

JUKKA MOISIO, Chair

Born 1961

Finnish citizen

**Education**

Dartmouth College (Tuck School of business)
Helsinki School of Economics

MBA 1987-89
M.Sc. 1982-86

Independence assessment

Independent of the company

Independent of the significant shareholders

Career

2008 – 2019 Huhtamäki Oyj, President and CEO

1991 – 2008 Ahlstrom Oyj

- 2004 – 2008 President and CEO
- 2000 – 2004 Division President, Fiber Composites
- 1999 – 2000 Chief Financial Officer, Ahlstrom Paper Oyj
- 1996 – 1999 Director of Business Planning, Ahlstrom Paper Oyj
- 1993 – 1995 Manager of Business Planning, Ahlstrom Oyj
- 1991 – 1993 Group Strategic Planning specialist

1989 – 1991 McKinsey & Company, Associate

Positions of trust

2014 - Atria Oyj

2008 - Suomen Messut osuuskunta (supervisory board)

2019 - Paulig Group

2019 - Sulapac Oy

MARK VERNON, Vice Chair

Born 1953
U.S. citizen

**Education**

Weber State University, UT, USA B.Sc., Physical Chemistry, 1977

Independence assessment

Independent of the company

Independent of the significant shareholders

Career

2003-2014 Spirax Sarco Engineering Plc
Group CEO 2008-2014 – COO 2007-2008 – Executive director, Americas and Group Marketing 2006-2007 – President, General Manager, Spirax Sarco International, Inc. 2003-2006

2001-2003 Nightwatch Capital Partners
Managing Principal

2000-2001 Tinicum Capital Partners
Investment Advisor

1997-1999 Flowserve Corporation
Group Vice President, Flow Control

1987-1997 Durco International
Various executive roles

1978-1987 Valtek International
Various executive roles

Positions of trust

2013- LiqTech International, Chairman of the Board (2013-2018 Board Member)

2011- Senior plc, Director (2011-2019 Board Member)

2017-2019 Senior plc, Senior Independent Director

PETTER SÖDERSTRÖM

Born 1976
Finnish citizen

**Education**

Master of Science, Economics

Independence assessment

Independent of the company

Not independent of the significant shareholder due to management position in Solidium Oy

Career

| | |
|-----------|---|
| 2009– | Solidium Oy Investment Director |
| 2008–2009 | Leimdörfer Finland Oy Partner |
| 2002–2008 | Mandatum & Co Oy Partner |
| 2000–2002 | PricewaterhouseCoopers Oy Senior Associate |

NIKO PAKALÉN

Born 1986
Finnish and Swedish citizen

**Education**

Master of Science, Economics

Independence assessment

Independent of the company

Not independent of the significant shareholder due to management position in Cevian Capital

Career

| | |
|-----------|---|
| 2017– | Cevian Capital Partner |
| 2011–2016 | Cevian Capital Various management positions |
| 2008–2011 | Danske Bank Corporate Finance Associate, Analyst |

Positions of trust

2019- TietoEVRY, Member of the Board

ANU HÄMÄLÄINEN

Born 1965
Finnish citizen

**Education**

Master of Science, Economics

Independence assessment

Independent of the company

Independent of the significant shareholders

Career

- 2015- Wärtsilä Corporation
 Vice President, Group Treasury and Financial Services & Support
- 2008-2015 Wärtsilä Corporation
 Vice President, Group Control 2010-2015 – Director, Financial Accounting
 2008-2010
- 2006-2008 SRV Group Plc
 SVP, Financial Administration
- 2005-2006 Quorum Ltd (Group)
 Administration Director and Senior Partner
- 2004-2005 Conventum Securities Ltd
 Managing Director
- 2001-2004 Conventum Ltd (Securities, Asset Management, Mutual Funds & Corporate
 Finance)
 Administration Director
- 1999-2001 Opstock Oy, Investment Banking (Securities, Asset Management & Corporate
 Finance)
 Administration Director and Partner
- 1991-1999 Metra Group (Wärtsilä Group)
 Various financial administration roles

Positions of trust

- 2019- Outotec, Member of the Board
- 2019- Finnfund, Member of the Board
- 2016- Fingrid Oyj, Member of the Board
- 2012-2019 Glaston Corporation, Member of the Board

BRITTA GIESEN

Born 1963
German citizen

**Education**

Technical University of Darmstadt, Germany

Technical University of Darmstadt, Germany

Cornell University, NY, USA

Ph.D. (Tech.) Operations Research, 1994

Dipl.-Wirtsch.-Ing. (Tech.) Mechanical Engineering, 1991

M.Eng. (Tech.) Aerospace Engineering, Aeronautics and Astronautics 1990

Independence assessment

Independent of the company

Independent of the significant shareholders

Career

| | |
|-----------|--|
| 2019- | ISS Facility Services Holding GmbH COO |
| 2017-2019 | ERIKS Holding Deutschland GmbH Managing Director, Germany |
| 2014-2017 | ThyssenKrupp Access Solutions GmbH CEO |
| 1998-2014 | KSB AG Various executive roles |
| 1996-1998 | Arthur D Little GmbH Management Consultant |
| 1994-1996 | A.T. Kearney GmbH Associate |

TEIJA SARAJÄRVI

Born 1969
Finnish citizen

**Education**

Master of Arts

Independence assessment

Independent of the company

Independent of the significant shareholders

Career

- 2020- Huhtamäki Oyj
 Executive Vice President, Human Resources and Safety
- 2015-2020 Huhtamäki Oyj
 Senior Vice President, Human Resources
- 2012-2015 OP Financial Group
 Executive Vice President, HR
- 2009–2012 Metso Oyj
 Senior Vice President, Human Resources, several different roles
- 1998–2009 Nokia Oyj
 Director, Human Resources, Nokia Markets, several different roles
- 1993–1998 ABB Oyj
 Several different roles

Positions of trust

- 2019- Outotec Oyj, member of the board
- 2017-2019 Sarlin Group Oy Ab, member of the board
- 2013-2015 Federation of Finnish Financial Service, Chairman of the Labour Market Committee
- 2014-2015 Confederation of Finnish Industries, Member of Skilled Workforce Committee
- 2012-2015 Unico Banking Group, member of HR Committee
- 2012-2015 OP Pension Fund, OP Pension Foundation, Chairman of the Board