

## Salary and remuneration statement 2016

### Board members

The monthly fee of a Board member is EUR 1,200, and that of the chairman of the Board EUR 2,000. The meeting fee of a Board member is EUR 300, and that of the chairman of the Board EUR 600. The company does not have remuneration to the Board members in the form of shares or share-based rights of the company.

The compensation to the Board members in total in 2016:

Board Member	Compensation (1000 €)
Jouni Torasvirta	35
Patrik Hertsberg	20
Mikko Larvala	19
Tapani Rautiainen	20
Veli Matti Salmenkylä	20
Timo Valjakka	19
In total	131

### CEO

The company does not pay salary to the CEO.

The company does not have remuneration to the CEO in the form of shares or share-based rights of the company.

The company does not offer pension or supplementary pensions to the CEO.

The CEO does not have notice period nor will he be paid any compensation in case of termination by the company.

Pekka Peiponen has acted as the CEO of Orava Residential REIT since February 2014.

### Decision-making process

The remuneration and other benefits of the CEO are determined by the Board.

The company does not have long or short term reward schema to the CEO and other management.