

Proposed new members of the Board of Directors

ANNA MIETTINEN

- b. 1981
- Chairperson (2021), Board Member & owner, Ensto Invest, Helsinki, Finland 2018-
- Independent of the company and of the significant shareholders.
- Education:
 - MSc (Tech.) & B.A.
- Primary work experience and positions of trust:
 - Chairperson of the Board, Sewatek Oy, 2012-
 - CEO & owner, Inasis, 2018-
 - Chairperson of the Board, Kamupak Oy, 2018-2021
 - Member of the Board, Ensto Oy, 2017-2022.
 - Member of Board, Efla Oy, 2013-2019
 - Member of Board, Firecon Oy, 2010-2015
 - The Finnish Hospital Clowns Association, Member of the Board 2021
 - Finnish National Theater Foundation, Finland, Member of the Board 2018-

CARL HAGLUND

- b. 1979
- CEO, Veritas Pension Insurance Company, 2022-
- Independent of the company and of the significant shareholders.
- Education:
 - MSc (Economics)
- Positions of trust (current)
 - Chair, Nordic Rescue Group Oy,
 - Chair, EVA & ETLA
 - Vice Chair, Finnish-Swedish Chamber of Commerce
 - Chair, Helsinki Bourse Club
 - Member of the Board, Tela, Finnish Pension Alliance
 - Member of the Board, Suomen Yrittäjäturva
 - Primary work experience
 - Managing Director, Global Client Account & Lead & Member of the Global Leadership Council, Accenture, 2018-2021
 - Vice President Europe and Strategy & CEO, Sunshine Kaidi (Finland) 2016-2018
 - Member of the Parliament of Finland, 2015-2016
 - Chairman, Committee for the Future, Parliament of Finland 2015-2016,
 - Co-chair Nordic Council, Parliament of Finland 2015-2016
 - Minister of Defence, Government of Finland, 2012-2015
 - Economic committee, European Parliament Member, 2009-2012

Members to be re-elected to the Board of Directors

NAME	POSITION	YEAR OF BIRTH	EDUCATION	MAIN OCCUPATION	BOARD MEMBER SINCE/UNTIL	SHAREHOLDING ON 31 DECEMBER 2022
Jaakko Eskola	Chair of the Board of Directors	1958	MSc (Tech.)	Senior Advisor to the Board, Wärtsilä Corporation	Since 16 April 2021	7,405
Sirpa-Helena Sormunen	Vice Chair of the Board	1959	LLM (trained on the bench)	General Counsel, Uniper SE	Since 19 March 2021	14,110
Petri Suokas	Member	1973	Vocational qualification in construction	Entrepreneur	Since 6 April 2020	12,210 ¹⁾
Sari Helander	Member	1967	MSc (Econ.)	CFO and Head of Group Functions, Ramirent Group	Since 27 July 2020	854

1) 12,210 shares directly, and 2,176,072 shares indirectly through MBÅ Invest Oy, an entity in which he exercises influence, and 240,860 shares indirectly through Siementila Suokas Oy, an entity in which he exercises control.