

KEY REMUNERATION PRINCIPLES OF THE BOARD OF DIRECTORS, CHIEF EXECUTIVE OFFICER AND OTHER MANAGEMENT TEAM

REMUNERATION OF THE BOARD OF DIRECTORS

Qt Group Plc ("Company") compensates the work on the Board as follows

- monthly remuneration of EUR 3,000 to the members of Qt Group Plc's Board of Directors,
- monthly remuneration of EUR 4,000 to the Vice Chair, and
- monthly remuneration of EUR 6,000 to the Chair of the Board.

In addition, a fee of

- EUR 1,000 is paid per Board Committee meeting for the Chair of the respective Board Committee, and
- EUR 500 is paid per Board or Board Committee meeting for all other Board members of Qt Group Plc.

Moreover, standard and reasonable costs resulting from work on the Board of Directors would be reimbursed against invoice.

Members of the Board are not eligible for any compensation schemes the company has for its personnel or operative management and the company has not granted stock options nor share-based remuneration for work on the Board.

REMUNERATION OF CHIEF EXECUTIVE OFFICER (CEO)

The remuneration of the CEO is considered as a whole and it comprises both fixed and variable components.

Fixed remuneration components include the fixed monthly salary payable to the CEO under the CEO's service contract. Fringe benefits, if any, are considered to be part of this fixed monthly salary.

CEO's fixed monthly salary is EUR 36,043,50.

The remuneration model includes two types of variable remuneration components: a cash bonus paid under the Company's short-term incentive scheme and a reward paid in shares (and, if applicable, in cash) under the Company's long-term incentive scheme.

Under the Company's short-term incentive scheme, the earning criteria for the bonus paid to the CEO is the Qt group net sales. Bonus starts to accrue upon the net sales exceed the set minimum level and the Company EBITA is above the set threshold level. In the event of EBITA achievement is below the set threshold, no bonus shall be paid. 100% target level is reached upon fulfillment of the target set for net sales. At the 100% target level, the CEO is paid a bonus equal to 40 percent of his annual fixed salary. Between the minimum level and target level the bonus accrues linearly between 0- 100% pursuant to realization. Upon exceeding the net sales target, the bonus will increase. For every euro that exceeds the target, 20% will be allocated to bonus rewards for the CEO and other Company personnel, including social costs. The maximum bonus for the CEO under the bonus scheme is 120 percent of the annual fixed salary. The fulfillment of bonus criteria is evaluated and possible rewards are paid semi-annually.

The company has one valid long-term share-based incentive scheme for key personnel approved by the Board of Directors on February 12, 2025. The "Performance Share Plan 2025" covers years 2025 – 2027.

Under the Performance Share Plan 2025 the CEO is entitled to a maximum reward equal to the value of 11,000 company shares. The applicable performance criteria are based on the company's revenue growth during the measurement period ending at the end of 2027, as well as annually set strategic targets, each with a one-year measurement period.

The reward tied to the revenue growth performance criteria begins to accrue when the revenue for 2027 exceeds 333 million euros and grows linearly to the maximum level, which is achieved with a revenue of 394 million euros. In assessing the achievement of the performance criteria, any acquisitions made during the measurement period (2025-2027) are included in the revenue to the extent that the purchase price is paid otherwise than by directing a share issue of new company shares to the sellers.

The strategic measure set for 2025 is the growth of new customer acquisition.

Despite the possible fulfillment of the respective performance criterion, no reward will be paid for any performance criteria if the company's operating profit margin (EBITA%) during the measurement period of the respective performance criteria is less than 25 percent.

The rewards under the plan will be paid in the spring of 2028 after the confirmation of the fiscal year 2027 financial statements. The rewards will be paid as a combination of Qt Group Plc shares and a cash payment corresponding to the taxes and similar fees arising from the receipt of the shares. The shares paid as a reward will not be subject to any transfer or other restrictions. No conditions have been set for the CEO regarding ownership of the Company's shares.

The Company can give notice to the CEO with a 6 months' period of notice. Should the Company give notice, the CEO is entitled to severance pay equivalent of 12 months' fixed salary on top of the notice period fixed salary.

The CEO's retirement age is pursuant to the employment pension legislation and the CEO does not have additional pension contracts with the company.

REMUNERATION OF OTHER MANAGEMENT TEAM

The company's executive management consists of the Group Management Team, which comprises the CEO and nine other function heads.

The Board's Compensation and Nomination Committee prepares, in cooperation with the CEO, the remuneration and other rewards and benefits payable to the other management team members. If necessary, outside experts and market surveys can also be used in the preparation of remuneration.

Same as with the CEO, the remuneration of the other Management team members comprises both fixed and variable components.

Fixed remuneration components include the fixed monthly salary payable to each management team member pursuant to their respective director agreement. Fringe benefits, if any, are considered to be part of this fixed monthly salary.

Variable remuneration components comprise a cash bonus paid under the Company's short-term incentive scheme and a reward paid in shares (and, if applicable, in cash) under the Company's long-term incentive scheme.

The earning criteria and conditions of the short-term incentive scheme for the other management team members are the same as those of the CEO, but the amount of the bonus at the target level varies between 30 and 44,44 percent of the individual's annual fixed salary. As with the CEO, the maximum bonus is three times the target level.

Same as with the CEO, the other management team members are eligible in the Company's long-term incentive scheme Performance Share Plan 2025.

Under the Company's Performance Share Plan 2025, the other management team members are, in aggregate, entitled to a total maximum reward equal to the value of 34 200 company shares under terms corresponding to those of the CEO.

The retirement age of the other management team members is stipulated by law and none of the executives has a supplementary pension agreement with the company.

In fiscal year 2024, the management team (9 persons) excluding the CEO was paid in total remuneration as follows:

Fixed salary (including fringe benefits)	Short-term incentives	Long-term incentives	Other benefits	Total
EUR	EUR	EUR	EUR	EUR
1 510 483	85 331	0	89 143	1 684 912