



Remuneration Report 2025

Remuneration Report 1.1.2025– 31.12.2025

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Remuneration Report for the Financial Year 2025

Introduction

The governance of Bittium Corporation (hereinafter "Company") is determined by the Company's Articles of Association, the laws of Finland (such as the Finnish Companies Act and Securities Market Act) and the Company's Corporate Governance Code. The Company follows the Finnish Corporate Governance Code 2025 prepared by the Finnish Securities Market Association and entered into force on January 1, 2025. This Remuneration Report is prepared in accordance with the Finnish Corporate Governance Code 2025. The Governance Code is available at the website of the Finnish Securities Market Association at www.cgfinland.fi.

The Company's Corporate Governance Code, Corporate Governance Statement for each financial period and the salary and remuneration report are publicly available at the Company's website at www.bittium.com. Up-to-date information on the shareholdings of CEO and the management group of the Company in the Company is publicly available at the Company's website at www.bittium.com.

This Remuneration Report presents the salaries, fees, and other financial benefits paid to the Board of Directors and CEO in the financial year 2025. Such salaries, fees, and other financial benefits that have not yet been paid in the financial year 2025, but that arise from an earnings period that has ended in the financial year 2025, must be reported as due remuneration, if the amount of the due remuneration is sufficiently certain.

The Company's Remuneration Policy

On March 20, 2024, the Company published by a stock exchange release the Remuneration Policy for governing bodies that was presented to the Annual General Meeting held on April 10, 2024. The Annual General Meeting decided to approve the Remuneration Policy.

The remuneration principles set out in the Remuneration Policy shall guide the Company's incentive structure and performance metrics. The remuneration of the Company is designed to align the interests of employees and shareholders while supporting the Company's pay-for-performance principle. The objectives of the Company's incentive plans are

to drive its strategy and create long-term, sustainable performance with increased shareholder value.

The remuneration of the Board of Directors and CEO in the financial year 2025

At the Annual General Meeting held on May 7, 2025, Mr. Erkki Veikkolainen, Ms. Riitta Tiuraniemi, Mr. Veli-Pekka Paloranta, Mr. Raimo Jyväsjärvi and Mr. Pekka Kemppainen were re-elected as members of the Board of Directors. Further, Mr. Jukka Harju was elected as the new member of the Board of Directors for a corresponding term of office.

In the financial year 2025 the Board of Directors have been paid fees according to the Remuneration Policy and to the resolutions of the Annual General Meeting on the remuneration of the members of the Board of Directors.

During the financial year 2025, Mr. Johan Westermarck served as the Company's CEO until March 31, 2025. Mr. Petri Toljamo served as the Company's CEO from April 1, 2025. The CEOs have been paid in the financial year 2025 base salary according to terms of the written service contracts. In 2025, a one-off fixed Matching Share Plan was established for CEO Petri Toljamo. In 2025 the CEOs have not been paid fees based on the long-term incentive program (LTI).

Deferral and Clawback of Remuneration

The remuneration terms may include clawback terms according to the Remuneration Policy. Any remuneration may be deferred in accordance with the terms of such remuneration, and the Company has the discretion to scale back deferred short-term and long-term incentives prior to the satisfaction of such incentives. Upon recommendation of the Audit Committee or the Remuneration Committee, if established, the Board of Directors may also temporarily deviate from any provisions of the Remuneration Policy.

In the financial year 2025, the Company has not clawbacked any remuneration, deferred remuneration terms, or scaled back short-term or long-term incentives prior to the satisfaction of such terms. The Board of Directors has also not decided to deviate from any provisions of the Remuneration Policy.

Remuneration and the Company's Financial Development

Remuneration and the Company's Financial Development	2021	2022	2023	2024	2025
Chairman of the Board (EUR)	47,602	52,200	50,247	52,670	44,389
Board member on average (EUR) ¹	20,300	31,696	30,211	30,965	22,298
CEO (EUR)	282,289	344,552	595,731	357,010	773,585 ²
Salary development of an average employee of Bittium (EUR) ³	67,463	69,987	75,094	79,883	85,595
Group personnel on average	664	641	601	507	528
Net sales (MEUR)	86.9	82.5	75.2	85.2	119.3
Operating result (MEUR)	3.2	0.3	-4.3	8.6	19.4

¹ Total fees paid to the other Board members than the Chairman in the financial year divided by the number of such Board members in the financial year.

