

Stock Exchange Bulletin

Other information disclosed according to the rules of the Exchange

March 20, 2026, at 3:30 p.m.

### **Solteq's change negotiations have been completed**

The change negotiations initiated within Solteq Group's Retail & Commerce and Utilities segments in Finland on February 2, 2026, have been concluded. Decisions on the efficiency and cost-saving measures to be implemented were made on March 20, 2026. The measures are expected to generate annual savings of approximately EUR 2.5 million, of which roughly EUR 1.8 million is expected to be realized in 2026. In relation to the change negotiations, the Company will record a one-off cost of approximately EUR 0.6 million for the first quarter of 2026.

In the Retail & Commerce segment, the change negotiations involved personnel in the Commerce & Data business unit and the POS/Unified Commerce business area. As a result of the efficiency and cost-saving measures, the segment's workforce in Finland will be reduced by 19 employees.

In the Utilities segment, the change negotiations involved personnel working in the Utilities Software business unit. As a result of efficiency and cost-saving measures, the segment's workforce in Finland will be reduced by 14 employees.

The reorganization of operations aims to align the company's personnel capacity with prevailing demand, improve operational efficiency, and enhance profitability. At the same time, operations will be reorganized to better respond to changed customer and business needs.

#### **Distribution:**

Nasdaq Helsinki

Key media

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#### **Solteq in brief**

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