

Jaakko Eskola

Born 1958, Master of Science (Technology)

Chair of the Board of Directors

Noctucon Oy, CEO (2020-)

Wärtsilä Corporation, Senior Advisor to the Board of Directors and Executive Team (2021), President and CEO (2015–2021), Senior Executive Vice President and Deputy to the CEO (2013– 2015), President, Marine Solutions (2006–2015), Vice President, Power Plants Sales & Marketing (2005–2006)

Wärtsilä Development & Financial Services Oy, President (1998–2005)

Memberships in other Boards of Directors and positions of trust

Cargotec Corporation, Chair of the Board of Directors (2022-; term to expire subject to the execution of the Demerger), Chair of the Demerger Committee (2023–), Member of the Board of Directors (2021–2022), Oy HIFK-Hockey Ab, Chair of the Board of Directors (2023–), Valmet Corporation, Vice Chair of the Board of Directors (2022-), Technology Industries of Finland, Chair of the Board of Directors (2022–), Confederation of Finnish Industries (EK), Member of the Board of Directors (2022-), P2X Solutions Ltd, Member of the Board of Directors (2022–), Varma Mutual Pension Insurance Company, Chair of the Board of Directors (2022-), Deputy Chair of the Board of Directors (2021), Oy Pörssitalo-Börshuset Ab, Member of the Board of Directors (2022-), Deputy Member of the Board of Directors (2018–2022), Enersense International Plc, Chair of the Board of Directors (2021–), Noctucon Oy, Member of the Board of Directors (2020-), Finnish Foundation for Share Promotion (Pörssisäätiö), Member of the Board of Directors (2017-), Suominen Corporation, Chair of the Board of Directors (2021-2024), Neles Corporation, Chair of the Board of Directors (2021–2022), Virala Acquisition Company Plc, Member of the Board of Directors (2021), Ahlstrom Corporation, Chair of the Board of Directors (2020–2021), Member of the Board of Directors (2019–2020), Suomen Messut Oyj, Member of the Supervisory Board (2019–2021), Wärtsilä Technology Oy Ab, Chair of the Board of Directors (2015–2021)



Lars Engström

Born 1963, Master of Science (Engineering)

Member of the Board of Directors

Sandklippan 25 AB, CEO (2016–2019)

Sandklippan 26 AB, CEO (2016–2019)

Sandvik AB (publ), President, Business Area Mining and Rock Technology (2015–2019)

BE Group AB (publ), Interim President & CEO (2014–2015)

Munters Group AB, President & CEO (2006–2014)

Atlas Copco AB (publ), senior management and finance positions (1994–2006)

Seco Tools AB, senior management and finance positions (1988–1994)

Memberships in other Boards of Directors and positions of trust

Normet Group Ltd., Member of the Board of Directors (2023-), Bostadsrättsföreningen Timmerbyn Village 1, Member of the Board of Directors (2023-), Alcadon Group AB, Member of the Board of Directors (2020-), Samhall AB, Member of the Board of Directors (2019–2024), Boart Longyear Group Ltd, Member of the Board of Directors (2021–2024), Hans, A Resources Sweden AB, Member of the Board of Directors (2021–2022), Botnia Exploration AB, Chair of the Board of Directors (2021-2022), Botnia Tungsten AB, Member of the Board of Directors (2021-2022), Botnia Prospektering (REE) AB, Member of the Board of Directors (2021–2022), Botnia Exploration Holding AB (publ), Chair of the Board of Directors (2019-2022), Örebro Elithockev AB. Chair of the Board of Directors (2019-2022), Örebro Hockey Holding AB, Chair of the Board of Directors (2019–2022), Sandklippan 25 AB, Member of the Board of Directors (2016–2019), Sandklippan 26 AB, Member of the Board of Directors (2016 - 2019)



Marcus Hedblom

Born 1970, Master of Science (Engineering)

Member of the Board of Directors

Ovako AB, President & CEO (2015–), CFO (2011–2015)

