

REMUNERATION REPORT 2024

This document – Eezy Plc's ("the Company" or "Eezy") remuneration report for 2024 has been prepared in accordance with the Finnish Corporate Governance Code (2025) for listed companies.

INTRODUCTION

The principles for the remuneration of the Company's Board of Directors and CEO is based on the remuneration policy that was supported at the Eezy's Annual General meeting held on 9 April 2025. Remuneration of the Company's management has complied with the Company's remuneration policy during the financial year without deviation.

Remuneration contributes to the Company's long-term financial success by improving the Company's competitiveness and the beneficial development of shareholder value. Remuneration ensures that the common long-term interests of the Company and its shareholders are realized and encourages, engages and motivates competent members of the institutions to act in accordance with common targets. The remuneration policy is based on long-term commitment and rewarding with the company's shares.

The remuneration of the Board of Directors and CEO has developed compared to average remuneration development of the Company's employees and the financial development of the Company at the group level as follows (thousands euros):

Financial year	The Board of Directors	CEO	Employees ⁽²⁾	Financial development ⁽³⁾
1.1.-31.12.2024	238	307	48	174 054
1.1.-31.12.2023	212	460 ⁽¹⁾	48	218 974
1.1.-31.12.2022	224	559 ⁽¹⁾	46	247 596
1.1.-31.12.2021	220	296	45	203 328
1.1.-31.12.2020	203	259	42	190 637

(1) In 2022 and 2023 the CEO's remuneration has included the compensation paid during the notice period

(2) Employees' cost according to the Company's financial statements divided by the average numbers of employees during the financial year.

(3) Revenue

The Company hasn't made any recoveries in accordance with the remuneration policy for the financial period that ended on 31 December 2024.

REMUNERATION FOR THE BOARD OF DIRECTORS 2024

Eezy's annual general meeting decides on the remuneration paid to the Board of Directors. Company's annual general meeting that was held on 9 April 2024 decided to pay remuneration as follow:

Remuneration 2024	Monthly Fee(EUR)	Payment Mechanism
Chair	5 000	Cash
Member	2 500	

Remuneration 2024 for each committee meeting (EUR)	Chair	Member	Payment Mechanism
Audit committee	300	300	Cash
Sustainability and human resource committee	300	300	

The decision was taken to compensate members of the Board of Directors for the travel expenses they incur by attending meetings in accordance with invoices at reasonable rates.

The members of the Board of Directors will be paid the following emoluments for the financial period that ended on 31 December 2024 based on the decision of the general meeting on 9 April 2024 (thousand euros):

Member	Remuneration	Attendance fee	Total
Tapio Pajuharju (pj)	57	2	59
Kati Hagros	2928	1	29
Tomi Laaksola ⁽¹⁾	23	-	23
Maria Pajamo	29	2	31
Paul-Petteri Savolainen	29	1	29
Mika Uotila	29	1	30
Mikko Wirén	29	2	31
Jarno Suominen ⁽²⁾	6	0	6

1) From 9 April 2024

The members of the Company's Board of Directors are not covered by Eezy's incentive schemes, and they haven't been paid any other benefits by the Company in addition to Board and meeting fees.

REMUNERATION FOR THE CEO 2024

The salary paid to Eezy's CEO consist of a monthly salary and benefit in kinds. The CEO is entitled to short-term and long-term incentive schemes, which the Board of Directors decides upon annually. The CEO's incentives are mainly based on the specified profitability targets and for a minor part on the achievement of personal targets set for the financial period. The CEO is entitled to a severance payment specified in his CEO contract.

The CEO's short-term remuneration (STI) is based on the Company's result, revenue, or other similar targets set by the Board of Director. The part of the short-term remuneration may not exceed the amount of fixed salary paid annually to the CEO.

The short-term remuneration criteria for the CEO were decided by the board of directors in 2024:

Earning criteria	Weighting	Remuneration max
Operation profit margin (EBIT %)	100 %	four (4) month salary

The CEO is part of the Company's Long-Term Incentive (LTI) plan for key personnel, which the Board decided to implement on December 17, 2019. The Board decided on November 19, 2020, to extend the validity of the incentive plan first until 2025 and on November 30, 2021, to further extend the validity of the incentive plan until 2026. The Board has also decided that the incentive plan will have five (5) earning periods instead of four (4). The basis for the changes was the significant change in the business environment caused by the continuation of the coronavirus pandemic

A share-based remuneration, such as stock awards or options, may be used to reward long-term (LTI). The reward to be paid on the basis of the share plan can be paid at the end of the earning period as a combination of shares and cash, in which case the amount corresponds to the taxes and tax-like payments arising from the share remuneration. The Company may pay the CEO's earning period reward entirely in cash in exceptional circumstances, in accordance with a decision made by the Board. The Board may set a minimum holding period for share-based rewards paid on the basis of variable remuneration and determine situations in which the shares may revert to the Company's ownership. The Board may set a minimum holding period for share-based rewards paid on the basis of variable remuneration and determine situations in which the shares may revert to the Company's ownership.

The purpose of the long-term share-based intensive plan is to combine the objectives of shareholders and key employees in order to increase the value of the Company and to implement post-acquisition integration and business strategy in the long term. In addition, the purpose of the scheme is to engage key personnel in the Company and to provide them with a competitive remuneration system based on the performance and value

development of the Company's shares. In the share-based incentive plan, the Board of Directors confirms the performance criteria for performance-based remuneration shares, the targets to be set for the performance period, the maximum number of reward shares and the key employees covered by the share-based intensive plan. The Board of Directors may, for a particularly weighty reason, amend the terms of the System or the targets set for the performance criteria due to a significant change during the performance period.

