

**TVO GROUP'S  
REMUNERATION POLICY**

Remuneration Policy has been Approved at TVO's Board meeting December 2025.

## TVO GROUP'S REMUNERATION POLICY

### Principles of the Remuneration Policy

The objective of the Remuneration Policy is to ensure, support and encourage the achievement of TVO Group's strategic objectives. The Chief Human Resources Officer is responsible for the remuneration policy and it is approved by TVO's Board of Directors. This policy is applied throughout the TVO Group.

### Objectives of the Remuneration Policy

The objectives of this Remuneration Policy are:

- Contribute to the achievement of the objectives of the current strategy
- To reward employees for good work performance and to motivate employees to operate safely and responsibly in accordance with business goals.
- Encourages employees to invest in matters that are particularly important to the business.
- Helps to recruit and retain people who are key to the success of the business, and to commit them to successful operations and in the long term.
- To encourage and support the versatile development of personnel competence required by the strategy and to enable the necessary mobility across company, unit and business boundaries within TVO Group
- Clarifies the remuneration process
- Assists supervisors and management in remuneration discussions, decision-making and policy decisions with their subordinates and the entire staff.
- To promote fairness, transparency and equality in pay and remuneration matters.
- To ensure compliance with the regulations concerning remuneration in TVO Group.

### Guiding principles

The Remuneration Policy is applied to all personnel groups in TVO Group. TVO Group also uses personnel group-specific procedures, which are based either on the definition of collective agreements or on local agreements. The remuneration procedures for all personnel groups are as follows:

- Basic salary

- Consists of a definition of a personnel group (collective agreement or other source) that takes into account:
  - Difficulty of the task
  - Person's skills and experience
  - Performance of a person's task
- Possible performance bonus decided separately annually by the company
  - Achievement of the objectives set as the basis for payment in accordance with the criteria
- Separate remuneration
  - Annual company policies or local agreements for each personnel group
  - The payment is based on the person's excellent performance
- Personnel Fund (Mandatum TVO-HR)
  - In accordance with the rules of the fund
- Employee and fringe benefits
  - Annually in accordance with the procedures outlined by the company, up-to-date benefits
- Annual internal awards
  - E.g. Award for Nuclear Professionalism
- Intangible remuneration
  - For example, giving feedback, working time arrangements, and reconciling work and leisure time.

## Remuneration procedures

The following things must be taken into account in the remuneration:

- Remuneration must not encourage actions that are contrary to a good safety culture or responsibility
- Potential conflicts of interest related to remuneration must be identified and managed
- All measures related to remuneration must be carried out on a "one-over" basis and documented in accordance with the company's guidelines in force from time to time
- Remuneration must be consistent and transparent, while taking into account, for example, GDPR.

## **Remuneration of the Board of Directors, the Board's committees and the committees assisting the executive management**

The remuneration of the Board of Directors, the Board's committees and the executive management committees is discussed by TVO's Board of Directors' Nomination and Remuneration Committee and presented to the Annual General Meeting for decision.

## **Salaries and remuneration of the President and CEO and executive management**

The remuneration of the President and CEO and executive management is processed and decided by the Nomination and Remuneration Committee of the Board of Directors in accordance with its Code of Conduct.

## **Publication of remuneration information on the remuneration of the Board of Directors, the President and CEO and executive management**

As of the financial statements for 2022, the salaries and remuneration of the President and CEO and executive management have been presented in accordance with the IAS and GRI standards as follows:

- the employee benefits of the President and CEO and the members of the Management Team, broken down into different benefit categories, and
- salaries and remuneration per person for the President and CEO and members of the Board of Directors.