

OP Financial Group: Template EU REM1 - Remuneration awarded for the financial year

			a	b	c	d
			MB Supervisory function	MB Management function	Other senior management	Other identified staff
1	Fixed remuneration	Number of identified staff		9	238	211
2		Total fixed remuneration		3 543 678	34 645 001	20 517 678
3		Of which: cash-based		3 543 678	34 645 001	20 517 678
4		(Not applicable in the EU)				
EU-4a		Of which: shares or equivalent ownership interests				
5		Of which: share-linked instruments or equivalent non-cash instruments				
EU-5x		Of which: other instruments				
6		(Not applicable in the EU)				
7	Of which: other forms					
8	(Not applicable in the EU)					
9	Variable remuneration	Number of identified staff		9	238	211
10		Total variable remuneration		2 751 294	12 194 012	7 926 487
11		Of which: cash-based		1 429 040	8 133 444	5 422 736
12		Of which: deferred		528 902	1 624 228	1 001 501
EU-13a		Of which: shares or equivalent ownership interests				
EU-14a		Of which: deferred				
EU-13b		Of which: share-linked instruments or equivalent non-cash instruments		1 322 254	3 828 389	1 324 484
EU-14b		Of which: deferred		528 902	1 531 356	529 794
EU-14x		Of which: other instruments			232 180	1 179 268
EU-14y	Of which: deferred			92 872	471 707	
15	Of which: other forms					
16	Of which: deferred					
17	Total remuneration (2 + 10)			6 294 972	46 839 014	28 444 165

OP Financial Group: Template EU REM2 - Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff)

	a	b	c	d
	MB Supervisory function	MB Management function	Other senior management	Other identified staff
Guaranteed variable remuneration awards				
1	Guaranteed variable remuneration awards - Number of identified staff			
2	Guaranteed variable remuneration awards -Total amount			
3	Of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap			
Severance payments awarded in previous periods, that have been paid out during the financial year				
4	Severance payments awarded in previous periods, that have been paid out during the financial year - Number of identified staff			
5	Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount			
Severance payments awarded during the financial year				
6	Severance payments awarded during the financial year - Number of identified staff			
7	Severance payments awarded during the financial year - Total amount			
8	Of which paid during the financial year			
9	Of which deferred			
10	Of which severance payments paid during the financial year, that are not taken into account in the bonus cap			
11	Of which highest payment that has been awarded to a single person			

OP Financial Group: Template EU REM3 - Deferred remuneration

		a	b	c	d	e	f	EU - g	EU - h
	Deferred and retained remuneration	Total amount of deferred remuneration awarded for previous performance periods	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of adjustment during the financial year due to explicit adjustments (i.e. changes of value of deferred remuneration due to the changes of prices of instruments)	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total of amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
1	MB Supervisory function								
2	Cash-based								
3	Shares or equivalent ownership interests								
4	Share-linked instruments or equivalent non-cash instruments								
5	Other instruments								
6	Other forms								
7	MB Management function	626 826	114 980	511 845				114 980	
8	Cash-based	216 960	51 822	165 138				51 822	
9	Shares or equivalent ownership interests								
10	Share-linked instruments or equivalent non-cash instruments								
11	Other instruments	409 865	63 158	346 707				63 158	
12	Other forms								
13	Other senior management	3 679 735	278 295	3 586 863				278 295	
14	Cash-based	1 839 868	199 085	1 839 868				199 085	
15	Shares or equivalent ownership interests								
16	Share-linked instruments or equivalent non-cash instruments	1 746 996		1 746 996					
17	Other instruments	92 872	79 210	92 872				79 210	
18	Other forms								
19	Other identified staff	2 071 553	213 224	2 071 553				213 224	
20	Cash-based	1 035 777	128 333	1 035 777				128 333	
21	Shares or equivalent ownership interests								
22	Share-linked instruments or equivalent non-cash instruments	564 070		564 070					
23	Other instruments	471 707	84 891	471 707				84 891	
24	Other forms								
25	Total amount	6 378 114	606 499	6 170 262				606 499	

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Annex XXXIII

OP Financial Group: Template EU REM4 - Remuneration of 1 million EUR or more per year

	EUR	a Identified staff that are high earners as set out in Article 450(i) CRR
1	1 000 000 to below 1 500 000	1
2	1 500 000 to below 2 000 000	
3	2 000 000 to below 2 500 000	
4	2 500 000 to below 3 000 000	
5	3 000 000 to below 3 500 000	
6	3 500 000 to below 4 000 000	
7	4 000 000 to below 4 500 000	
8	4 500 000 to below 5 000 000	
9	5 000 000 to below 6 000 000	
10	6 000 000 to below 7 000 000	
11	7 000 000 to below 8 000 000	
x	To be extended as appropriate, if further payment bands are needed.	

OP Financial Group: Template EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)

	a	b	c	d	e	f	g	h	i	j
	Management body remuneration			Business areas						
	MB Supervisory function	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Corporate functions	Independent internal control functions	All other	Total
1	Total number of identified staff									
2	Of which: members of the MB	9	9							
3	Of which: other senior management			6	197	8	6	9	12	
4	Of which: other identified staff			33	70	89	4	12	3	
5	Total remuneration of identified staff	6 294 972	6 294 972	6 481 245	46 717 107	13 816 353	1 887 020	3 404 091	3 027 313	
6	Of which: variable remuneration	2 751 294	2 751 294	2 312 552	11 682 966	4 256 602	577 328	433 412	907 590	
7	Of which: fixed remuneration	3 543 678	3 543 678	4 168 693	35 034 140	9 559 752	1 309 692	2 970 679	2 119 723	