As a rule, the bonus earned during the performance period will be paid to key personnel during each spring following the end of the performance period. The Board of Directors of the company has the right to pay the share bonus in shares or in a combination of shares and cash in such a way that the share paid in cash is determined on the basis of the taxes payable on the remuneration. In exceptional circumstances, the share bonus may be paid in full in cash in accordance with a decision made by the Board of Directors for justified reasons.

Key personnel subscribe for earned bonus shares free of charge. Payment of the remuneration shall be subject to the condition that the employment or employment relationship of the key person receiving the bonus has not been terminated or terminated by the key person or company concerned prior to the date of payment of the bonus. The bonus for each performance period is nonrecurring. The key person is responsible for the tax consequences and tax-like payments under the fiscal legislation due to the remuneration's fee.

The share bonus scheme includes five (5) earning periods, the first of which covered thirteen (13) months from 1 December 2019 to 31 December 2020. The second earning period covered thirteen (13) months from 1 December 2020 to 31 December 2021, the third earning period covers sixteen (16) months from 1 December 2021 to 31 March 2023, the fourth earning period covers twenty four (24) months and the calendar years 2023 and 2024, and the fifth earning period covers twenty four (24) months and the calendar years 2025 and 2026. The Board of Directors shall confirm the bonus earning criteria and associated target levels, as well as the personnel concerned, before the beginning of each earning period. Any share bonuses earned in different earning periods may be paid in shares or as a combination of shares and cash, with the cash component corresponding to the taxes payable due to the award of shares. For justified reasons in extraordinary circumstances, a share bonus may be paid entirely in cash if the Board of Directors so decides.

During the first earning-period, the share-based incentive-plan covered seven (7) key persons of Company's management team. The maximum amount of the incentive was 137.210 Eezy's shares for the first earning period and the incentive was based on the achievement of key growth and integration targets set by the Board of Directors. The earning criteria for the first earning period were revenue growth and operating profit. The criteria for the first earning-period were not achieved so no incentive payment was paid for the first period.

During the second earning-period, the share-based incentive-plan covered eight (8) key persons. The maximum amount of the incentive was 179.091 Eezy's shares for the second earning period and the incentive was based on the achievement of key growth and profitability targets set by the Board of Directors. The earning criteria for the second earning period were revenue growth and operating profit. The criteria for the second earning-period were not achieved so no incentive payment was paid for the second period.

During the third earning-period, the share-based incentive-plan covered eighteen (18) key persons. The maximum amount of the incentive was 246.000 Eezy's shares for the third earning period and the incentive was based on the achievement of key growth and profitability targets set by the Board of Directors. The earning criteria

for the third earning period were Eezy's revenue (25 % weighting) and operating profit percentage (75 % weighting). The criteria for the third earning period were not achieved, so no intensive payment was paid for the third period.

The fourth earning period covers the calendar years 2023 and 2024. At the beginning of the fourth earning-period, the share-based incentive-plan covered fifteen (15) key persons. The maximum amount of the incentive is 256.000 Eezy's shares for the fourth earning period. The performance criteria for the vesting period are based on 1) the company's relative operating profit (EBIT-%) for the financial year ending 31 December 2024 (40 % weighting), 2) the absolute total shareholder return (TSR) of the company's share relative to the share value on the first trading day of 2023 (60 % weighting) and 3) the PeoplePower sustainability indicator linked to the company's corporate responsibility programme and objectives (impact on the total realization of the performance criterion + - 10 %). The criteria for the fourth earning period were not achieved, so no intensive payment was paid for the fourth period.

The company's Board of Directors decided in December 2024 on the fifth earning period of the share-based incentive plan, which covers the calendar years 2025 – 2026. At the beginning of the fifth earning period, the plan covered nine (9) key persons. The maximum amount of the incentive for the fifth earning period is 256,000 Eezy's shares. The earning criteria for the earning period are based on 1) the company's relative operating profit (EBIT-%) for the financial year ending 31 December 2026 (40 % weighting), 2) the absolute total shareholder return (TSR) of the company's share relative to the share value on the first trading day of 2025 (60 % weighting), and 3) the employee recommendation index (eNPS) and PeoplePower overall index linked to the company's responsibility program and objectives (impact on the total realization of the performance criterion +/- 10%).

CEO'S REMUNERATION 2024

The CEO of the Company Siina Saksi has earned the following emoluments for the financial period that ended on 31 December 2024 (thousand euros).

Emolument	Total
Fixed salary	288
Fringe benefits	19
Performance-based bonus (STI)	-
Share-based bonus (LTI)	1
Total	307
The relative proportion of fixed and variable components (STI / LTI)	100 % / 0 %

The CEO of the company is not entitled to the supplementary pension paid by the Company in addition to the statutory pension benefit.

CEO'S LONG-TERM INCENTIVE COMPENSATION IN 2024

Share-Based Incentive Plan (LTI)	Fourth earning period 2023 - 2024
Maximum number of shares allocated to the CEO	32 000
Earning Criteria	Company's relative operating profit (EBIT %): 40 % Absolute total shareholder return (TSR): 60 % ESG overall: Weighting + / - 10%
Realized Earnings (0-100)	0
Number of shares earned	0
Year of share transfer	N / A

The CEO did not earn share bonus from the fourth earning period. The CEO has not accrued any rights from the Company's previous earning periods because the CEO started acting as the CEO during the fourth earning period of the share-based incentive plan.

EMOLUMENTS PAID TO THE MANAGEMENT TEAM IN 2024

Information on remuneration of the management team is presented on an overall level on Eezy's website:
<https://eezy.fi/en/investors/corporate-governance/remuneration/>