Ovako Group AB, CEO (2020-)

Ovako Midco AB, CEO (2015–2023)

SAS AB, Deputy CFO (2009-2011)

Spanair S.A., CEO (2007–2009), CFO (2007)

SAS Sverige AB, CFO (2002–2007)

Memberships in other Boards of Directors and positions of trust

Lindab International AB, Member of the Board of Directors (2020–), Ovako AB, Member of the Board of Directors (2015–), Chair of the Board of Directors (2014–2015), Member of the Board of Directors (2012–2014), Ovako Metals Oy Ab, Member of the Board of Directors (2023–), Ovako Finland Oy Ab, Chair of the Board of Directors (2021–), Ovako Imatra Oy Ab, Chair of the Board of Directors (2021–), Jernkontoret (Swedish iron and steel producers' association), Member of the Board of Directors (2016–), Ovako Sweden AB, Chair of the Board of Directors (2015–), Ovako Bar Aktiebolag, Chair of the Board of Directors (2015–), Ovako Midco AB, Chair of the Board of Directors (2020–2023)



Teresa Kemppi-Vasama

Born 1970, Master of Social Sciences (Social Psychology), MBA

Member of the Board of Directors

Kemppi-Yhtiöt Oy, CEO (2020–2023)

Lomapilke Oy, CEO (2011–2018) Kemppi Oy, CEO (2017), Manager, Business Development & Market Intelligence (2009–2014)

Finnish Red Cross, various positions (1997–2009)

Accenture, Consultant (1996–1997)

Memberships in other Boards of Directors and positions of trust

Cargotec Corporation, Member of the Board of Directors (2017-; term to expire subject to the execution of the Demerger), Member of the Demerger Committee (2023–), Technology Industries of Finland, Vice Member of the Board of Directors (2024-), AV Sporthorses B.V., Shareholder and Member of the Board of Directors (2023–), Montia Oy, Chair of the Board of Directors (2022-), Bellator Oy, Chair of the Board of Directors (2022–), LUT University, Chair of the Board of Directors (2022-), Vice Chair of the Board of Directors (2018-2022), Lahti Industrial Association, Chair of the Board of Directors (2022-), Vice Chair of the Board of Directors (2016-2022), Member of the Board of Directors (2014-2016), Kiinteistö Oy Eagle Lahti, Member of the Board of Directors (2021–), Viipurin Taloudellinen Korkeakouluseura ry, Vice Chair the Board of Directors (2022-), Member of the Board of Directors (2020–2022), Kempower Corporation, Member of the Board of Directors (2017-), Vice Chair of the Board of Directors (2020-2022), Kemppi Oy, Chair of the Board of Directors (2014–), Kemppi Group Oy, Member of the Board of Directors (2011–), Okeroisten Toimitilat Oy, Chair of the Board of Directors (2020-), Kemppi-Yhtiöt Oy, Vice Chair of the Board of Directors (2020-2023), Chair of the Board of Directors (2011–2020), Ferax Oy, Member of the Board of Directors (2009– 2023), Auro Invest Oy, Chair of the Board of Directors (2007-2022), Kempinnotkon Asunnot Oy, Member of the Board of Directors (2018-2022), Kempinpuiston Asunnot Oy, Member of the Board of Directors (2018–2022), Herralan Tontit Oy, Member of the Board of Directors (2018–2022), Kiinteistö Oy Kempinnotko, Member of the Board of Directors (2010–2022), Kiinteistö Oy Kempinpuisto, Member of the Board of Directors (2010–2022). Okeroisten Tvötervevsosuuskunta. Deputy Member of the Board of Directors (2020-2021), Kempinrinteen Asunnot Oy, Member of the Board of Directors (2018–2020), Asunto Oy Lahden Kempinrinne, Member of the Board of Directors (2010-2020), Kiinteistö Oy Uusikartano, Member of the Board of Directors (2018–2019), Avainlippu Oy, Member of the Board of Directors (2017– 2019), Okeroinen Properties Oy, Member of the Board of Directors (2009–2019), Association for Finnish Work, Chair of the Executive Committee (2015-2018)



