

# SOLIDIDIUM OY

## Remuneration statement 1 July 2021 – June 2022

Solididium's Remuneration Statement presents the company's decision-making procedure, the principles of remuneration and the annual remuneration for the Members of the Board, the CEO and the Management Team Members for the financial year 1 July 2021 – 30 June 2022.

### 1. Decision-making procedure

The Annual General Meeting decides on the remuneration of the Board of Directors. The Board of Directors decides on the compensation of the CEO and confirms the terms of his/her employment and the compensation of the Management Team. The Compensation Committee of the Board of Directors is responsible for preparing matters related to these topics.

### 2. Board's remuneration

The fee paid to the Chairman and members of the Board of Directors consists of a fixed monthly salary and meeting fees, which are paid in cash. The Annual General Meeting confirmed that the Chairman of the Board of Directors shall receive a fee of EUR 5,500 per month, the Vice Chairman of the Board of Directors EUR 3,000 per month and the members of the Board of Directors EUR 2,500 per month. In addition, a fee of EUR 600 was confirmed for each meeting. The monthly remuneration and meeting fees paid to the members of the Board totaled EUR 314,476 during the financial year 1 July 2021 – 30 June 2022.

### 3. CEO's remuneration

The Board of Directors decides on the remuneration and other terms and conditions of the service agreement of the CEO. The remuneration of the CEO consists of a fixed monthly salary, fringe benefits and an annual performance bonus of a maximum of 30 per cent of the fixed salary. The pension benefits and the retirement age of the CEO are determined according to the Employees' Pension Act.

During the financial period, the salaries (including fringe benefits) paid to the CEO were EUR 510,864,30 and the performance bonuses EUR 100,000. The CEO's employment ended 31 May 2022 and for that reason the performance bonuses from the financial year 2021–2022 was not paid.

The service contract of the CEO ends when the CEO reaches the retirement age stipulated in the Employee's Pension Act. Both the company and the CEO have a six months term of notice.

CEO ANTTI MÄKINEN'S REMUNERATION	1 July 2021 – 30 June 2022	1 July 2020 – 30 June 2021
Basic salary and benefits (EUR)	510 864,30	397 527
Performance bonus from previous financial year (EUR)	100 000,00	100 215
Total (EUR)	610 864,30	497 742

#### 4. Management team's remuneration

The remuneration of the Management Team (excluding the CEO) consists of a fixed monthly salary, fringe benefits and an annual performance bonus of a maximum of 30 per cent of the fixed salary paid during the year of evaluation. The retirement age of the Management Team is determined according to the Employees' Pension Act.

MANAGEMENT TEAM'S REMUNERATION	1 July 2021 – 30 June 2022	1 July 2021 – 30 June 2022
Basic salary and benefits (EUR)	724 168	682 034
Performance bonus from previous financial year (EUR)	125 000	145 000
Total (EUR)	849 168	827 034