



Information According to Article 51 of the Investment Firm Regulation on the Solvency of Investment Firms, 2025

This document presents information about Sifter Capital Oy's remuneration systems and practices for the financial year 2025, as required by Article 51 of Regulation (EU) 2019/2033 of the European Parliament and Council on the prudential requirements of investment firms (the "IFR").

Remuneration Overview for 2025

The remuneration of Sifter Capital Oy's personnel in 2025 was based on a fixed salary, determined by the nature and responsibilities of the job, the relevant work experience, skill profile, and education of the employee. Additionally, key personnel received variable bonuses linked to the company's net income.

At Sifter Capital Oy, remuneration practices are gender-neutral, ensuring that male and female employees are paid equally for the same or equivalent work.

Remuneration for Employees Affecting the Company's Risk Profile

For those employees whose activities were deemed to have a significant impact on the company's risk profile (a total of 4 individuals), a total of EUR 374,000 was paid in fixed monthly salaries during the financial year 2025. Additionally, variable bonuses totaling EUR 92,900 were paid during the financial year 2025.

Future Variable Bonuses

Regarding potential future variable bonuses, it is noted that since the value of assets on and off the balance sheet of Sifter Capital Oy averaged less than EUR 100 million over the past four years, the provisions of Sections 1, 3, or 7 of Paragraph 10 of Chapter 6b of the Investment Services Act (payment of variable remuneration in non-cash instruments, deferral of remuneration in cash, or payment of supplementary pension benefits) do not apply to variable bonuses.