

Proposal of the Shareholders' Nomination Board for The remuneration of members of the Board of Directors

The Shareholders' Nomination Board proposes to the Annual General Meeting fixed annual remuneration to the Board members as follows:

- Chair of the Board: EUR 168,000 (EUR 160,000 in 2025)
- Vice Chair of the Board: EUR 100,000 (EUR 95,000 in 2025)
- Members of the Board: EUR 84,000 (EUR 80,000 in 2025)

An additional fixed remuneration is proposed to be paid to the Board members that are elected as members of committees as follows:

- Chair of the Audit and Risk Management Committee: EUR 21,000 (EUR 20,000 in 2025)
- Members of the Audit and Risk Management Committee: EUR 10,500 (EUR 10,000 in 2025)
- Chair of the Personnel and Remuneration Committee: EUR 16,000 (EUR 15,000 in 2025)
- Members of the Personnel and Remuneration Committee: EUR 10,500 (EUR 10,000 in 2025)
- Chair of any other committee possibly constituted by the Board in accordance with a separate decision by the Board: EUR 16,000 (EUR 15,000 in 2025)
- Members of any other committee possibly constituted by the Board: EUR 5,500 (EUR 5,000 in 2025)

In addition to the fixed annual fee, a meeting fee of EUR 1,000 would be paid to the Board member participating in a Board or Committee meeting when the meeting takes place in the member's country of residence. For meetings held in a different country than where the Board member is domiciled, the meeting fee would be EUR 2,000 and for meetings held on a different continent than where the Board member is domiciled, the meeting fee would be EUR 3,000. For remote and telephone meetings or when attending a regular meeting remotely, the meeting fee would be EUR 1,000.

Approximately 40% of the fixed yearly remuneration would be paid in Kalmar's class B shares and the rest in cash. The aim is that the purchase of the shares from the market at a price formed in public trading would be commenced after the Q1 2026 interim result publication. Kalmar would cover the transfer taxes related to the remuneration paid in shares.

The expenses of Board members related to travel and accommodation as well as other costs directly related to board and committee work would be reimbursed in accordance with Kalmar's policies.

KALMAR CORPORATION
Shareholders' Nomination Board