Vesa Laisi

Born 1957, Master of Science (Technology, Economics)

Member of the Board of Directors

Danfoss A/S, President, Danfoss Drives (2015–2022) Vacon Ltd, CEO (2015–2022) Vacon Plc, CEO (2002–2015)

Memberships in other Boards of Directors and positions of trust

Kempower Corporation, Chair of the Board of Directors (2024–), Member of the Board of Directors (2021–2024), Axopar Boats Ltd, Chair of the Board of Directors (2023–), Axopar Holdings Ltd, Chair of the Board of Directors (2023–), Wirepas Ltd, Advisor to the Board of Directors (2017–), Vacon Ltd, Member of the Board of Directors (2017–2022)



Sari Pohjonen

Born 1966, Master of Science (Economics and Business Administration)

Member of the Board of Directors

Oriola Corporation, CFO (2021–2022)¹

Fiskars Corporation, CFO (2017– 2021), Deputy CEO (2018–2021), Interim CEO (2020), President, SBU Functional (2019–2020), CFO, Fiskars Living (2016–2017) Vice President, Finance, EMEA Sales Region (2012–2013), CFO, Fiskars Home/littala (2008–2012)²

Reima Group Oy, CFO (2013– 2016), Deputy CEO (2015–2016)

SanomaWSOY Corporation, several managerial positions (2001–2008)

Memberships in other Boards of Directors and positions of trust

Lindex Group plc, Chair of the Board of Directors (2023-), Member of the Board of Directors (2022-2023), AB Lindex, Chair of the Board of Directors (2023–), Aktia Bank plc, Member of the Board of Directors (2022–), Chair of the Audit Committee (2023–), Anemot Oy, Deputy Member of the Board of Directors (2022–), Oilon Group Oy, Member of the Board of Directors (2021-), Jane and Aatos Erkko Foundation, Member of the Board of Directors (2021-), VR-Group Plc, Vice Chair of the Board of Directors (2022-), Chair of the Audit Committee (2020-), Member of the Board of Directors (2019-), Spinnova Plc, Member of the Board of Directors (2022–2023), Chair of Audit Committee (2022– 2023), Oriola Finland Oy, Member of the Board of Directors (2022), Farenta Oy, Member of the Board of Directors (2022), Ab Åbo Båtvarf -Turun Veneveistämö Oy, Member of the Board of Directors (2018–2021), Fiskars Online Oy Ab, Member of the Board of Directors (2019–2021), Fiskars Finland Oy Ab, Member of the Board of Directors (2018–2021), Fiskars Europe Holding Oy Ab, Member of the Board of Directors (2017–2021), Fiskars Americas Holding Oy Ab, Member of the Board of Directors (2017-2021)

¹⁾ During her time as the CFO of Oriola Corporation, Sari Pohjonen also acted as a Member of the Board of Directors in several foreign group companies of Oriola Corporation (until 2022).

²⁾During her time as the CFO of Fiskars Corporation, Sari Pohjonen also acted in several different positions of trust in numerous foreign subsidiaries of Fiskars Corporation.



Emilia Torttila-Miettinen

Born 1979, Master of Science (Technology)

Member of the Board of Directors

Valmet Corporation, President, Automation Systems business line (2022–), Vice President, Operations, Automation Systems business line (2020–2022), Director, Services, North-East Europe, Automation business line (2018–2020), Manager, Services, North-East Europe, Automation business line (2014–2018)

Valmet Automation Inc., CEO (2022–)

Metso Corporation, Manager, Customer Service Nordic (2014– 2015), Product Manager, Paper Process Optimization, Metso Automation (2013–2014)

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Hissi ja Kuormaustila M & M Oy, Deputy Member of the Board of Directors (2003–)