

Remuneration statement 1 July 2023 – 31 December 2024

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 2023 – 31 December 2024. Since the financial year was exceptionally 18 months long, the comparative data is not comparable to previous financial periods.

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 Chair 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 Chair of the Board of Directors shall receive a fee of EUR 5,500 per month, the Vice Chair 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 448 111 during the financial year 1 July 2023 – 31 December 2024.

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 (18 months), the salaries (including fringe benefits) paid to the CEO were EUR 824 975,85 and the performance bonuses EUR 178 760,00.

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 2023 – 31 December 2024* (18 months)	1 August 2022 – 30 June 2023*	1 July 2021 – 30 June 2022**
Basic salary and benefits (EUR)	824 975,85	453 205,00	510 864,30
Performance bonus from previous financial year (EUR)	178 760,00	0	100 000,00
Total (EUR)	1 003 735,85	453 205,00	610 864,30

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 REMUNERATION	1 July 2023 – 31 December 2024 (18 months)	1 July 2022 – 30 June 2023	1 July 2021 – 30 June 2022
Basic salary and benefits (EUR)	1 166 953,60	748 457	724 168
Performance bonus from previous financial year (EUR)	284 111,00	132 638	125 000
Total (EUR)	1 451 064,60	881 095	849 168