² Includes fees of both Mr. Johan Westermarck and Mr. Petri Toljamo.

³ Total Group personnel expenses (including capitalized personnel expenses of R&D) divided by the average number of personnel in each financial year.

Remuneration of the Board of Directors in the Previous Financial Year

According to the Remuneration Policy decisions concerning the remuneration of the Board members and committee members are made in general meetings. The remuneration of the Board of Directors can consist of one or more components, such as an annual fee and possible meeting fees. The Chairman and Committee members can be paid an increased fee or a meeting fee. An increased fee can also be paid e.g. if the meeting is held outside of a member's country of residence. The fees to be paid to the Board members can be paid in cash or partially or entirely in shares.

The Annual General Meeting held on May 7, 2025 decided that the Board members will be paid monthly fees as follows: to Chairman of the Board EUR 3,150 and to other members of the Board EUR 1,800. In addition, the Board members are entitled to compensation for the attended Board meetings as follows: the Chairman of the Board EUR 875 for each meeting and other members EUR 500 for each meeting. In addition, the members of the Board of Directors are entitled to compensation for attending Committee meetings: the Chairman of the Committee EUR 600 for each meeting and other Committee members EUR 400 for each meeting. The travel expenses of the members of the Board of Directors shall be reimbursed in accordance with the Company's travel policy. Fifty percent of the total amount of the monthly remuneration of the members of the Board of Directors shall be paid at once as Company's shares acquired for the price formed in public trading, through share issue or, in special circumstances if share based remuneration cannot be paid for some reason, in money. The shares shall be acquired according to the share purchase program of the Company. A member of the Board of Directors may not transfer the shares received as remuneration before his/her membership in the Board of Directors has ended.

All the fees paid to the Board members in the financial year 2025 have been in accordance with the Remuneration Policy of the Company and the resolutions of the Annual General Meeting. There are no employment relationships or service contracts between the members of the Board and the Company. The members of the Board have not been included in the remuneration schemes of the Company. The Board members are not paid variable remuneration components. No shares were acquired to the conditions of the share purchase program of the Company.

The Board members have been paid the following remuneration in the financial year 2025 (EUR):

Name	Position	Monthly fees to Board members	Meeting fees for Board meetings	Meeting fees for Audit Committee meetings	In total
Erkki Veikkolainen	Chairman of the Board	31,264	13,125		44,389
Riitta Tiuraniemi	Member of the Board, Chairman of the Audit Committee	17,865	7,500	3,600	28,965
Pekka Kemppainen	Member of the Board	17,865	7,500		25,365
Veli-Pekka Paloranta	Member of the Board, member of the Audit Committee	17,865	7,500	2,400	27,765
Petri Toljamo	Member of the Board, member of the Audit Committee	2,700	2,500	1,200	6,400
Raimo Jyväsjarvi	Member of the Board	17,865	7,500		25,365
Jukka Harju	Member of the Board, member of the Audit Committee	14,630	4,500	800	19,930

Remuneration of the CEO in the Previous Financial Year

According to the Remuneration Policy of the Company, the Company's approach to determining and reviewing the remuneration of the CEO consists of a similar policy framework as the employees' remuneration, although the CEO's role and responsibilities affect the amount of compensation.

The Board decides on the remuneration of CEO and on the key terms and conditions of his/her service. The CEO's remuneration shall consist of fixed and variable pay components. In addition to annual base salary, remuneration components may include e.g. short- and long-term incentives, pension arrangements, fringe benefits and other financial benefits.

In the financial year 2025, the CEOs have been paid remuneration as follows:

Johan Westermarck

EUR 280,363, in total, of which 100 per cent was paid as fixed component.¹

Petri Toljamo

EUR 270,122, in total, of which 100 per cent was paid as fixed component.²

¹ The relative proportion does not include other financial benefits, such as pension benefits, compensation for termination, or other comparable financial benefits, which are reported in their own section. However, in the financial year 2025 the CEO has not been paid any other financial benefits in addition to the telephone benefit.

