



Corporate Governance Statement **2025**

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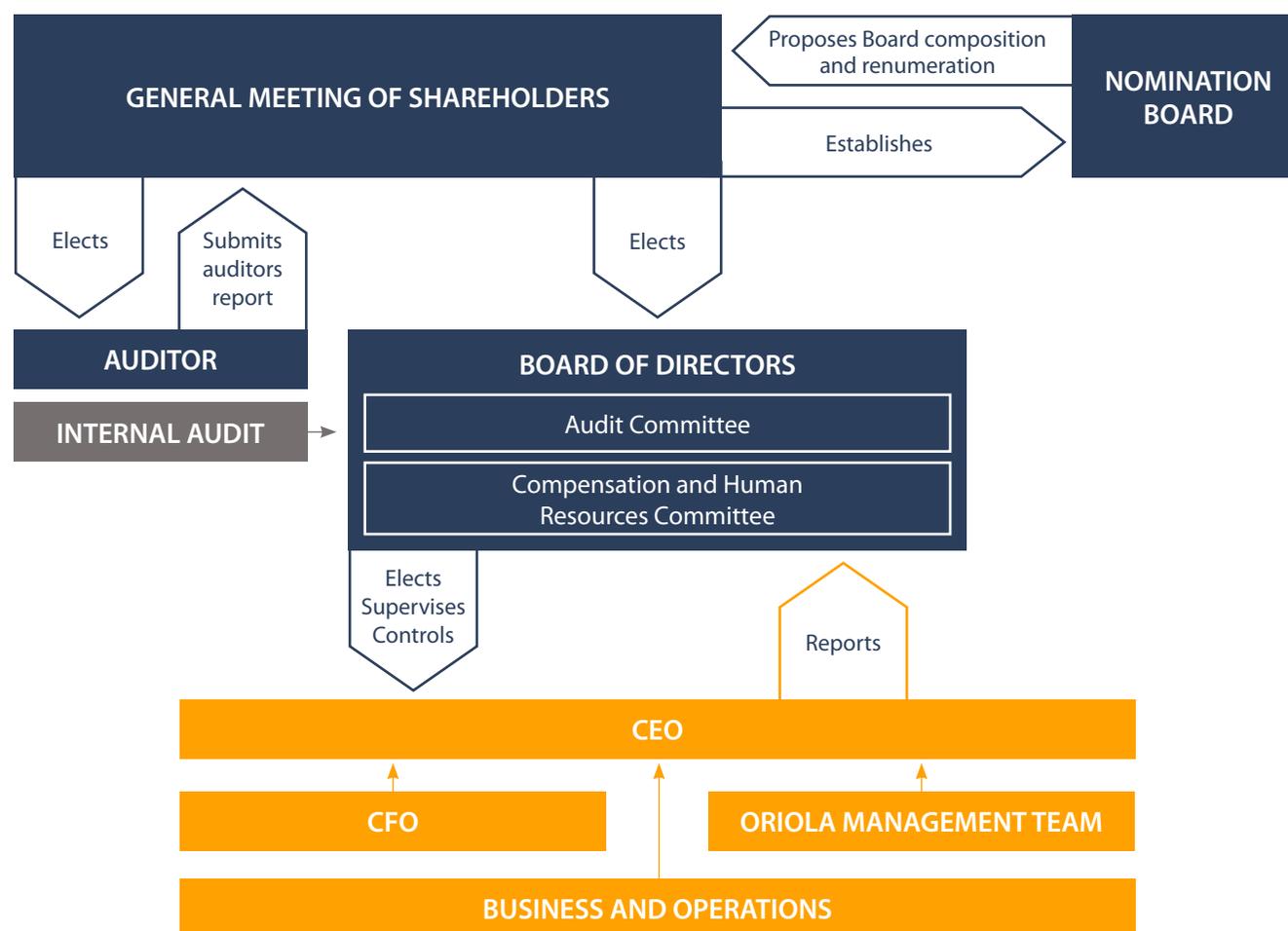
This Corporate Governance Statement has been prepared in accordance with the Finnish Corporate Governance Code 2025 (the "Corporate Governance Code") and chapter 7, section 7 of the Finnish Securities Markets Act.

Oriola Corporation (hereinafter "Oriola" or "the company") complies with the provisions of its Articles of Association, the Finnish Companies Act, the Finnish Securities Markets Act and other similar legislation. The company also complies with the rules and regulations applying to listed companies issued by Nasdaq Helsinki Ltd (Helsinki Exchange) and the Finnish Financial Supervisory Authority. The company's head office is in Espoo, Finland.

