

Remuneration report

Coop Pank group applies a single remuneration policy that has been approved by the Supervisory Board of the bank and the effectiveness, adherence to objectives and implementation of the policy is supervised by the Remuneration Committee. In 2025, three Remuneration Committee meetings took place. The remuneration policy applies equally to all employees of the Group.

The compensation structure applicable in the Coop Pank group is comprised of two components:

- basic salary which is fixed pay agreed between the employee and employer within a contract;
- variable pay, which is an additional pay based on the employer's resolution (sales bonus, performance pay, stock option).

Sales bonuses are paid to employees based on achieving monthly or quarterly goals. Performance pay is paid out the following period to employees whose contribution led to the results achieved while adhering to the Group's objectives and values. Performance pay supports efficient risk management and does not encourage taking excessive risks. The amount of pay is determined by the extent of reaching activity goals. The basic salary and performance pay are reasonably balanced.

The following is an overview of the average gross monthly remuneration of employees for the last five years, taking into account the basic salary and monetary performance pay for the previous calendar year. For comparison, the profit before corporate income tax per employee for the respective year is presented.

In euros (rounded down to the hundred)	2021	2022	2023	2024	2025
Average monthly gross remuneration	2,800	3,000	3,400	3,600	3,900
Yearly profit before income tax per employee	47,000	63,300	110,500	83,600	75,900

As at 31.12.2025, a total of 2,731,500 options were granted to employees with a maturity date of three years starting from the moment of the issue.

In April 2022, a three-year share option program was confirmed by the shareholders, which allows the issuing of options to employees every year making up to 1% of the total number of shares of the bank. Based on the new share option program the share options issuing can take place between April 2023 and April 2025 based on the Supervisory Board's decision.

In April 2025, the General Meeting approved a new two-year share option program of the Bank for the period of 2025 – 2026, under which options for up to 1% of the Bank's shares may be issued to employees annually. Under this program, options may be issued in period between April 2025 and April 2026 in accordance the decision of the Supervisory Board.

The purpose of the share options programmes is to align long-term interests and goals of Management Board members and employees treated as such with long-term interests of the bank's shareholders. The common interests are expressed in the professional and balanced management of the Group, which ensures the sustainable development and long-term growth of the Group in accordance with the set goals and strategy. The options are issued based both on the results of the Group and results of the person entitled to participate in the option programme in the relevant year. Options can be reduced or cancelled if the employment

relationship is terminated, the person does not meet the performance criteria, the financial results of the group have significantly deteriorated or the risks of the group are not sufficiently covered by own funds.

The total amount of performance bonuses are decided by the Supervisory Board, which also determines the specific amounts of bonuses for members of the Management Board and the internal audit unit. Bonuses for other employees are decided by the Management Board. The establishment of the option programme and its conditions shall be decided by the general meeting of shareholders. The issuance of specific options is decided by the Supervisory Board on the proposal of the Remuneration Committee.

The ratio between performance pay (including value of options granted) and basic salary of the senior management and senior staff responsible for material business units and for management of specific risk categories in 2025 was:

- senior management – 38%;
- staff managing control functions – 16%.

The performance fees and options assigned to the Management Board are in accordance with the remuneration principles and are based on accomplishment of the general objectives of the Bank as well as on the accomplishment of the personal goals of each member of the Management Board. No exceptions have been made for the members of the Management Board and no extraordinary bonuses have been granted. The right to reclaim cash performance fees has not been exercised, but options have been revoked upon the departure of a member of the Management Board. The following is an overview of the five-year remuneration of the members of the Management Board, in euros.

Arko Kurtmann (since Nov 2020)	2021	2022	2023	2024	2025
Basic salary	96,000	96,610	108,000	136,000	161,205
Performance pay	0	24,000	24,000	30,000	24,000
Value of options granted	33,304	72,044	71,966	58,544	92,714
Total remuneration	129,304	192,654	203,966	224,544	277,919
Share of performance pay	26%	50%	47%	39%	42%
Number of options issued	40,000	46,600	47,900	86,200	83,500

Heikko Mäe (since Feb 2020)	2021	2022	2023	2024	2025
Basic salary	84,000	93,000	116,000	136,000	156,068
Performance pay	17,500	21,000	24,000	30,000	24,000
Value of options granted	58,282	63,077	71,966	58,544	92,714
Total remuneration	159,782	177,077	211,966	224,544	272,782
Share of performance pay	47%	47%	45%	39%	43%
Number of options issued	70,000	40,800	47,900	86,200	83,500

Paavo Truu (since Feb 2022)	2021	2022	2023	2024	2025
Basic salary	0	66,971	114,000	136,000	148,000
Performance pay	0	0	21,000	30,000	24,000
Value of options granted	0	35,094	62,952	58,544	92,714
Total remuneration	0	102,065	197,952	224,544	264,714
Share of performance pay	-	34%	42%	39%	44%
Number of options issued	0	22,700	41,900	86,200	83,500

Karel Parve (since Nov 2023)	2021	2022	2023	2024	2025
Basic salary	0	0	20,000	120,000	140,000
Performance pay	0	0	0	0	20,000
Value of options granted	0	0	0	29,136	77,280
Total remuneration	0	0	20,000	149,136	237,280
Share of performance pay	-	-	0%	20%	41%
Number of options issued	0	0	0	42,900	69,600

Lehar Kütt (since Sep 2025)	2021	2022	2023	2024	2025
Basic salary	0	0	0	0	47,159
Performance pay	0	0	0	0	0
Value of options granted	0	0	0	0	0
Total remuneration	0	0	0	0	47,159
Share of performance pay	-	-	-	-	0%
Number of options issued	0	0	0	0	0

Margus Rink (until May 2025)	2021	2022	2023	2024	2025
Basic salary	126,000	139,500	156,000	184,000	202,341
Performance pay	31,500	31,500	36,000	42,000	32,000
Value of options granted	74,934	94,615	108,024	82,043	123,581
Total remuneration	232,434	265,615	300,024	308,043	357,922
Share of performance pay	46%	47%	48%	40%	43%
Number of options issued	90,000	61,200	71,900	120,800	111,300

Rasmus Heinla (until Oct 2023)	2021	2022	2023	2024	2025
Basic salary	84,000	93,000	96,000	0	0
Performance pay	12,500	21,000	32,000	0	0
Value of options granted	58,282	63,077	0	0	0
Total remuneration	154,782	177,077	128,000	0	0
Share of performance pay	46%	47%	25%	0%	0%
Number of options issued	70,000	40,800	0	0	0

Kerli Lõhmus (until Jan 2022)	2021	2022	2023	2024	2025
Basic salary	84,000	12,348	0	0	0
Performance pay	21,000	21,000	0	0	0
Value of options granted	58,282	0	0	0	0
Total remuneration	163,282	33,348	0	0	0
Share of performance pay	49%	63%	-	-	0
Number of options issued	70,000	0	0	0	0

Hans Pajoma (until Oct 2020)	2021	2022	2023	2024	2025
Basic salary	0	0	0	0	0
Performance pay	13,500	0	0	0	0
Value of options granted	0	0	0	0	0
Total remuneration	13,500	0	0	0	0
Share of performance pay	100%	-	-	-	0
Number of options issued	0	0	0	0	0

