

Remuneration Report 2025

Introduction

Wetteri Plc (“Wetteri Plc”, “Wetteri” or “the Company”) is a Finnish public limited company whose shares are traded on the stock exchange maintained by Nasdaq Helsinki Ltd under the trading symbol WETTERI. The Company complies with the Corporate Governance Code 2025 (the “Governance Code”) issued by the Finnish Securities Market Association. The Governance Code is available on the association’s website at www.cgfinland.fi/en.

Wetteri’s Remuneration Report has been prepared in accordance with the remuneration reporting requirements of the Corporate Governance Code. It presents the remuneration of the Company’s Board of Directors and Chief Executive Officer for the 2025 financial year and explains how the remuneration policy approved by the General Meeting and currently in force has been applied during the financial year. Information about the remuneration of the other members of the Management Team is available on Wetteri’s website at www.sijoittajat.wetteri.fi/en/governance/remuneration/.

Wetteri’s remuneration policy was approved by the Annual General Meeting on 8 May 2023. The purpose of the Company’s remuneration policy is to promote the company’s business strategy, long-term financial success and positive shareholder value development. The remuneration policy takes the principles followed in the remuneration of personnel into account, which aim to recruit, retain and motivate the best employees from the Company’s perspective. The remuneration of Wetteri’s personnel is based on total remuneration, which may consist of fixed and variable remuneration components, as well as personnel benefits, among other elements. The same principles apply to the remuneration of the CEO as to the remuneration of employees. The Board of Directors’ remuneration does not include short- or long-term incentives or other variable components. However, the Board of Directors’ fees or part of them may be paid in the company’s shares.

The Annual General Meeting decides annually on the remuneration of the members of the Board of Directors. The Board of Directors decides

on the CEO’s remuneration and key terms of employment. The CEO does not take part in the preparation or decision-making concerning their own remuneration. The Company has a Remuneration Committee appointed by the Board of Directors for the management of the remuneration system.

The remuneration paid to the Board of Directors and the CEO in 2025 was in accordance with the Company’s Remuneration Policy. However, the company deviated from the remuneration policy with respect to the terms related to the termination of the CEO’s service agreement. The deviation is described in more detail in the remuneration report under the section Remuneration of the CEO in the 2025 financial year.

In 2025, no remuneration paid to the Board of Directors or the CEO was recovered.

DEVELOPMENT OF THE REMUNERATION OF THE BOARD OF DIRECTORS AND THE CEO, AND OF THE AVERAGE EMPLOYEE REMUNERATION

EUR thousand	2025	2024	2023	2022	2021
Board of Directors’ fees	226	260	249	156	99
Remuneration of the CEO	2,048	832	829	232	148
Remuneration of the Group’s employees, average	46.4	44.6	43.7	43.8	45.5
Revenue (continuing and discontinued operations)	434,057	514,519	443,287	191,825	11,002

Board of Directors' fees in the 2025 financial year

The fees payable to the members of the Board of Directors are determined in accordance with the resolution of the General Meeting. The remuneration of the Board of Directors consists of fixed-rate fees, such as annual fees, monthly fees and any meeting fees. Increased fees may be paid to the Chair of the Board of Directors.

The members of the Board of Directors are not covered by the Company's short- or long-term performance bonus or incentive schemes. Board fees may be paid partly or entirely in the Company's shares or in cash. Board members may receive reasonable compensation for special assignments that clearly go beyond their ordinary duties.

In the 2025 financial year, each ordinary member of the Board of Directors was paid a fee of EUR 3,000 per month, and the Chair of the Board was paid EUR 5,500 per month. No separate meeting fees were paid. The Chairs of the Board committees – the Audit Committee and the Remuneration Committee – were paid a meeting fee of EUR 500, and the committee members were paid EUR 300 per meeting. The Board's fees during the 2025 financial year were based on the resolutions of the Annual General Meetings held on 22 May 2024 and 20 May 2025.

FEES PAID TO THE MEMBERS OF THE BOARD OF DIRECTORS IN THE 2025 FINANCIAL YEAR

EUR thousand	Annual fees	Committee fees	Total
Hannu Pärssinen	64	5	68
Satu Mehtälä	36	5	41
Martti Haapala	36	1	37
Mikael Malmsten	36	1	37
Aarne Simula	36	1	37
Markku Kankaala (until 31 January 2025)	6	0	6
Total	213	13	226

Remuneration of the CEO in the 2025 financial year

The remuneration of the CEO may consist of fixed and variable components. Fixed remuneration comprises the annual salary and fringe benefits. Variable remuneration includes all remuneration components where the amount depends on the individual's performance or on an externally defined factor, such as the development of the company's financial or non-financial performance indicators. These include, among others, short-term and long-term incentive schemes. The purpose of variable remuneration is to support the implementation of the company's strategy and its long-term financial success. Performance-based remuneration may be paid in cash, shares, options, other share-based rights or securities, or as fringe benefits or other benefits.