Oriola applies the Corporate Governance Code in its entirety without any exceptions. The information required by the Corporate Governance Code is also available on the company's website www.oriola.com. An unofficial English translation of the Corporate Governance Code 2025 is in the public domain and available on the Securities Market Association's website at <https://www.cgfinland.fi/en/>.

Oriola prepares its consolidated financial statements and interim reports in accordance with the EU-approved IFRS reporting standards, the Finnish Securities Markets Act, applicable Financial Supervisory Authority standards and the rules issued by Nasdaq Helsinki Ltd. The Report of the Board of Directors and the parent company's financial statements have been prepared in accordance with the Finnish Accounting Act and the guidelines and statements of the Accounting Board. The auditor's report covers the Report of the Board of Directors, the consolidated financial statements and the parent company's financial statements.

Governing structures of Oriola



General Meeting of shareholders

The General Meeting of shareholders decides on the matters that under the Finnish Companies Act and the Articles of Association of Oriola are within its purview. Each shareholder is entitled to attend General Meetings. Each share carries 1 vote at General Meetings. According to the company's Articles of Association, no shareholder may vote using an amount of votes that exceeds 1/20 of the total number of votes carried by the shares of different share classes represented at the General Meeting.

The Board of Directors convenes a General Meeting of shareholders. The notice of General Meeting is published on the company's website or in one daily newspaper in Finland's capital city no earlier than 2 months and no later than 21 days prior to the meeting. Oriola also publishes the notice of General Meeting as a stock exchange release. The documents to be submitted to the General Meeting and the draft resolutions to the General Meeting are available on the company's website. The notice of the General Meeting contains the proposed agenda for the meeting.

A shareholder has the right to have matters that under the Companies Act fall within the competence of the General Meeting dealt with by the General Meeting, if the shareholder so demands in writing to the Board of Directors well in advance of the meeting so that the matter can be included in the notice of the General Meeting. The demand shall be considered to have arrived in time, when the Board of Directors has been informed about the demand four weeks in advance of the publication of the notice of the General Meeting.

The company's starting point is that the Chair of the Board of Directors, the members of the Board of Directors and its committees, the President and CEO, and the auditor attend the General Meeting. A person proposed for the first time as member of the Board of Directors shall be present at the General Meeting that decides on their election.

The shareholders shall according to law and the company's Articles of Association exercise their power of decision at the General Meeting. The Annual General Meeting is held by the end of May each year.

The duties of the Annual General Meeting include:

- adoption of the financial statements
- use of the profit shown on the balance sheet
- election of the members of the Board of Directors and the decision on their fees
- discharging from liability for the members of the Board of Directors and the President and CEO
- election of the auditor and the decision on compensation, and
- proposals made by the Board of Directors and shareholders to the Annual General Meeting (e.g. amendments to the Articles of Association, repurchase of the company's own shares, share issue, giving special authorisations).

Annual General Meeting 2025

The Annual General Meeting of Oriola, held on 2 April 2025, adopted the financial statements and discharged the members of the Board of Directors and the President and CEO from liability for the financial year ending 31 December 2024. According to the decision of the Annual General Meeting, a dividend of EUR 0.07 per share was paid on the basis of the balance sheet adopted for the financial year ending 31 December 2024.

The Annual General Meeting approved the shareholder's proposal to combine the company's A and B share classes without increasing the share capital so that after the combination of the share classes, the company has only one single share class. The company's only single share class is subject to trading on the official list of Nasdaq Helsinki Ltd and each share carries one (1) vote and has equal rights.

Authorisations

The Annual General Meeting authorised the Board to decide on a share issue against payment in one or more issues, including the right to issue new shares or to assign treasury shares held by the company. The authorisation covers a combined maximum of 18,000,000 shares of the one single share class of the company and includes the right to derogate from the shareholders' pre-emptive subscription right. The authorisation is in force for eighteen (18) months following the decision of the Annual General Meeting.

The Board was also authorised to decide on a share issue against payment of shares in one or more issues including the right to issue new class shares or assign treasury shares held by the company. The authorisation covers a combined maximum of 18,000,000 shares of the one single share class of the company including the right to derogate from the shareholders' pre-emptive subscription right. The authorisation is in force for a maximum of eighteen (18) months following the decision of the Annual General Meeting.

The Annual General Meeting authorised the Board to decide on a share issue of class B shares without payment to the company and on a directed share issue of shares in order to execute the share-based incentive plan for Oriola Group's executives and the share savings plan for Oriola Group's key personnel. The maximum number of new shares to be issued under this authorisation is 250,000, which represents of 0.14% of all shares in the company. The authorisation is in force for eighteen (18) months from the decision of the Annual General Meeting.

