



Proposals of the Shareholders' Nomination Board to the Annual General Meeting 2026 of Kamux Corporation

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Resolution on the remuneration of the members of the Board of Directors

The Shareholders' Nomination Board proposes to the Annual General Meeting that the annual compensation for both the Board of Directors and committee members remain unchanged. The proposed annual remuneration is as follows:

- Chair of the Board of Directors EUR 70,000
- Member of the Board of Directors EUR 32,000
- Chair of the Audit Committee EUR 7,000
- Member of the Audit Committee EUR 3,500
- Chair of the Personnel and Remuneration Committee EUR 7,000
- Member of the Personnel and Remuneration Committee EUR 3,500

The Shareholders' Nomination Board also proposes that a Board member be paid a fee of EUR 500 for each Board or committee meeting to which the member travels outside his or her country of residence.

The Shareholders' Nomination Board proposes to the Annual General Meeting that 40 percent of the annual fee of the Chair and the members of the Board of Directors be paid in Kamux's shares, either purchased at a prevailing market price from the market or alternatively by using own shares held by the company. The transfer of treasury shares or acquisition of shares directly for the members of the Board of Directors will be executed within one (1) month from the publication of the Interim Report for the period January 1, 2026 – March 31, 2026. The rest of the annual fee would be paid in cash, which is used to cover taxes arising from the fees. The company pays the transaction costs and transfer taxes related to the purchase and transfer of shares.

Committee fees are to be disbursed in cash. Should the Board of Directors choose to establish additional committees, the annual compensation for both the Chair and members of the new committee will match that of existing committees. Meeting fees are also paid in cash. Travel costs will be reimbursed according to the company's travel policy.

Resolution on the number of the members of the Board of Directors

The Shareholders' Nomination Board proposes to the Annual General Meeting that six (6) members be elected to the Board of Directors.

Election of the members, the Chair, and the Vice Chair of the Board of Directors

The Shareholders' Nomination Board proposes to the Annual General Meeting that of the current members of the Board of Directors Aaron Heidari, Terho Kalliokoski, Maren Kroll, Kati Riikonen, and Jaana Viertola-Truini be re-elected as members of the Board of Directors and Teemu Kangas-Kärki be elected as a new member of the Board of Directors. Additionally, the Shareholders' Nomination Board proposes to the Annual General Meeting that Terho Kalliokoski be re-elected as Chair of the Board of Directors and Teemu Kangas-Kärki be elected as Vice Chair of the Board of Directors.

Teemu Kangas-Kärki (born 1966, Finnish citizen), M.Sc. (Econ.), currently serves as a board professional. Kangas-Kärki served as CFO of Nokian Tyres plc from 2018 to 2023 and before that, he worked for Fiskars Corporation from 2008 to 2018, serving as CFO, COO, Deputy CEO and Business Area Director. He currently serves as a member of the Board of Directors and Chair of the Audit Committee of Lassila & Tikanoja Plc and as Vice Chair of

the Board of Directors and Chair of the Audit and Remuneration Committees of Marimekko Corporation. He does not own any shares in Kamux.

All the above mentioned nominees have consented to election. Based on evaluations by themselves and the Shareholders' Nomination Board, Aaron Heidari is dependent on the company's significant shareholder, while the other nominees are independent of both the company and its significant shareholders.

Harri Sivula, member of Kamux's Board of Directors since 2017, has notified that he will not be standing for re-election for the upcoming term. Kamux and the Shareholders' Nomination Board wish to thank Harri Sivula for his valuable work for the company.

The Shareholders' Nomination Board proposes that shareholders take a position on the proposal for the election of the members of the Board of Directors as a whole at the General Meeting. The Nomination Board has assessed the proposed composition from the perspective of the Board's Diversity Policy and the requirements of the Corporate Governance Code, both as a whole and with regard to the individual candidates. The Nomination Board considers that, in addition to the complementary expertise and experience of the individual members of the Board of Directors, the proposed Board of Directors, as a whole, meets the requirements of both the Corporate Governance Code and the Board's Diversity Policy.

The term of office of a board member expires at the end of the Annual General Meeting following his/her election.

The relevant information on all the proposed nominees to the Board of Directors is presented on the company's website at <https://www.kamux.com/en/governance/annual-general-meeting/agm-2026>.