

TAALERI

Remuneration report – Taaleri Plc

Financial Year 01 January-31 December 2025



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Taaleri Group

Basic information

Purpose	Remuneration report required by regulation, which describes the remuneration of the company's Board of Directors, the CEO and the Deputy CEO during the previous financial year.
Update frequency	Annually
Approval	Taaleri's Board of Directors
Entered into force	10 February 2026
Responsible organization	Taaleri Plc
Contact person	Pasi Erlin
Regulation based on	Finnish Companies Act (2006/624), Finnish Securities Market Association's Corporate Governance Code 2025

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1. Introduction

This remuneration report concerns the remuneration of Taaleri Plc’s Board of Directors and the CEOs during the financial period 1 January - 31 December 2025 and is based on the recommendations of the Finnish Securities Market Association’s 2025 Corporate Governance Code and the requirements of the Securities Markets and Companies Act.

Remuneration of Taaleri Plc’s institutions during the financial year 2025 has been implemented within the framework of the remuneration policy approved by Taaleri Plc’s Annual General Meeting on 10 April 2024 and in accordance with its principles. There have been no deviations from the remuneration policy during the previous financial year. The fees paid have not been recovered during the 2025 financial year.

Remuneration of institutions contributes to the achievement of the company’s long-term financial goals by motivating members of the institutions to implement the business strategy and act in the interests of all the company’s stakeholders. In addition, competitive remuneration enables the acquisition of capable management and their commitment to the company, strengthening the continuity of operations.

Development of the company's financial result and remuneration

Development of the company's financial result during the previous five financial years (EUR million)

	2021	2022	2023	2024	2025
Total income	72,6	56,8	65,6	70,5	61,2
Profit of the financial period	136,1	21,3	27,7	32,5	20,8

On 1 January 2023, Taaleri adopted the IFRS 17 Insurance Contracts standard. The figures in the remuneration report describing the financial result from 2022 onwards are comparable with regard to the application of the IFRS 17 standard. Revenue is presented according to Taaleri’s segment reporting.

Five-year remuneration development (remuneration paid during the year, EUR)

Position	2021	2022	2023	2024	2025
Chairman of Board	58,500	56,004	52,000	72,000	85,425
Deputy Chairman of Board	41,000	47,000	44,333	60,000	62,685 *1
Chairman of the Audit Committee	48,000	47,000	44,333	60,000	62,685 *1
Other Members of Board	35,000 + Possible meeting fees	35,000 + Possible meeting fees	34,667 + Possible meeting fees	48,000	49,790

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The CEO(s)	Fixed annual earnings: 487,888	Fixed annual earnings: 486,640	Fixed annual earnings: 499,440	Fixed annual earnings: 499,440	Fixed annual earnings: 533,250 *3
	Variable fees: 1,662,732	Variable fees: 854,732	Variable fees: 235,840	Variable fees: 159,984	Variable fees: 512,887 *3
The Deputy CEO *2	Fixed annual earnings: N/A				
	Variable fees: 143,188	Variable fees: 14,166	Variable fees: N/A	Variable fees: N/A	Variable fees: N/A
Employee *4					
Fixed Earning	82,332	84,897	87,517	89,745	91,264
Variable Earning	36,411	32,563	28,798	17,145	20,716

1 In 2025, Hanna Maria Sievinen served as the vice-chairperson of the board and the chairperson of the audit committee.

2 The CEO's deputy left his position on 13 August 2020, since then the Company has not had a CEO's deputy.

3 Peter Ramsay served as the Group's CEO until 9 January 2025. Ilkka Laurila has served as the Group's CEO since 9 January 2025.

4 Fixed and variable personnel costs in 2025 (excluding social costs) divided by the average annual number of personnel.

According to the remuneration policy, part of the remuneration of the CEO (and his deputy) consists of variable remuneration, i.e. short-term and long-term incentives, which are determined by the achievement of quantitative or qualitative targets or the development of Taaleri Plc's share price. Quantitative targets can be, for example, the company's financial and profitable performance. Achieving quantitative targets promotes the company's business strategy and long-term financial interests by setting financial targets so that achieving them creates value in the long term, for example through dividends paid to shareholders and the development of the company's value. Consequently, the company's financial development and the remuneration of the CEO and his deputy are interlinked.

