

Proposed new members of the Board of Directors

ANDERS DAHLBLOM

- b. 1974
- COO at Virala Oy Ab from 16 February 2024
- Independent of the company but not independent of significant shareholders
- Education:
 - M.Sc.(Econ.), CEFA
- Primary work experience and positions of trust:
 - Glaston Oyj, President and CEO, 2021 – 2023
 - Owens Corning, European Insulation, Vice President and Managing Director, 2019 – 2020
 - Paroc Group Oy, Vice President and Managing Director 2018 – 2019; CFO 2006 – 2018; Group Controller 2004 – 2006; Business Controller 2002 – 2004
 - PwC Corporate Finance Oy, Associate 2000 – 2002
 - Conficap Oy, Member of the Board 2022–
 - Are Oy, Member of the Board 2022–



Proposed new members of the Board of Directors

VILLE VUORI

- b. 1973
- Board professional
- Independent of the company and of its significant shareholders
- Education:
 - B.Sc. in Engineering, eMBA
- Primary work experience and positions of trust:
 - Kemppi Oy, CEO, 10/2017 – 10/2023
 - Incap Oyj, President & CEO, 06/2014 - 10/2017
 - Kumera Drives Oy, Managing Director, 07/2013 - 06/2014
 - Incap Oyj, Member of the Board since Q1/2018, Chairman of the Board from 2019 - Current
 - Kempower Oy, Member of the Board, Q1/2018 - Q1/2021
 - Sofi Filtration Oy, Chairman of the Board, Q2/2015 - Q2/2018



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 2023
Jaakko Eskola	Chair of the Board of Directors	1958	MSc (Tech.)	Board Professional	Since 16 April 2021	7 405
Sirpa-Helena Sormunen	Vice Chair of the Board	1959	LLM (trained on the bench)	Board Professional	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
Anna Miettinen	Member	1981	MSc (Tech.), BSc (Culture and Arts)	Chair of the Board, Ensto Invest Oy	Since 4 April 2023	1 200
Carl Haglund	Member	1979	MSc (Econ.)	CEO, Veritas	Since 4 April 2023	-

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.