

Remuneration

The remuneration policy defines the principles according to which the remuneration of the Board of Directors and the CEO of IQM Quantum Computers Plc is determined. The purpose of the policy is to support IQM's strategic goals and promote its competitiveness and long-term financial success and to give its investors a clear picture on how remuneration of the governing bodies at IQM is managed. The objective of the remuneration is to encourage and reward the management for work that is in line with IQM's strategy at a given time and for compliance with the set rules, as well as to motivate them to strive for the success of IQM and foster their long-term commitment to IQM's goals. IQM's remuneration supports achieving strategic targets and increased shareholder value.

Remuneration in accordance with the remuneration policy may consist of basic salary and employee benefits, a short-term incentive scheme and a long-term remuneration scheme. The purpose of the short-term incentive scheme is to guide the performance of an individual and the organization as well as to support rapid implementation of strategic projects. The long-term remuneration scheme is intended for committing the management of IQM and harmonizing their interests with those of shareholders. Both short-term and long-term variable remuneration is linked to IQM's financial success and the achievement of strategic goals. IQM's Board of Directors has established a Remuneration Committee, which prepares remuneration-related matters for IQM's Board of Directors. Decisions concerning the distribution of IQM's shares, options, or other special rights entitling to shares shall be made in the General Meeting or by IQM's Board of Directors pursuant to an authorization from the General Meeting.

Remuneration of the Board of Directors

Decisions concerning the remuneration of the Board of Directors are made by the General Meeting for a single term of office at a time based on a proposal of the Board. IQM's Annual General Meeting held on June 12, 2026 resolved, conditional on the listing of IQM's American Depositary Shares on The Nasdaq Stock Market LLC, that the members of the Board of Directors be paid annual remuneration as follows: EUR 180,000 to the Chair of the Board of Directors Sierk Pötting, EUR 100,000 to Hannu Martola and EUR 100,000 to Barbara Venneman. No remuneration is paid to the rest of the members of the Board.

100% of the total annual remuneration of the members of the Board of Directors will be paid in a single instalment through a share issue of IQM's treasury shares, directed to the members of the Board of Directors within five (5) business days from the listing. The valuation of the shares is based on the valuation used in the PIPE, i.e. USD 10 per share. The Board members shall retain all shares received as Board remuneration for a minimum of 12 months after the listing. In addition to the Board fees, the Board members may be compensated for traveling expenses and other costs directly incurred by the Board work as decided by the General Meeting.

Remuneration of the Management Team

The Board of Directors decides on the remuneration of the CEO on the recommendation of the Remuneration Committee as well as on the key terms and conditions of their service. In accordance with IQM's remuneration policy, the CEO's remuneration is primarily comprised of a monthly salary, employee benefits, and variable bonuses as well as possible long-term incentive schemes and commitment programs, the use of which is at the sole discretion of the Board of Directors. The objective is that a notable part of the CEO's remuneration consists of variable remuneration components (annual performance-related bonus and/or long-term incentive scheme). Both short-term and long-term variable remuneration is bound to IQM's financial success and the achievement of strategic goals. The Remuneration Committee reviews and approves the targets of the Management Team's incentive programs, based on the CEO's recommendation. The Remuneration Committee reviews the results of the performance assessment against the approved targets and approves the incentive compensation based on such assessment. The Remuneration Committee approves and oversees the total compensation recommendations of the Management Team made by the CEO. The Remuneration Committee reviews and approves compensation proposals made by the CEO in the event of termination of employment of a member of the Management Team.

The Chief Executive Officer's contract may be terminated by following the mutually applicable notice period of six (6) months. IQM shall pay salary to the Chief Executive Officer through the term of notice. If the Chief Executive Officer's contract is terminated by IQM without grounds deriving from the Chief Executive Officer and the Chief Executive Officer properly fulfils the obligations set forth in the contract, IQM shall pay the Chief Executive Officer a severance payment corresponding to the Chief Executive Officer's salary for twelve (12) months. The payment of the severance is conditional upon the parties concluding a separate termination agreement in which the CEO undertakes not to present claims against IQM or any of its group companies.