

## Remuneration statement 1 January 2025 – 31 December 2025

Solidium'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 January 2025 – 31 December 2025. Since the previous financial year was exceptionally 18 months long, the comparative figures are not fully comparable with those of prior 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 308 900 (EUR 448 111) during the financial year 1 January 2025 – 31 December 2025.

### **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 430 216,13 and the performance bonuses EUR 0,00.

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 January 2025 – 31 December 2025 **	1 July.2023 – 31 December 2024* (18 months)	1 August 2022 – 30 June 2023*
Basic salary and benefits (EUR)	430 216,13	824 975,85	453 205,00
Performance bonus from previous financial year (EUR)	0,00	178 760,00	0
Total (EUR)	430 261,13	1 003 735,85	453 205,00

Reima Rytsölä\*

Reima Rytsölä 1 January -31 May.2025 and Matts Rosenberg 11 August -31 December.2025\*\*

#### 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 January 2025 – 31 December 2025 **	1 July 2023 – 31 December 2024 (18 months)*	1 July 2022 – 30 June 2023*
Basic salary and benefits (EUR)	614 560,18	1 166 953,60	748 457
Performance bonus from previous financial year (EUR)	40 195,16	284 111,00	132 638
Total (EUR)	654 755,34	1 451 064,60	881 095

Number of members of the Management Team (excluding the CEO): 4 persons\*

Number of members of the Management Team (excluding the CEO) during 1 Jan – 30 Nov 2025: 3 persons, and during 1 Dec – 31 Dec 2025: 2 persons\*\*