

SOLTEQ



Remuneration Report

2025

Remuneration Principles

The Remuneration Report contains information on the remuneration of Solteq Plc's Board of Directors and CEO from January 1 to December 31, 2025. The report has been prepared in accordance with the recommendations of the Corporate Governance Code 2025 and the requirements of the Finnish Securities Markets Act and Limited Liability Companies Act.

The remuneration of Solteq Plc's governing bodies is based on the remuneration policy, which was determined at the Annual General Meeting held on March 27, 2024. The remuneration policy is presented to the Annual General Meeting whenever significant changes are made to it, but at least every four years, unless legislation or other regulations require otherwise.

The Company complied, without exception, with its remuneration policy in 2025. This remuneration report contains essential information on the remuneration paid and due to the Company's Board of Directors and CEO for the financial year 2025.

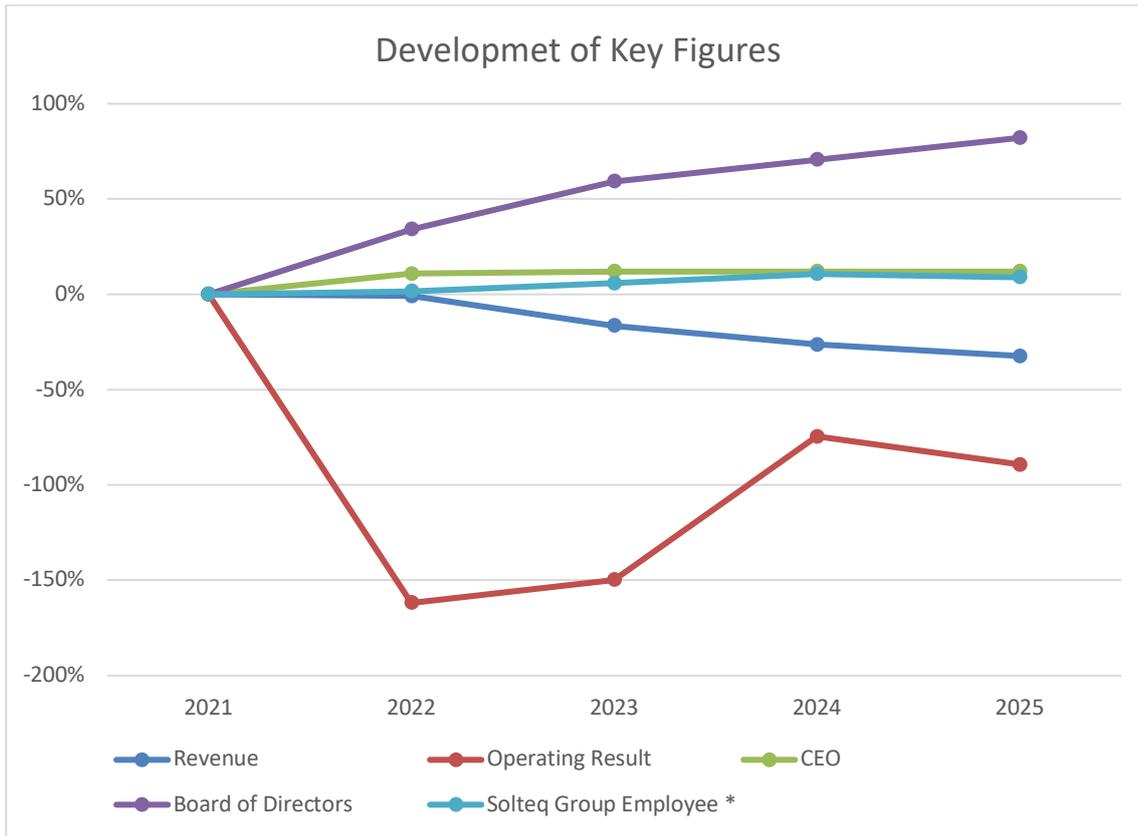
The Remuneration Report will be presented at the Annual General Meeting in 2026. In addition, the remuneration report is also published in a stock exchange bulletin and on the Company's website.

Solteq's Performance and Remuneration Development

The remuneration of the Board of Directors is based on a fixed monthly fee and a meeting fee as decided by the Annual General Meeting. In 2025, the board members were paid a monthly fee of EUR 2,500, and the Chairman of the Board, a monthly fee of EUR 5,000, for the period from January 1 to December 31, 2025, in accordance with the resolutions of the Annual General Meeting in force at the time. In addition, each board member was paid EUR 500 per meeting. The principles governing the Board's remuneration and the fees paid remained unchanged from the previous period.

In 2025, the CEO's remuneration consisted of a fixed salary based on the CEO's contract. The CEO had no performance-based or other short-term or long-term incentive schemes.

The following compares the Company's results and average employee salary with the remuneration of the Board of Directors and the CEO over the past five years.



*) Comparison periods' figures adjusted

Remuneration of the Board of Directors

The remuneration of the Board of Directors is based on a fixed monthly fee and a meeting fee as decided by the Annual General Meeting. In 2025, the board members were paid a monthly fee of EUR 2,500, and the Chairman of the Board, a monthly fee of EUR 5,000, for the period from January 1 to December 31, 2025, in accordance with the resolutions of the Annual General Meeting in force at the time. All Board members were paid a meeting fee of EUR 500 for Board and Committee meetings. Board members' travel expenses were compensated in accordance with the Company's applicable travel guidelines. Remuneration paid and due to the Company's Board of Directors for the financial year 2025:

TEUR	Term	Annual Remuneration	Meeting Remuneration	Total Remuneration
Markku Pietilä, Chairman of the Board	1.1.–31.12.2025	60,0	8,0	68,0
Lotta Airas	1.1.–31.12.2025	30,0	6,0	36,0
Katarina Cantell	1.1.–26.3.2025	7,5	1,5	9,0
Markus Huttunen	27.3.– 31.12.2025	22,5	4,5	27,0
Lotta Kopra	27.3.– 31.12.2025	22,5	6,0	28,5
Esko Mertsalmi	1.1.–31.12.2025	30,0	6,0	36,0
Panu Porkka	1.1.–26.3.2025	7,5	1,0	8,5
Anni Sarvaranta	1.1.–31.12.2025	30,0	6,0	36,0
Mika Sutinen	1.1.–31.12.2025	30,0	8,0	38,0
Total		240,0	47,0	287,0

The meeting fees also include the fees paid for the Committee meetings.

CEO's Remuneration

The Board of Directors determines the terms and conditions of the CEO's service agreement and the CEO's remuneration in accordance with the remuneration policy.

The CEO was paid a fixed remuneration (a fixed part) in accordance with the CEO's service agreement. In 2025, the CEO did not have any performance-based or other short-term or long-term incentive schemes (with a possible variable component) in addition to the basic salary. The principles governing the CEO's remuneration and the remuneration paid remained unchanged from the previous year.

Remuneration paid and due to the CEO for the financial year 2025:

TEUR	Fixed Salary
Aarne Aktan	350.4
Total	350.4

The remuneration paid to the CEO includes taxable fringe benefits.

Other key terms:

- The CEO's notice period is 6 months.
- No severance pay is stipulated by the CEO's contract.

In accordance with the Remuneration Policy, the Board of Director's may decide changes to the remuneration of the CEO and deputy CEO. The remuneration paid may consist of a fixed salary, fringe benefits, and short-term and long-term incentive schemes.