The fixed and variable components of the CEO's remuneration must be in an appropriate proportion to each other in relation to the objectives of the remuneration, taking into account the business strategy and objectives as well as the company's long-term interests. The proportion between fixed and variable remuneration is defined so as to ensure that total remuneration is balanced and incentive-based.

The CEO's pension benefits are based on the statutory pension system. The company may also grant supplementary pension benefits to the CEO.

The notice period applicable to the CEO is agreed in the CEO's service agreement. According to the company's remuneration policy, no separate severance pay is payable in connection with the termination of the CEO's service relationship. However, the company has agreed in the CEO's service agreement on severance pay related to the termination of the service relationship and has made use of the possibility defined in the remuneration policy to temporarily deviate from the remuneration

policy. The decision to deviate from the remuneration policy has been made by the Board of Directors following careful consideration and in accordance with the decision-making process described in the remuneration policy. The severance pay is intended to compensate for the lack of statutory employment protection applicable to the CEO, to support the CEO's commitment, and to ensure the CEO's ability to make decisions in the company's long-term interest also in situations involving strategic changes. In addition, the severance pay is intended to ensure predictability and a controlled implementation of termination situations in the interest of the company and its shareholders.

During the financial year 2025, Pietu Parikka served as the company's CEO as of 1 August 2025. Until 31 July 2025, Aarne Simula served as the company's CEO.

CEO Pietu Parikka has a fixed monthly salary. In addition, the CEO may, at the discretion of the Board of Directors, be entitled to short-term and/or long-term incentive remuneration in accordance with the terms of the company's incentive schemes in force from time to time. During the financial year, the CEO did not have a share- or option-based long-term incentive scheme. The CEO's retirement age is determined in accordance with the statutory earnings-related pension legislation, and the CEO does not have a separate supplementary pension arrangement provided by the company. In addition to fixed cash remuneration, the CEO is entitled to taxable fringe benefits in accordance with the company's prevailing practices.

According to the service agreement of CEO Pietu Parikka, if the company terminates the service relationship for a reason attributable to the company, the CEO is entitled, in addition to salary for the notice period, to severance pay corresponding to twelve months of total remuneration, calculated on the basis of the remuneration at the time of termination. The CEO's service agreement includes a non-competition clause as well as a recruitment and solicitation restriction applicable

during the service relationship and after its termination, under the terms specified in the service agreement.

During his term as CEO, Aarne Simula had a fixed monthly salary as well as the opportunity to receive short-term performance-based remuneration for achieving and exceeding targets set by the Board of Directors. The CEO's short-term performance-based remuneration was calculated linearly based on the quarterly operating result of the automotive business before taxes. The CEO did not have a share- or option-based long-term incentive scheme. According to the CEO's service agreement, the retirement age was determined in accordance with the statutory earnings-related pension legislation. CEO Aarne Simula had a defined contribution supplementary pension scheme, where the final pension benefit is determined based on the paid insurance contributions and the investment returns earned on them. The CEO also received taxable fringe benefits in accordance with the company's practices.

During the financial year, the company and CEO Aarne Simula agreed on the termination of the service relationship. According to the CEO's service agreement, if the Board of Directors terminates the CEO's employment, the CEO is entitled to unpaid salaries and holiday compensation as well as a separate compensation corresponding to 24 months of cash salary. If severance pay is paid to the CEO, the CEO undertakes to refrain from competing activities or from entering the service of a competing company for the following 24 months. The severance pay payable to the CEO was determined during the financial year in accordance with the terms of the service relationship. The severance pay will be paid monthly in 24 equal instalments, with the final instalment payable on 25 July 2027.

TOTAL REMUNERATION RECEIVED FOR THE ROLE OF CEO IN 2025

EUR thousand	Pietu Parikka	Aarne Simula
Fixed annual salary	125	409
Variable remuneration components	0	0
Supplementary pension contributions	0	124
Fringe benefits	6	5
Severance pay ¹	0	1,379
Total	131	1,917
Fixed proportion, %	100%	100%
Variable proportion, %	0%	0%

¹The severance pay includes 24 months of cash salary together with related social security costs. During the financial year, a total of EUR 287 thousand of the severance pay was paid. The portion of the severance pay payable in subsequent financial years amounts to EUR 1,092 thousand.