

### Remuneration statement 1 July 2022 – June 2023

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 2022 – 30 June 2023.

#### 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 301 524 during the financial year 1 July 2022 – 30 June 2023.

#### 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.

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During the financial period, the salaries (including fringe benefits) paid to the CEO were EUR 453,205. The CEO's employment started 1 August 2022 and for that reason performance bonuses from the financial year 2022–2023 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'S REMUNERATION   | 1 July 2022 –<br>30 June 2023* | 1 July 2021 – 30<br>June 2022** | 1 July 2020 – 30<br>June 2021** |
|--|--------------------------------|---------------------------------|---------------------------------|
| Basic salary and benefits (EUR)                            | 453 205                        | 510 864,30                      | 397 527                         |
| Performance bonus from<br>previous financial<br>year (EUR) | 0                              | 100 000,00                      | 100 215                         |
| Total (EUR)  | 453 205                        | 610 864,30                      | 497 742                         |

Reima Rytsölä\*

Antti Mäkinen\*\*

## 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<br>REMUNERATION                          | 1 July 2022 –<br>30 June 2023 | 1 July 2021 –<br>30 June 2022 | 1 July 2020 –<br>30 June 2022 |
|--|-------------------------------|-------------------------------|-------------------------------|
| Basic salary and benefits (EUR)                            | 748 457                       | 724 168                       | 682 034                       |
| Performance bonus from<br>previous financial<br>year (EUR) | 132 638                       | 125 000                       | 145 000                       |
| Total (EUR)  | 881 095                       | 849 168                       | 827 034                       |