

Remuneration principles for members of the Management Board of AS Harju Elekter Group

1. These remuneration policies for the members of the Management Board of AS Harju Elekter Group have been prepared in accordance with the Estonian Securities Market Act. The aim of the remuneration policy is to ensure that the long-term objectives and interests of the company are protected and sustainable.
2. The remuneration of the members of the Management Board is determined taking into account the current practice, strategy, short- and long-term objectives, financial indicators, and the duties and responsibilities of each member of the Management Board. Remuneration needs to be competitive to retain professional and competent top managers.
3. The Supervisory Board of AS Harju Elekter Group has the right to decide on the remuneration policy for members of the Management Board and the amount of remuneration. The Supervisory Board supervises the remuneration of the members of the Management Board.
4. The Supervisory Board shall ensure, upon determining the procedure for remuneration of a member of the Management Board and the amount of remuneration and other benefits and entering into a contract with the member of the Management Board, that the total amount of payments made to the member of the Management Board is in reasonable proportion to the duties of the member of the Management Board and the economic situation of the company.
5. Basic remuneration: The amount of basic remuneration payable to a member of the Management Board and the procedure for payment thereof shall be determined by a resolution of the Supervisory Board. The basic remuneration paid to a member of the Management Board shall be reviewed by the Supervisory Board once a year.
6. Performance pay: The performance pay rate per member of the Management Board is 0.6% of the consolidated operating profit (EBIT) of AS Harju Elekter Group on the part of the operating profit of up to 9 million euros. The performance pay of a member of the Management Board is 1% on the part of consolidated operating profit that exceeds 9 million euros. The performance pay shall be paid out in a single instalment, once the results of the audited financial year are available. Payment of the performance pay shall be coordinated with the Supervisory Board.
7. Upon extraordinary removal of a member of the Management Board or upon expiry of the contract of a member of the Management Board without renewing it, the performance pay shall be paid in proportion to the time worked in the financial year and in accordance with the rate of operating profit during the specified period. The performance pay is paid out once the results of the audited financial year are available.
8. Exceptions to remuneration principles: The Supervisory Board shall have the right to make exceptions to the approved remuneration principles. Including, if significant positive

circumstances become evident, awarding an additional bonus to the members of the Management Board and, if significant negative circumstances become evident, deciding not to pay performance pay.

9. Additional benefits may be agreed upon with the member of the Management Board in his or her contract of service, such as additional paid holiday, a company car, telephone compensation, etc.
10. An overview of the remuneration and compensation paid to the members of the Management Board is provided in the remuneration report, which is submitted to the General Meeting of Shareholders for a vote as an annex to the annual report. Shareholders have the right to demand a vote at the General Meeting on whether the actual remuneration conforms to the remuneration policy.
11. The General Meeting of AS Harju Elekter Group shall vote on the remuneration policy at least once every four years. Significant changes to the remuneration policy will be put to a vote at the General Meeting. Remuneration policies shall be deemed approved if more than one-half of the votes represented at the General Meeting are in favour.
12. Shareholders of AS Harju Elekter Group may submit proposals in writing to change the remuneration policies in accordance with the procedure set out in the notice convening the General Meeting of Shareholders.
13. These remuneration policies were approved by the Supervisory Board of AS Harju Elekter Group on 26 March 2025, and will be put to a vote at the General Meeting of Shareholders.