

Eeva Karoliina Ahdekivi

b. 1966, M.Sc (Econ), DBA (Doctor of Business Administration)
Finnish citizen

Main occupation:

2015 - Hartwall Capital Ltd, Managing Director

Relevant work history:

2009-2015 Solidium Ltd, Investment Director

2007-2009 State of Finland, Prime minister's office, Ownership steering, Senior counselor

2004-2006 Pohjola Asset Management Ltd, Director

1997-2002 Conventum Capital Markets Ltd, later Conventum Plc, Partner

Key positions of trust:

2009- Tikkurila Plc, member of the Board of Directors,
Chair of the Audit Committee 2010-2017, member 2017-

2014- John Nurminen Foundation (non-profit), member of the Board of Directors
Chair of the endowment management working group

Past key positions of trust:

2008-2009 Patria Ltd, member of the Board
Member of the remuneration and audit committees

Lasse Heinonen

b. 1968, a MSc. (Econ.)
Finnish citizen

Main occupation:

2011 - Tieto Plc, Executive Vice President, CFO

Relevant work history:

2015-2016 Tieto Plc, Head of Telecom, Media and Energy

2004-2011 Leadership roles in Finnair as EVP Cargo & Aviation Services, Deputy CEO and CFO

1992-2004 Various leadership roles in Novartis Pharma and Sandoz in Finland, Turkey and
Switzerland in Finance and Supply chain management

Key positions of trust:

2017- Are Ltd, member of the board

Past key positions of trust:

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Katri Viippola

b. 1976, Executive MBA, Master of Arts
Finnish citizen

Main occupation:

2016 - Varma Mutual Pension Insurance Company, SVP, HR, Communications and Corporate Social Responsibility

Relevant work history:

2013-2015 Keva, HR and Administrative Director, HR Director

2008-2013 Yle (Finnish Broadcasting Company), Head of Personnel Development, HR Manager, HR Consultant

2002-2008 Yle, Yle News and Aamu-tv morning show, Journalist and News Anchor

Key positions of trust:

Board Member, Economic Information Office TAT

Past key positions of trust:

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Tomas von Rettig

b. 1980, BBA (Bachelor of Business Administration), CEFA (Certified European Financial Analyst)
Finnish citizen

Main occupation:

2016 - Rettig Group Ltd, President & CEO

2015 - Rettig Capital Ltd, Deputy CEO

Relevant work history:

2013-2015 Rettig Group Ltd, Vice President Corporate Finance and Development

2011-2012 Rettig Group Ltd, Vice President Business Development

2011-2011 Rettig Asset Management Oy Ab, Senior Portfolio Manager

2008-2010 Rettig Asset Management Oy Ab, Portfolio Manager

2006-2008 Skandinaviska Enskilda Banken Ab (publ), Middle Office

Key positions of trust:

Several Board member and chairman positions in Rettig Group companies and a chairman of the board of directors in Roof Productions Oy

Past key positions of trust:

Finlayson Ltd, member of the board of directors

Board member and chairman positions in Rettig Group companies

