

Reka Industrial Plc Annual General Meeting 23 April 2024

Shareholders proposal on the number and composition and remuneration of the members of the Board of Directors

According to articles of association the Board of Directors consists of minimum of three members and maximum of seven members. Current number of members is six. Shareholders representing over 50 percent of the votes propose to the Annual General Meeting that the number of the members of the Board of Directors be confirmed at four (4) and that no deputy members be elected.

Shareholders representing over 50 percent of the votes propose to the Annual General Meeting that to the Board of Directors to be re-elected Päivi Marttila, Eeva Raita, Markku E. Rentto and Leena Saarinen. The above-mentioned shareholders propose that Leena Saarinen be elected as Chairperson and Päivi Marttila as Vice Chairperson.

The shareholders representing over 50 per cent of the votes, propose that the annual remuneration of the Board members and committee members (12 months):

- EUR 25,000 for Board members and EUR 50,000 for the chairperson of the Board and that the members of the Board be compensated for their travel expenses.
- Voluntary pension insurance contributions are paid for the remuneration of the Board members.
- The annual remuneration of committee members EUR 2,500.
- No separate meeting fees to be paid.