Remuneration Policy of Sensofusion Oyj

17.9.2026

Remuneration Policy for the governing bodies of Sensofusion Oyj, prepared for presentation to the General Meeting in connection with the listing. Drafted in accordance with the Finnish Companies Act, the Securities Markets Act, the Ministry of Finance Decree on the remuneration policy and remuneration report of a share issuer (608/2019) and the Finnish Corporate Governance Code (2026).

1. Introduction and scope

This Remuneration Policy (the **Policy**) applies to the governing bodies of Sensofusion Oyj: the Board of Directors and the CEO (and a deputy CEO, if appointed). It defines the principles, components and decision-making process for their remuneration. The remuneration of other personnel, including the Management Team, is decided in accordance with the Charter of the Board of Directors and the Company's internal remuneration principles and is outside the statutory scope of this Policy.

2. Promotion of the Company's strategy and long-term interests

Remuneration under this Policy is designed to promote the Company's business strategy, long-term financial performance, competitiveness and the favourable development of shareholder value, and to enable the Company to attract and retain the competence its growth requires. Variable remuneration is tied to pre-set, measurable targets that are consistent with the Company's strategy, risk appetite and compliance obligations, and must never incentivise risk-taking inconsistent with them. The principles for determining and reviewing the remuneration of the CEO (and the deputy CEO, if appointed) under the Policy are the same as those applied to employee compensation, also taking into account the special roles and responsibilities of the CEO and the deputy CEO, which affect the level of remuneration.

3. Decision-making process

- This Policy is prepared by the Board of Directors. The appropriateness of remuneration is regularly reviewed by the Board of Directors and the Policy is presented to the General Meeting at least every four (4) years and whenever material changes are made to it; the General Meeting's resolution on the Policy is advisory.
- Board remuneration is decided by the General Meeting, based on a proposal prepared by the Board of Directors in accordance with the Charter of the Board of Directors.
- CEO remuneration and the terms of the CEO's service contract are prepared and decided by the Board within the framework of this Policy.
- Remuneration of any other personnel is decided either by the CHRO, CEO, CEO+CFO or the Board, depending on the situation, according to the decision-making and approval matrix approved by the Board.
- No person participates in the decision-making on their own remuneration. Members of the Board of Directors who are in an employment or service relationship with the Company shall

not participate in decision-making on their own remuneration or in the preparation thereof; instead, the independent board members shall take the decision.

- The Company publishes an annual Remuneration Report on the remuneration of the governing bodies, which is presented to the Annual General Meeting for an advisory vote.

4. Remuneration of the Board of Directors

- The General Meeting decides the annual fee of the Chair and the members of the Board and any meeting fees, as well as any fees for possible committee work. Fees may be paid wholly or partly in shares or other financial instruments of the Company if the General Meeting so decides.
- Board members are reimbursed for reasonable travel and other expenses arising from the performance of their duties in accordance with the Company's expense policy.
- Board members who are not employed by the Company do not participate in the Company's short-term or long-term incentive plans, unless otherwise decided, and no pension accrues on any Board fees.

5. Remuneration of the CEO (and a deputy CEO, if appointed)

- **Fixed base salary**: reflects the scope and responsibility of the role and the market level, reviewed by the Board regularly.
- **Benefits and pension**: customary fringe benefits; no extraordinary benefits unless separately decided by the Board; pension accrues in accordance with statutory pension legislation (TyEL); no supplementary pension arrangements unless separately decided by the Board.
- **Severance and sick pay:** if the contract is terminated by the Company, the CEO is entitled, in addition to salary for the notice period, to a severance payment corresponding to six (6) months' fixed salary; no severance is payable if the Company terminates the contract due to the CEO's material breach. During incapacity for work, the CEO is entitled to full salary for a period of up to three (3) months.
- **Possible long-term incentive**: long-term incentives are not agreed with, or promised to, the CEO and do not form part of the CEO's agreed remuneration. The Board may, exceptionally and at its sole discretion, decide on a case-by-case basis to grant a long-term incentive, for example through share-based or option plans resolved by the General Meeting or by the Board under an authorisation granted by the General Meeting; the maximum allocation per plan is defined in the plan terms. Any grant is a one-off, discretionary decision and creates no entitlement to, or expectation of, future grants.
- **Possible short-term incentive**: short-term incentives are not agreed with, or promised to, the CEO and do not form part of the CEO's agreed remuneration. The Board may, exceptionally and at its sole discretion, decide to award a bonus to the CEO. Any such award is a one-off, discretionary decision and creates no entitlement to, or expectation of, future awards.
- **Deferral, malus and clawback**: subject to the terms of any incentive plans, the Board may defer the payment of any variable remuneration, and may reduce, cancel or reclaim variable

remuneration that was awarded on the basis of information that later proves to have been materially misstated.

6. General remuneration principles

Remuneration is market-based, internally consistent and gender-neutral for equivalent roles. By default, no variable remuneration is used. However, if variable remuneration is used exceptionally to retain talented individuals for the achievement of the Company's strategic objectives, to promote the commitment of such individuals to the Company, and to align the interests of such individuals with the interests of the Company's shareholders, it is tied to measurable, pre-agreed targets and must never incentivise taking risks that are inconsistent with the Company's risk appetite, the Risk Management Policy approved by the Board, or compliance obligations. These shall also form the guiding principles when deciding on the earnings, commitment and lock-up periods applicable on any share-based incentives. Severance and notice terms follow market practice; commitments without a clear exit mechanism are avoided. Remuneration arrangements with related parties are handled in accordance with the Related Party Transactions Policy approved by the Board. If the Board of Directors decides to grant long-term and/or short-term incentives to the CEO (or the deputy CEO), the long-term incentives should constitute a larger share of the total remuneration compared to short-term incentives. Variable remuneration may in any case amount, on an annual basis, to a maximum of 100% of the CEO's (or deputy CEO's) fixed annual salary.

7. Temporary deviation

The Board may temporarily deviate from this Policy where deviation is necessary to secure the Company's long-term interests, viability or business continuity, for example in connection with a material transaction or restructuring or a material change in regulation. A deviation decision must identify the parts of the Policy deviated from and the reasons for the deviation. Any deviation is disclosed in the next Remuneration Report, and a deviation may be applied only until the next General Meeting that is able to resolve on a revised policy.

8. Validity, presentation and amendments

This Policy is presented to the General Meeting at least every fourth year and whenever material changes are made to it, and it remains in force until a revised policy has been presented to the General Meeting. If the General Meeting does not support the presented Policy, a revised policy is presented no later than at the following Annual General Meeting. Minor or technical updates that do not constitute material changes may be made by the Board without presenting the Policy to the General Meeting.