

## 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") Board of Directors are paid monthly fees of

- EUR 3,000 to the Board members,
- EUR 4,000 to the Vice Chair of the Board, and
- EUR 6,000 to the Chair of the Board.

In addition, they are paid a meeting fee of

- EUR 500 for each Board member and the Chair of the Board per Board meeting
- EUR 1,000 for the Board committee Chair per respective Board committee meeting, and
- EUR 500 for the Board committee members per Board committee meeting.

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

Members of the Board are not eligible for any reward 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 of Directors.

### 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 monthly salary payable to the CEO under the CEO's service contract. Holiday bonus and fringe benefits, if any, are considered to be part of this fixed remuneration.

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

The remuneration model includes two types of variable remuneration components: a cash incentive 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, Qt Group EBITA and customer satisfaction. Bonus starts to accrue upon the performance criterion exceed the set minimum level. 100% target level is reached upon fulfillment of the target set for the performance criteria. At the 100% target level, the CEO is paid a bonus equal to 40 percent of his annual base 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 both for 2025 and for 2026 is 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 any supplementary pension scheme by the company.

## REMUNERATION OF OTHER MANAGEMENT TEAM

The company's executive management consists of the Group Management Team, which comprises the CEO and eight 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. Holiday bonus and 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 short-term incentive scheme target level incentive varies between 30 and 40 percent of the individual’s annual fixed salary for the other management team members. The earning criterion and conditions of the short-term incentive scheme for the other management team members are the same as those of the CEO, apart for one business area executive, whose earning criterion are customer satisfaction and bookings, and the threshold is tied to subscriptions. As with the CEO, the maximum bonus is three times the target level.

The other management team members excluding the CEO were at end of December 2025, in aggregate, entitled to a total maximum reward equal to the value of 32 800 company shares under the Company’s Performance Share Plan 2025 under terms corresponding to those of the CEO.

The retirement age of the other management team members is stipulated by law. One of the executives has a supplementary pension agreement provided by the Company.

In fiscal year 2025, the management team (10 persons including changes in Group Management Team) excluding the CEO was paid in total remuneration as follows:

Fixed salary (including fringe benefits) EUR	Short-term incentives EUR	Long-term incentives EUR	Other benefits EUR	Total EUR
1 418 597	0	0	114 931	1 533 528