2. Remuneration of the Board of Directors for the previous financial year

Fees Paid

Remuneration paid to the members of the Board of Directors during the financial year 2025 (EUR):

Member's name	Annual Fees	Meeting Fees	Other Financial Benefits	Total Fees
Juhani Elomaa	85,425		431	85,856
Hanna Maria Sievinen	62,685			62,685
Elina Björklund	49,790			49,790
Petri Castrén	49,790			49,790
Leif Frilund	49,790			49,790
Juhani Bonsdorff	49,790			49,790

3. Remuneration of the CEO for the previous financial year

According to the remuneration policy, the remuneration of the CEO may consist of fixed remuneration, variable remuneration and other financial benefits. Fixed remuneration is all financial benefits the amount of which is known in advance to the parties, such as annual salary and fringe benefits. The variable remuneration may be determined based on the achievement of quantitative or qualitative targets or the development of Taaleri Plc's share price and includes an annual performance bonus and a long-term share-based incentive plan.

The CEO

Remuneration of the CEO in 2025 (EUR):

	Fixed Annual Salary with Fringe Benefits	Annual Performance Bonus 2025	Total Fees
Peter Ramsay*	70,362	0	70,362
Ilkka Laurila*	462,888	0	462,888

*Peter Ramsay served as the Group's CEO until 9 January 2025. Ilkka Laurila has served as the Group's CEO since 9 January 2025.

Fixed Annual Earnings

The current CEO's (Laurila, from 9 January 2025) fixed annual salary in the financial year 2025 was EUR 462,888 of which EUR 15,000 per month is paid directly to the group pension insurance, i.e. a total of EUR 177,143 per year. The current CEO's taxable fringe benefits were EUR 11,351 in 2025.

The former CEO's (Ramsay, until 9 January 2025) fixed annual salary in the financial year 2025 was EUR 70,362 of which EUR 10,000 per month was paid directly to the group pension insurance, i.e. a total of EUR 2,381 for the period 1 January - 9 January 2025. The former CEO's taxable fringe benefits were EUR 391 in 2025.

Annual Performance Bonus

Neither the former CEO (Ramsay) nor the current CEO (Laurila) was paid any performance bonus in 2025 that would have been based on the CEO's role and the achievement of the financial targets set by the Board of Directors.

Stock option scheme – CEO Peter Ramsay

Taaleri Plc's Board of Directors decided on 6 April 2022 to introduce an option program aimed at the Group's CEO. The purpose of the option program was to encourage the CEO to work long-term to increase shareholder value. Option rights also aimed to commit the CEO to the company. Obtaining the option rights required that the CEO acquired Taaleri Plc shares in the system for at least EUR 400,000 during spring 2022. In 2022, a total of 300,000 stock options 2022 were granted, and they entitle to subscribe for a maximum of the same number of new or existing shares of the company. Option rights were granted free of charge. Of the stock options, 100,000 are marked with code 2022A, 100,000 are marked with code 2022B and 100,000 are marked with code 2022C. The subscription period for shares subscribed with options is for option right 2022A 1.2.2025–31.1.2026, for option right 2022B 1.2.2026–31.1.2027 and for option right 2022C 1.2.2027–31.1.2028.

CEO Performance Share Plan 2025-2029 – CEO Ilkka Laurila

Taaleri Plc's Board of Directors decided on 2 April 2025 on a new Performance Share Plan for the CEO. The Performance Share Plan 2025–2029 consists of three performance periods, covering the financial years 2025–2027, 2025–2028 and 2025–2029.

Under the Plan, the CEO has the opportunity to earn Taaleri shares based on performance. The performance criteria of the Plan are linked to the Absolute TSR and continuing earnings. The potential rewards under the Plan will be paid after the end of each performance period. The value of the rewards payable under the Plan corresponds to a maximum total of 278,357 Taaleri shares, including the portion paid in cash.

Any reward will be paid partly in Taaleri shares and partly in cash. The cash portion of the reward is intended to cover the taxes and statutory social security contributions arising from the reward. As a rule, no reward will be paid if the CEO's contract is terminated before the payment of the reward.

The CEO is obliged to hold all reward shares received until the total value of the CEO's personal shareholding in the company corresponds to the CEO's gross salary for the calendar year preceding the payment of the reward. Such number of Taaleri shares must be held for as long as the CEO remains in the position.