



Disclosure Policy

General Information on the Disclosure Policy

The disclosure policy sets out the operating principles and procedures under which Wetteri Plc (“Wetteri” or the “Company”) communicates with various parties in the capital markets. The disclosure policy is approved by the Company’s Board of Directors and is reviewed and updated periodically. The disclosure policy is available on the Company’s investor website at www.sijoittajat.wetteri.fi.

Objectives of Investor Communications

Wetteri’s shares are listed on Nasdaq Helsinki Ltd. In its disclosure and investor communications, Wetteri complies with applicable EU legislation, Finnish legislation, the rules and insider guidelines of Nasdaq Helsinki Ltd, regulations and guidelines issued by the Financial Supervisory Authority and other authorities, as well as Wetteri’s internal guidelines when disclosing information.

The aim of Wetteri’s investor communications is to provide the capital markets with accurate and relevant information that supports the correct pricing of the Company’s share and is published simultaneously to all market participants. Disclosed information must be accurate, consistent, reliable and timely, and may not be misleading. All information is published in Finnish and English. In the event of any discrepancies in interpretation, the Finnish language shall prevail.

A system designed for the disclosure of listed companies is used for information distribution. The main channel for up-to-date information is Wetteri Plc’s website (www.sijoittajat.wetteri.fi), where all stock exchange releases, financial statements and investor news are available equally to all investors for at least five years from their publication.

Stock exchange releases are distributed as follows:

- Nasdaq Helsinki
- Financial Supervisory Authority
- National release repository
- Financial media and news agencies
- www.sijoittajat.wetteri.fi

2. Principles of Compliance with Disclosure Obligations

The objective of the disclosure policy is to ensure that the Company’s external communications meet the requirements imposed by applicable legal and regulatory provisions. The key principles of disclosure are timeliness, simultaneity, continuity and transparency.

The Company provides regular information on its financial performance by publishing interim reports and financial statements. In accordance with the Market Abuse Regulation (MAR), Wetteri discloses inside information concerning Wetteri as soon as possible or delays its disclosure as permitted by the regulation.

Wetteri provides timely information in accordance with the relevant regulations and guidelines. Wetteri is committed to providing the financial markets with information that may affect investment decisions and/or the value of the Company’s financial instruments in an equal and timely manner. The following principles are followed in providing information to the markets:

- Information is published as soon as possible.
- Disclosure is consistent and precise, enabling recipients to assess the impact on the Company’s financial position and outlook.
- Information is made available simultaneously to all market participants as required by the rules of the stock exchange and legislation on listed company disclosure.

All stock exchange releases and investor news are published on the Company’s website and archived there in accordance with regulations for at least five years. All stock exchange releases are published in Finnish and English.

The Company may, in accordance with the Market Abuse Regulation, at its own responsibility, delay disclosure if all the following conditions are met:

- Immediate disclosure would likely prejudice the legitimate interests of the issuer,
- Delay is not likely to mislead the public, and



- The confidentiality of the information can be ensured.

Wetteri has an internal process for assessing and disclosing inside information, as well as for evaluating and monitoring the conditions and duration for delaying disclosure.

The assessment and, if necessary, the decision to establish an insider project or to delay disclosure is made by the Board of Directors or the CEO and CFO. If necessary, the Company's available legal adviser is consulted in the establishment of a project.

The CEO and CFO are responsible for continuously monitoring the conditions for delaying disclosure and for documenting and permanently storing the decision to delay and its conditions.

Upon realisation of the project, Wetteri discloses, via a stock exchange release, the information for which disclosure was delayed and notifies the Financial Supervisory Authority of the delayed disclosure.

3. Roles and Responsibilities

The CEO and CFO of Wetteri Plc are the Company's principal spokespersons, responsible for contacts with investors, shareholders and analysts. Inquiries to the Board from capital market participants are directed to the Chair of the Board. The CFO may provide statements particularly regarding the Company's financial performance. Contact details of the responsible persons are available on the Company's investor website.

The Director of Communications coordinates communication and contact with capital markets. On a case-by-case basis, other Company representatives may also participate in investor relations activities.

Decisions regarding the disclosure of inside information, issuing profit warnings, the disclosure of other information required by law or regulatory guidance, and the publication of releases other than stock exchange releases, are made by the Board of Directors together with the CEO and CFO.

4. Outlook

Wetteri may publish guidance for the market regarding the group's outlook. This may be published in the financial statements release, interim reports, or separately. Wetteri's guidance includes management's assessment of the group's financial development on an annual basis.

Guidance is provided as a verbal estimate and may also include numerical assessments. The statements and estimates presented are based on management's current view of the development of the group.

Wetteri may also provide information and assessments on the development of the group's business environment, but such information and assessments are not, in themselves, forward-looking statements regarding the group's business.

5. Profit Warnings

Wetteri issues a profit warning when the development of results or financial position is materially better or worse than previously issued guidance, or when the development of results or financial position materially deviates from what can reasonably be inferred from other information published by the Company. The materiality threshold is exceeded at least when the deviation is 10% or more.

A profit warning is a correction to the Company's previously disclosed outlook and guidance or a material deviation from other information published by the Company. A profit warning must be published without delay and its publication cannot be postponed.

6. Rumours, Market Speculation, Information Leaks and Crisis Communications

Wetteri does not comment on market rumours, media speculation, share price development, actions of competitors or customers, or analysts' forecasts. The Company also does not comment on unpublished or incomplete transactions. Only already published material is provided to analysts and investors.

