



Remuneration report 2025

Introduction

Biohit Oyj's remuneration report has been prepared according to the remuneration reporting section instructions of the Finnish Corporate Governance Code 2025.

Biohit presented the remuneration policy to the 2024 Annual General Meeting which unanimously approved it. Biohit Oyj's Remuneration Policy will be presented in the company's annual general meeting at least every fourth year and always if significant changes are proposed to it. In the 2025 financial period, the existing remuneration policy was compiled for the members of the Board of Directors and the CEO.

Biohit's management remuneration currently consists of fixed salary, bonus and share based incentives.

Biohit Oyj's Board of Directors decided in December 2021, based on the authorisation of Biohit Oyj's General Shareholders' Meeting on 9 September 2020, on a new option scheme for the Group's key personnel. In November 2022, the Board of Directors decided, based on the authorisation of the General Shareholders' Meeting on 15 June 2022, on a new option scheme, which expands the option schemes to also cover the new members of the management group. The key terms of the 2021 and 2022 option schemes are identical. The option rights granted is now 760,000 in total. The option rights enable the subscription of 760,000 class B- shares of Biohit Oyj. Option rights are issued gratuitously. The right to execute the option is conditional upon reaching the financial targets that are defined separately.

The remuneration policy is aligned with the company's strategy, and the rewards are consistent with the achieved results. Management and the employees are rewarded in a way that encourages and engages them in advancing the company's strategy as well as creating value for shareholders.

Remuneration of the Board of Directors and the CEO compared to the average remuneration and to the group's financial development

1,000 €	2025	2024	2023	2022	2021
Board, total remuneration	199	196	216	183	335
CEO, total remuneration	321	272	278	232	187
Average employee remuneration*	70	66	68	64	60
Group Net Sales	15,732	14,283	13,076	10,951	9,361
Group operative EBITDA	3,468	2,898	2,188	1,804	508
Group EBIT	2,924	2,557	1,825	1,125	-1,478

*Paid salaries and bonuses in the financial statement divided by the average number of employees.

The table below presents the development of the remuneration of the Board of Directors and the CEO compared to the development of the average remuneration of the group's employees and to the group's financial development for the previous five financial years.

Remuneration of members of the board of directors

The Annual General Meeting approves the fees of Biohit Oyj's Board of Directors. A decision was made at the Annual General Meeting on 4 June 2025 to pay a monthly fee of EUR 2,500 to the chairman and EUR 2,000 to the other members of the Board of Directors. Previously the fees were paid on meeting based.

The remuneration paid to the other members of Biohit Oyj's Board of Directors is decided by the company's Board of Directors in accordance with the company's rules on related-party transactions.

During the financial period that ended on 31 December 2025, the remuneration paid to members of the parent company's Board of Directors totalled EUR 114,000 (EUR 86,000 in 2024). Osmo Suovaniemi was paid EUR 105,000 (EUR 131,000 in 2024) for his full-time work for the company and as a member of the scientific advisory board.

Remuneration of the members of the Board of Directors

Member of the BoD	Position	BoD fees	Other remuneration	Total remuneration
Vesa Silaskivi	Chairman	28		28
Liu Feng	Member	22		22
Kalle Härkönen	Member	22		22
Lea Paloheimo	Member	22		22
Osmo Suovaniemi	Member	20	85	105
Total (€ 1,000)		114	85	199



Remuneration for the President & CEO

The President's and CEO's remuneration consist of 273,000 euros annual fixed salary, which includes a car benefit. The President & CEO is part of the bonus programme which is based on reaching the annual targets. In 2025, 47,000 euros were paid as a bonus accrual from 2024.

Remuneration for the President & CEO

1,000 €	2025	2024	2023	2022	2021
Salaries and benefits	321	272	263	232	187
Share-based payments	0	18	15	0	0
Total €1,000	321	290	278	232	187

The President and the CEO is part of 2021 option scheme.

Financial targets were reached for 2025, and the President and CEO has the right to subscribe to 20,000 of the company's B-share at a price of EUR 1.00 and 25,000 shares at a price of EUR 2.00.

No other pension arrangements, beyond those mandated by law, are made with the President & CEO. The current retirement age for the CEO follows the Finnish Employee's Pension Act.

The President & CEO's remuneration during the notice period is dependent on the length of the work period.