

The proposals of Solteq's Shareholders' Nomination Committee for the 2026 Annual General Meeting

Stock Exchange Bulletin

Other information disclosed according to the rules of the Exchange

December 19, 2025, at 2:00 p.m.

Solteq Plc's Shareholders' Nomination Committee proposes to the Annual General Meeting, planned to be held on March 26, 2026, 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 2027.

Composition of the Board of Directors:

Of the current Board members, Lotta Kopra and Markus Huttunen have announced that they are unavailable to continue in their roles as Board members. The Nomination Board proposes the re-election of the rest of the current Board members, Markku Pietilä, Lotta Airas, Anni Sarvaranta, Mika Sutinen, and Esko Mertsalmi. 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, except for the meeting fees of the Audit Committee.

- 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 be increased as follows:

- 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.

To date, the Chair and the members of the Audit Committee have received a meeting fee of EUR 500.

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, 2025. 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 Keskinäinen Työeläkevakuutusyhtiö Elo
- Karoliina Lindroos, Head of Responsible Investment, nominated by Keskinäinen Eläkevakuutusyhtiö Ilmarinen
- Hanna Kaskela, Senior Vice President of Sustainability & Communications, nominated by Keskinäinen työeläkevakuutusyhtiö Varma

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:

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