Wetteri responds promptly and publicly to market rumours if they have, or are likely to have, a material impact on the value of Wetteri's financial instruments. If inside information, the disclosure of which has been delayed, is leaked before its disclosure, its confidentiality can no longer be guaranteed or the conditions for delaying disclosure are otherwise not fulfilled, Wetteri will disclose the matter without delay via a stock exchange release.

In cases where a rumour clearly relates to inside information, the disclosure of which has been delayed, and is sufficiently precise to indicate that confidentiality can no longer be ensured, Wetteri will publish a stock exchange release on the matter as soon as possible.

In crisis situations, the Company acts in accordance with its crisis communication guidelines. The Director of Communications is responsible for managing crisis communications.



7. Silent Period

Wetteri observes a 30-day silent period before publishing its results to prevent the disclosure of financial information. During this time, the Company's representatives do not give interviews or comment on the Company's business outlook, financial results, or forecasts in any way. If an event occurs during the silent period that requires immediate disclosure, Wetteri will disclose the information in accordance with disclosure regulations and may comment on the event in question.

The Company's related parties and persons receiving financial information about the Company observe a 30-day closed window before the publication of interim reports and financial statements. During the closed window, trading in Wetteri's financial instruments, whether on their own behalf or on behalf of a third party, directly or indirectly, is prohibited.

8. Financial Reporting

Wetteri's financial year is the calendar year.

Wetteri publishes interim reports and a financial statements release annually in accordance with a pre-announced schedule. Wetteri's financial statements are published annually on the Company's website at least three weeks before the Annual General Meeting. Financial statements may be disclosed internally or to external parties only after the Company has first published them via the normal stock exchange release procedure, fulfilling the requirements of law, stock exchange rules, and regulatory guidance.

All reports, reviews, financial statements and the financial reporting schedule for each year are available on Wetteri's website at www.sijoittajat.wetteri.fi for ten (10) years. The site also contains a separate report on Wetteri's Corporate Governance Statement and Remuneration Report. Other regulated information is available on the Company's website for five years.

9. Business Segments

The financial performance information published on business segments comprises revenue, EBITDA, operating profit and, where necessary, other items deemed relevant for investor information by Wetteri Plc's Board of Directors. More detailed segment reporting is published in the financial statements.

10. Notifications of Major Holdings

Wetteri publishes notifications of changes in shareholdings in accordance with the Securities Markets Act. Changes in shareholdings are published without undue delay when a holding reaches, exceeds or falls below 5, 10, 15, 20, 25, 30, 50 or 90 per cent or two-thirds of the total voting rights or number of shares in the Company.

11. Transactions of Managers

Wetteri discloses transactions carried out by persons in managerial positions and their closely associated persons when the total amount of transactions during a calendar year reaches the threshold of EUR 20,000 as stipulated by the Market Abuse Regulation.

Persons in managerial positions refer to members of Wetteri Plc's Board of Directors and the Group Management Team. Notifications relating to transactions by persons in managerial positions and their closely associated persons are published no later than three working days after the transaction.

Persons in managerial positions are instructed to time their trading in Wetteri's financial instruments at a time when comprehensive information affecting the value of such securities and figures is available to the market.

12. Stock Exchange Releases

Wetteri publishes as a stock exchange release any matters that may have a material effect on the value of the Company's financial instruments, as soon as possible to Nasdaq Helsinki, the Financial Supervisory Authority, the national release repository and key media. In addition to regular disclosure obligations, such matters include, for example:

- Significant strategic changes
- Major corporate arrangements
- Significant orders and sales and framework agreements and partnerships that deviate from Wetteri's ordinary course of business either due to their exceptionally high value or strategic importance, or are inside information
- Significant investments and financing arrangements
- Changes in the composition of the Board of Directors and Group Management Team, as well as change of auditor
- Significant business reorganisations
- Material changes in the group's market and outlook
- Other events of strategic importance to the entire group



The CEO, CFO and Director of Communications are responsible for ensuring consistent compliance with disclosure obligations.

13. Investor and Press Releases

The Company may publish as investor news or press releases business-related news that does not meet the threshold for a stock exchange release but may reasonably be published as investor or press releases due to public interest, such as:

- Smaller corporate arrangements and investments
- Contracts related to ordinary business
- Cooperation agreements with customers and partners
- Appointments to the management of business units
- Other possible information considered to be of general interest but not containing inside information

Press releases and investor news are published at Wetteri's discretion and, where applicable, with the consent of other relevant parties, such as customers and partners. Wetteri strives to publish all press releases and investor news in a timely and consistent manner. Releases are mainly published in Finnish and, where necessary, in English and/or other languages relevant to the subject.

14. Investor and Analyst Meetings

Wetteri organises information sessions for analysts and investors in connection with the publication of the financial statements release, half-year report and interim reports.

Investors are also met at analyst and investor meetings and during analyst and investor visits to the Company.

Discussions at meetings are based on previously published or generally available market information. The purpose of the discussions is to provide background information on Wetteri and its operating environment.

15. Management of Inside Information

Wetteri applies the requirements of the Market Abuse Regulation for the management of inside information and insiders, as well as the insider guidelines of Nasdaq Helsinki Ltd. Members of Wetteri's Board of Directors and Group Management Team may not trade in Wetteri's financial instruments during the 30 days prior to the publication of financial statement releases and interim reports.

The company's insider officer draws up an insider list for projects containing inside information and provides written notification of insider status as well as instructions on the obligations of insiders. The company organises training on insider matters for new insiders.

The policy is approved by the Board of Directors of Wetteri Plc. Policy updated: 24/10/2025