The proposals of Solteq's Shareholders' Nomination Committee for the 2027 Annual General Meeting

Stock Exchange Bulletin
Other information disclosed according to the rules of the Exchange
November 12, 2026, at 1:00 p.m.

Solteq Plc's Shareholders' Nomination Committee proposes to the 2027 Annual General Meeting, that the Annual General Meeting should decide on the composition and remuneration of the Board of Directors as follows:

Number of Board members:

The Nomination Committee proposes that the number of members of the Board of Directors is five (5) for the term ending at the close of the Annual General Meeting of 2028.

Composition of the Board of Directors:

The Nomination Board proposes the re-election of the current Board members, Markku Pietilä, Lotta Airas, Esko Mertsalmi, Anni Sarvaranta, and Mika Sutinen. Markku Pietilä is proposed as the Chairman of the Board.

Of the proposed Board members, Markku Pietilä and Lotta Airas are dependent on a significant shareholder of the company. All other proposed Board members are independent of significant shareholders. All Board members are independent of the company.

The term of the Board members ends at the close of the next Annual General Meeting. All proposed persons have given their consent to the election.

Remuneration of Board members:

The Nomination Committee proposes that the remuneration of the Board of Directors remain unchanged:

- the Chairman of the Board of Directors shall be paid a monthly remuneration of EUR 5,000,
- members of the Board of Directors shall be paid a monthly remuneration of EUR 2,500,
- all Board members shall be paid a fee of EUR 500 per meeting, and
- ordinary and reasonable costs arising from Board work are reimbursed to the Board members.

The Nomination Committee proposes that the meeting fees of the Audit Committee remain unchanged:

- the Chair of the Audit Committee shall be paid EUR 1,500 per meeting; and

- the members of the Audit Committee shall be paid EUR 1,000 per meeting.

The proposed remuneration follows the company's remuneration policy.

Composition of the Nomination Committee

The Nomination Committee consists of four members, who represent the four largest shareholders of the company based on the shareholders' list dated August 31, 2026. The Nomination Committee that made the proposals to the Annual General Meeting 2026 includes:

- Markku Pietilä, Chairman of the Board, nominated by Profiz Business Solution Oy
- Jukka Vähäpesola, Head of Equities, nominated by Elo Mutual Pension Insurance Company
- Karoliina Lindroos, Head of Responsible Investment, nominated by Ilmarinen Mutual Pension Insurance Company
- Hanna Kaskela, Senior Vice President of Sustainability & Communications, nominated by Varma Mutual Pension Insurance Company

The Nomination Committee made all its proposals unanimously. In preparing the proposals, the Committee considered the company's policy on Board diversity. The proposals of the Nomination Committee will be included in the notice of the Annual General Meeting, which will be published at a later date.

Distribution:

Nasdaq Helsinki
Key media
www.solteq.com

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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 employs approximately 400 professionals and operates in Finland, Sweden, Norway, Denmark, Poland, and the UK.