² The relative proportion does not include other financial benefits, such as pension benefits, compensation for termination, or other comparable financial benefits, which are reported in their own section. However, in the financial year 2025 the CEO has not been paid any other financial benefits in addition to the telephone benefit. However, the CEO's employment bicycle benefit of €120/month from April 25, 2025 is included in the fixed component.

Johan Westermarck

Remuneration component	Amount (EUR)	Remuneration description	Compliance or deviation
Base salary (fixed component)	Paid: 280,363	The CEO has been paid monthly base salary according to terms of the written service contract (EUR 28,344). In addition, the CEO has been paid vacation pay of EUR 20,408 and vacation compensation of EUR 45,350 in accordance with the terms of the written service contract.	In compliance with the Remuneration Policy
Short-term incentive (STI) (variable pay component)	Paid: 0 Due ¹ : 0	The STI program consists of annual programs that encourage and reward the delivery of short-term business objectives.	In compliance with the Remuneration Policy
Long-term incentive (LTI) (variable pay component)	Paid: 0 Due ¹ : 0		In compliance with the Remuneration Policy
Other benefits and programs (other financial benefits/other fixed remuneration components)	151.61	Telephone benefit	In compliance with the Remuneration Policy

¹ Such remuneration that has not yet been paid, but that arise from an earnings period that has ended during the financial year being reported, and the amount of which is sufficiently certain prior to this remuneration report being issued, must be reported as due remuneration.

Petri Toljamo

Remuneration Component	Amount (EUR)	Remuneration Description	Compliance or Deviation
Base salary (fixed component)	Paid: 270,122	The CEO has been paid monthly base salary according to terms of the written service contract (EUR 28,500 euros, consisting of a salary of EUR 28,380 and an employment bicycle benefit of EUR 120.33). In addition, the CEO has been paid vacation pay of EUR 13,622 in accordance with the terms of the written service contract.	In compliance with the Remuneration Policy
Short-term incentive (STI) (variable pay component)	Paid: 222,769 Due ¹ : 269,325	A one-off fixed Matching Share Plan was established for the CEO. The aim of the Plan is through share ownership to align the interests of the CEO with those of the Company's shareholders and to promote shareholder value creation in the long term as well as the retention of the CEO with the Company. The fixed Matching Share Plan was a one-off plan, in which the CEO was expected to make an investment of approximately EUR 100,000 in shares of Bittium Corporation. The Company committed to match the share investment by way of the CEO receiving matching shares without consideration with a net value of 100,000 euros. In addition to the matching shares, the Company committed to the payroll tax and other taxes and tax-like charges payable in connection with the plan. The share investment was carried out by way of a transfer of own shares against consideration to the CEO (a directed share issue against consideration). The CEO subscribed 14,949 shares. The delivery of the matching shares to the CEO based on the Plan is carried out by way of transferring own shares without consideration (a directed share issue without consideration). The number of matching shares was 14,949 shares. The sum includes the share reward of 100,009 euros and the payment of 122,760 euros which aims to cover payroll tax and other taxes and tax-like charges. The matching shares received by the CEO based on the plan will be subject to a transfer restriction (lock-up) of two years.	Temporarily deviated from the Remuneration Policy, as the plan is not tied to the achievement of short term business objectives in accordance with the Remuneration Policy. The temporary deviation is to ensure the Company's long-term interests taking into account long-term financial success, competitiveness and shareholder value development, among other things, in a situation where the CEO has changed.
Long-term incentive (LTI) (variable pay component)	Paid: 0 Due ¹ : 0		In compliance with the Remuneration Policy
Other benefits and programs (other financial benefits/other fixed remuneration components)	180	Telephone benefit	In compliance with the Remuneration Policy

¹ Such remuneration that has not yet been paid, but that arise from an earnings period that has ended during the financial year being reported, and the amount of which is sufficiently certain prior to this remuneration report being issued, must be reported as due remuneration.

Pensions and Other Financial Benefits

The pension security of CEO is statutory and he does not have supplementary pension. According to the pension legislation, the lowest limit of the pension age for CEO is 66 years and 1 month at the moment.

In the financial year 2025, the CEOs have not been paid any other financial benefits in addition to the telephone benefit, such as fringe benefits, severance pay or other comparable financial benefits. The employment bicycle benefit of €120/month of the CEO from April 25, 2025 is included in the fixed component.

Bittium



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