

Inside Information: Solteq Initiates Change Negotiations

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Solteq Group initiates change negotiations in Finland to adjust its workforce to current demand, streamline operations, and improve profitability. At the same time, operations will be reorganized to better respond to changed customer and business needs. The change negotiations concern the Retail & Commerce and Utilities segments and aim to achieve annual cost savings of at least EUR 2.1 million.

"The prolonged weak customer demand in the software and IT sector requires us to reorganize our operations. In the current situation, the number of our personnel exceeds the amount of available work. In addition, we are renewing the Retail & Commerce organization to better meet current and future market needs. In the Utilities Software business, productization has advanced to the point that demand for work has declined significantly. Therefore, these changes also require a new way of organizing our operations," says CEO **Aarne Aktan**.

In Finland, Solteq will initiate change negotiations in accordance with Chapter 3, Section 16 of the Finnish Co-operation Act, based on possible production, economic, and operational grounds. The change negotiations concern employees in the Commerce & Data and Utilities Software business units, as well as in the POS/Unified Commerce business area. The change negotiations may result in the termination of employment of up to 40 employees. In addition, the planned measures may lead to changes in job descriptions, roles, terms and conditions of employment, and organizational structures for all employees involved in the negotiations. The change negotiations will commence on February 2, 2026, and are expected to be completed by March 16, 2026.

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About Solteq

Solteq is a Nordic software solution and expert service provider specializing in retail and energy sectors and needs related to e-commerce. The company employs approximately 400 professionals and operates in Finland, Sweden, Norway, Denmark, Poland, and the UK.