

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 Annual General Meeting 2024:



Terho Kalliokoski

b. 1961, M.Sc. (Econ.), Finnish citizen, Member of the Board of Directors 2022-, Chairperson of the Board of Directors 2023-

Independent of the company and the company's significant shareholders.

Key work experience

Principal occupation: Board Professional
Kesko Plc, Member of Management Board 2005–2017 Kesko Oyj, Executive vice president, Building and technical trade 2016–2017 Kesko Oyj, President, Building and specialty goods trade 2015–2016 Rautakesko, CEO 2013–2014 Ruokakesko, CEO 2005–2013 Kesko Group, several managerial, sales and financial administration positions 1985–2017

Positions of trust

Kattokeskus Suomi Oy, Chairperson of the Board 2025–
Lumon Invest Oy, Member of the Board 2018–2024
Jetta-Talo Oy, Chairperson of the Board 2018–
Katri-Antell Oy, Member of the Board 2019, Chairperson of the Board 2020–
European DIY Retail Association EDRA, Member of the Board 2016–2017
Jetta Päivittäistavara-kauppa ry, Chairperson of the Board 2013
Päivittäistavara-kauppa ry, Member of the Board 2010–2012, Vice Chairperson of the Board 2006–2009
Mainostajien Liitto, Member of the Board 2005–2014



Harri Sivula

b. 1962, M.Sc. (Admin.), Finnish citizen, Member of the Board of Directors 2017-, Chairperson of the Board of Directors 2020–2023, Vice Chairperson of the Board of Directors 2023-, Chairperson of the Audit Committee 2023-, Member of the Personnel and Remuneration Committee 2025–

Independent of the company and

the company's significant shareholders.

Key work experience

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

Positions of trust

Pyroll Oy, Member of the Board 2022–
Sievi Capital Oyj, Member of the Board 2022–2024

Indoor Group Oy, Chairperson of the Board 2020–2024
TylöHelo AB, Member of the Board 2017–2021
MyOpt Consulting Oy, Chairperson of the Board 2017–2018
GS1 Finland Oy, Member of the Board 2016–2017
Makua Foods Oy, Member of the Board 2016–2021
Dieta Group Oy, Member of the Board 2016–2023
Leipurin Plc, Member of the Board 2010–2013 and 2014–2024
Tokmanni Group Plc, Member of the Board 2012-, Chairperson of the Board 2012–2018
Atria Plc, Member of the Board 2009–2021

**Juha Kalliokoski**

b. 1970, police officer, degree in salesmanship training, Finnish citizen, Member of the Board of Directors 2023-, Member of the Audit Committee and the Personnel and Remuneration Committee 2023-

Dependent of the company and the company's significant shareholders.

Key work experience

Principal occupation: entrepreneur Kamux Oyj, CEO and member of the Management Team 2001–2023
Forssan Laatuauto, Local Director 2000–2003
Skapat Oy, Sales Manager and Partner 1999–2000
Oy Autokuvio Ab, Car Salesman and Sales Manager 1994–1999
Forssa police district, Junior Constable 1992–1994
Edustusliike Juha Kalliokoski, Entrepreneur and Representative 1990–1991

Positions of trust

Investor Partners Oy, Member of the Board of Directors 2025–
Stofix Oy, Member of the Board of Directors 2014–2019
Silmäasema Fennica Oy, Member of the Board of Directors 2014–2017

**Maren Kroll**

b. 1979, Master of Psychology, German citizen, Member of the Board of Directors 2024-, Chairperson of the Personnel and Remuneration Committee 2024-

Independent of the company and the company's significant shareholders.

Key work experience

Principal occupation: Independent HR advisor and consultant
Mister Spex SE, Chief Human Resources & Sustainability Officer, 2020–2023
Harry's Inc., Vice President Human Resources 2017–2019
Zalando SE, Head of HR Business Partnering, People Development & Employer Branding (Global), 2014–2016
EnergyAustralia Pty. Ltd., Head of Talent Management & Development and other management positions, 2008–2014
Superior People Pty. Ltd., HR Business & Recruitment Partner 2007–2007
Intelligenz System Transfer GmbH, Senior Management Consultant 2002–2006

Positions of trust

No previous positions



Kati Riikonen

b. 1971, M.Sc. Business Administration, Finnish citizen, Member of the Board of Directors 2024–

Independent of the company and the company's significant shareholders.

Key work experience

Principal occupation: Independent consultant and advisor
Telia Finland Oyj, VP, Head of Online, Marketing & Analytics, 2020–2025
Google Finland Oy, Head of Industry, 2017–2020
Isobar Finland Oy, Managing Director, 2015–2017
DNA Oy, Chief Digital Officer / Director, Online Sales, Marketing & Services, Consumer business unit and Director, Marketing, Consumer Business, 2011–2015
KRi Marketing & Training, Entrepreneur 2006–2011
Motorola, Inc., Director of Marketing in various business units, 2003–2006
Several marketing, customer training and industry relations' management positions within Nokia Corporation 1996–2006

Positions of trust

Oma Säästöpankki / Oma Savings Bank Plc, Member of the Board 2024–, Member of the Audit Committee 2025–
Verkkokauppa.com Oyj, Member of the Board, Member of the Audit committee 2023–
Nooa Säästöpankki / Nooa Savings Bank, Member of the Board 2021–2024
Kotipizza Group, owned by Orkla, Member of the Board 2021–2022
City Digital Oy, Member of the Board 2016–2018
Frantic Media Oy, Member of the Board 2012–2014



Jaana Viertola-Truini

b. 1972, M.Sc. (Econ.), Finnish citizen, Member of the Board of Directors 2022–, Member of the Audit Committee 2023–

Independent of the company and the company's significant shareholders.

Key work experience

Principal occupation: Independent consultant and advisor
Mathem AB, CFO 2020–2024
Rusta AB, CFO 2016–2020
Bringwell AB, CFO and Bringwell Finland, Managing Director 2013–2016
Several financial management positions in companies within the Mondelez Group 1997–2013

Positions of trust

Broman Group, Member of the Board 2020–



Aaron Heidari

b. 1981, BA Political Science
(International relations), U.S. citizen

Independent of the company.
Dependent of the company's
significant shareholder.

Key work experience

Principal occupation: Saray Capital,
Partner and Chief Investment
Officer

Saray Capital, Managing Director
and Head of Public Equities 2018-
2023

Sancta Capital Group, Senior
Analyst 2014-2018

Several responsible positions
related to distressed credit and
equity investments, financing and
change management at National
Industries Group and its affiliate
Eagle Investments 2011-2014

Positions of trust

Applied AI Company, Member of the
Board 2023-