incentive plan (LTI) for the management and key personnel. The purpose of the share-based incentive scheme is to combine the objectives of the owners and key persons in order to increase the value of the Company in the long term and to commit the key employees to implementing the Company's strategy, objectives and the Company's long-term interest and to offer them a competitive incentive scheme based on earning the Company's shares. The share-based incentive scheme is valid until further notice, and the Board of Directors always decides separately on the commencement of the earning periods, their participants, allocations and criteria. The 2025 financial year was the 2024-2025 programme period, with a target group of approximately 45 key employees, including the CEO and the Deputy CEO.

The reward is reported in gross shares and paid partly in Company shares and partly in cash. The cash portion is intended to cover taxes and statutory social insurance contributions incurred by the participant from the reward. If a participant's employment or service terminates before the reward is paid, the reward is not, as a rule, paid. The amount of the reward can be reduced due to risk-based corrections. Any rewards from the earning period will be paid in a

delayed manner in accordance with the financial sector legislation, so that the rewards are paid to the participants after the end of the earning period so that a significant part of the reward payment is deferred for approximately four (4) years. The payment of the rewards is followed by a one (1) year waiting period, in which case the participant cannot dispose of the shares paid as a reward.

The CEO and a member of the Management Team shall hold at least 50 per cent of the net shares paid to him on the basis of the plan until the total value of the CEO's shareholding in the Company corresponds to the total value of his/her gross annual salary and, correspondingly, the share ownership of a member of the Management Team corresponds to a total of half of the value of his/her gross annual salary. This number of shares must be held as long as the CEO's tenure or membership of the Management Team continues.

The terms and conditions of the share-based incentive scheme follow the principles of variable remuneration set out in the Company's remuneration policy.

For more information on remuneration schemes, see Note K32 to the Financial Statements.

	Plan	Shares acquired through OmaOsake plan	OmaOsake matching shares	Total shares earned gross	Payment schedule of remunerations
<b>CEO Alameri</b>	LTI 2024-2025	1,755			2026–2030
<b>Interim CEO, Deputy CEO Liiri</b>	LTI 2020-2021			39,853	2022–2025
	LTI 2022-2023			17,446	2024–2029
	LTI 2024-2025	1,380	1,058		2026–2030
<b>Deputy CEO Souru</b>	LTI 2020-2021			20,760	2022–2025
	LTI 2022-2023			6,159	2024–2029
	LTI 2024-2025				2026–2030

The Company's Board of Directors has the right to withhold payment of the granted remuneration in accordance with the terms and conditions of the plan.

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