

The proposal for the composition of the Board of Directors: the CV's of the proposed members

Members of the Board of Directors proposed by the Shareholders' Nomination Board to the AGM. The Shareholders' Nomination Board has assessed that all proposed members of the Board of Directors are independent from the company and its significant shareholders.

Harri Sivula

(b. 1962), M.Sc. (Admin.), Finnish national

Member of the Board of Directors of Kamux Corporation 2017–

Key work experience:

- Principal occupation: Board Professional
- CEO of Tokmanni Group 2017-2018
- CEO of GS1 Finland Oy 2015–2017
- CEO of Restel Oy 2011–2014; Executive Vice President of Restel Oy 2010
- CEO of Onninen Oy 2006–2010
- Various management positions at Kesko Corporation 1987–2006

Positions of trust:

Chairperson of the Board of Indoor Group Oy 2020–, Member of the Board of TylöHelo AB 2017–2018, Chairperson of the Board of MyOpt Consulting Oy 2017–2018, Member of the Board of GS1 Finland Oy 2016–2017, Member of the Board of Makua Foods Oy 2016–2021, Member of the Board of Dieta Group Oy 2016–, Member of the Board of Leipurin Plc 2010–2013 and 2014–, Member of the Board of Tokmanni Group Plc 2012– and Chairperson of the Board of Tokmanni Group Plc 2012–2018, Member of the Board of Atria Plc 2009–2021.

Tuomo Vähäpassi

(b. 1969), Master of Laws/LL.M., Finnish national

Member of the Board of Directors of Kamux Corporation 2020–

Key work experience:

- Principal occupation: CEO of Lifeline SPAC I Oy 2021–
- Management Group Member of Skandinaviska Enskilda Banken, Helsinki branch 2011-2019
- Managing Director, Head of Corporate Finance of SEB Corporate Finance 2011-2019
- Partner/Director of SEB Enskilda Corporate Finance Oy, 2008-2010
- Associate, Senior Associate, Partner, Co-Head of M&A and Head of Private Equity of Hannes Snellman (1998-2007)

Positions of trust:

Member of the Board of Finncont Oy/Finncont Group Oy 2005-2007 and Chairperson of the Board of Directors 2007-2012, Member of the Board of Hannes Snellman 2004- 2007, Member of the Board of Oy G.W.Sohlberg Ab 2005-2008 and Chairperson of the Board of Directors 2008-2019 and Vice Chairperson of the Board of Directors of Oy G.W.Sohlberg Ab 2019–, Member of the Board of Directors of Päivikki ja Sakari Sohlberg's foundation 2008-2015

Reija Laaksonen

(b. 1973), M.Sc. (Econ.), Finnish national

Member of the Board of Directors of Kamux Corporation 2017–

Key work experience:

- Principal occupation: Head of Global Marketing of Nokian Tyres plc 2020–
- Director, Head of Branding and Digital Marketing of Fazer Group 2018–2019
- Head of Digital at Fazer Confectionery 2015–2018
- Head of Marketing at Fazer Confectionery 2014–2015
- Vice President of Brand management, Marketing and Media at Fazer 2013–2014
- Director of Media Design at Fazer 2012–2013
- Media Director at Unilever Nordic in Stockholm 2009–2012
- Various positions at Unilever Nordic and Unilever Finland Oy 2000–2009

Positions of trust:

Member of the Board of Media Audit Finland Oy 2013–2015, Member of Advertisers association 2009–2019 and Chairman of the sourcing committee of Advertisers association 2017–2019, Vice Chairperson, Member of the Board of Directors of Marketing Executives Group 2018–2019, Member of the Board of Directors of Stella Kotipalvelut Oy 2018–2020

Antti Mäkelä

(b. 1976) student of technology, student of economics–, Finnish national

Member of the Board of Directors of Kamux Corporation 2020–

Key work experience:

- Principal occupation: Founder and Chairperson of the Board of Directors of Reaktor Group 2000–, Director and Chairperson of the Board of Directors of Reaktor Ventures Oy 2013–

Positions of trust:

Chairperson and Member of the Board of Directors of Finitec Oy 2014–, Member of the Board of Directors of Adventure Club Helsinki Oy 2015–, Member of the Board of Directors of Wunderdog Oy 2014–, Member of the Board of Directors of Codemate Oy 2017–, Member of the Board of Directors of Fourkind Global Oy 2019–, Member of the Board of Directors of Timma Oy 2019–

Tapio Pajuharju

(b. 1963, MSc. Econ, Finnish national)

Member of the Board of Directors of Kamux Corporation 2020–

Key work experience:

- Principal occupation: CEO and member of the Management Team of Harvia Plc 2016–
- CEO of Hartwall Ab Oy 2014–2016
- CEO of Lumene Oy 2004–2014
- Management positions at Huhtamäki Group 1988–2004

Positions of trust: Member of the Board of Directors of Varamiespalvelu Group Oy 2010–, Chairman of the Board of Directors of Eezy Oyj. (formerly VMP Oyj) 2019–, Member of the Board of Directors of Forshire Midco Oy and Forshire Bidco Oy 2017–, Member of the Board of Directors of Harvia 2014–2016, Member of the Board of Directors of Walki Group Oy 2016–2018, Member

of the Board of Directors of Halti Oy 2012–2014 and Member of the Board of Directors of Jääkiekon SM-liiga Oy 2013–2017.

Jaana Viertola-Truini

(b. 1972, MSc. Econ, Finnish national)

Key work experience:

- Principal occupation: CFO of the Swedish Mathem AB 2020–
- Rusta AB's CFO 2016–2020
- CFO of Bringwell AB and Managing Director of Bringwell Finland 2013–2016
- Several financial management positions in companies within the Mondelez Group 1997–2013

Positions of trust: Member of the Board of Broman Group 2020–

Terho Kalliokoski

(b. 1961, MSc. Econ, Finnish national)

Key work experience:

- Principal occupation: Board Professional
- Member of management board of Kesko Plc 2005–2017
- Executive vice president, Kesko Oyj, Building and technical trade 2016–2017
- President, Kesko Oyj, Building and specialty goods trade 2015-2016
- CEO of Rautakesko 2013–2014
- CEO of Ruokakesko 2005–2013
- Several managerial as well sales and financial administration positions within Kesko group 1985–2017

Positions of trust: Member of the Board of Lumon Invest Oy 2018–, Chairman of the Board of Directors of Jetta-Talo Oy 2018–, Member of the Board of Katri-Antell Oy 2019, Chairman of the Board of Directors of Katri-Antell Oy 2020–, Member of the Board of European DIY Retail Association EDRA 2016–2017, Chairman of the Board of Directors of Jetta Päivittäistavara kauppa ry 2013, Member of the Board of Päivittäistavara kauppa ry 2010–2012, Vice Chairman of the Board of Directors of Päivittäistavara kauppa ry 2006–2009, Member of the Board of Mainostajien Liitto 2005–2014