



CHARTER FOF THE REMUNERATION COMMITTEE

Rapala VMC Corporation



1. General

The tasks and responsibilities of the Remuneration Committee are defined in the Rapala VMC Corporation's Corporate Governance principles and in this Charter, which is approved by the Board of Directors on 11 March 2026.

2. Composition of Remuneration Committee

The Remuneration Committee consists at least of two members elected by the Board of Directors among its members.

The committee members will elect a chairman among the committee members.

3. Duties of Remuneration Committee

The Remuneration Committee reviews and monitors the competitiveness of the remuneration and incentive systems and schemes within the group.

The Remuneration Committee prepares and makes proposals to the Board of Directors for the compensation of the CEO. The Board approves the compensation of the CEO.

The Remuneration Committee prepares and makes proposals to the Board of Directors also regarding the compensation of the members of the Executive Committee.

The Remuneration Committee prepares and makes proposal to the Board of Directors also regarding the group's annual and long-term management incentives, such as bonuses and other incentives.

4. Meetings of Remuneration Committee and reporting to the Board

The Remuneration Committee meets regularly and at least once a year.

Regular participants in the Remuneration Committee's meetings are the CEO (save when matters relating to him are on the agenda) and the group's Chief Financial Officer acting as secretary to the Committee.

The Chairman of the Remuneration Committee, the CEO and the group's Chief Financial Officer as secretary to the Committee prepare the matters on the agenda of the Remuneration Committee.

The Chairman presents a report on each Remuneration Committee meeting to the Board of Directors.

Current members of the Remuneration Committee are listed on the Rapala VMC Corporation's websites.