The Annual General Meeting authorised the Board to decide on repurchasing up to 18,000,000 of the company's own shares. Shares may be repurchased also in a proportion other than in which shares are owned by the shareholders. The authorisation is in force for a maximum of eighteen (18) months following the decision of the Annual General Meeting.

All decisions of the Annual General Meeting 2025 are available on the company's website www.oriola.com.

Shareholders' Nomination Board

The Shareholders' Nomination Board consists of 4–6 members appointed by the shareholders. In addition, the Chair of the Board of Directors participates in the work of the Nomination Board as an expert, but he is not a member of the Nomination Board.

The Chair of the Board of Directors annually arranges a meeting to which the Chair invites the company's 20 largest shareholders, by votes, registered as shareholders in the company's shareholders' register maintained by Euroclear Finland Ltd by 30 April preceding the Annual General Meeting. The meeting of the 20 largest shareholders, by votes, elects the members of the Shareholders' Nomination Board. One of the members is elected to serve as the Chair of the Shareholders' Nomination Board.

The term of office of the members of the Shareholders' Nomination Board expires the year following the appointment upon the appointment of the new members of the Shareholders' Nomination Board pursuant to the rules of procedure of the Shareholders' Nomination Board.

The Shareholders' Nomination Board is established to exist and serve until the Annual General Meeting decides otherwise.

The Nomination Board shall prepare a proposal concerning the composition of the Board of Directors for the company's Annual General Meeting. The Nomination Board must submit its proposals to the Board of Directors no later than on the first day of February preceding the Annual General Meeting. The proposals are published as a stock exchange release and included in the notice of the Annual General Meeting. The Nomination Board shall also present and provide grounds for its proposals to the Annual General Meeting.

The rules of procedure of the Shareholders' Nomination Board are available on the Company's website www.oriola.com.

The largest shareholders of Oriola Corporation elected on 3 June 2025 the following persons as members of the Nomination Board:

- Annika Ekman
- Peter Immonen
- Jari Paloniemi
- Pekka Pajamo
- Jukka Ylppö

Pekka Pajamo was elected Chair of the Nomination Board.

Pekka Pajamo resigned from the Nomination Board and the Nomination Board continued thereafter in a composition of 4 members, with Peter Immonen assuming the role of acting chair. On 15 January 2026, the Shareholders' Nomination Board submitted its proposal to the 2026 Annual General Meeting concerning the composition of the Board of Directors as follows: The number of members of the Board of Directors would be seven. Of the present members of the Board of Directors, Petra Axdorff, Ann Carlson Meyer, Yrjö Närhinen, Ellinor Persdotter Nilsson, Harri Pärssinen and Heikki Westerlund would be re-elected. Pekka Pajamo was proposed to be elected new member of the Board of Directors. Heikki Westerlund would be re-elected as Chair of the Board of Directors.

The biographical details of the proposed Board members are presented on the company's website.

Board of Directors

The Board of Directors is responsible for the administration of the company and the appropriate organisation of its operations.

The Board of Directors is responsible for managing and supervising the company's operations in accordance with the law,

governmental regulations and its Articles of Association. The Board also ensures that good corporate governance is complied with throughout the Oriola Group.

The members of the Board of Directors are elected by the General Meeting of shareholders. The Board of Directors uses the highest decision-making power in the Oriola Group between the General Meetings of Shareholders. Pursuant to the Articles of Association, the Board of Directors consists of no fewer than five and no more than eight members. The term of the members of the Board of Directors expires at the end of the next Annual General Meeting following their election. The chair of the Board of Directors is elected by the General Meeting of shareholders. The Vice chair of the Board is elected by the Board of Directors from among its members.

The Board of Directors convenes in accordance with a timetable agreed in advance and convenes as required. In addition to making decisions, the Board of Directors also receives during its meetings current information about the operations, finances and risks of the Group. Board meetings are also attended by the President and CEO, the CFO and the General Counsel (who acts as secretary to the Board). Members of the Oriola Management Team attend Board meetings at the invitation of the Board. Minutes are kept of all meetings.

Main tasks of the Board of Directors

The main tasks of the Board of Directors are listed in the Board's rules of procedure, among others

- approving the company's strategy;
- approving financial targets, ESG targets, budgets, major investments and risk management principles
- appointment and dismissal of the company's President and CEO
- consideration and decision of all significant matters concerning the operations of the Group and the business segments and approving the charters of the Audit Committee and the Compensation and Human Resources Committee.

Diversity on the Board

The ultimate goal in electing members to the Board of Directors is to ensure that the Board of Directors as a collegium has a competence profile which supports Oriola's existing and future business. Diversity supports the overall goal that the Board of Directors has an optimal competence profile to support the company's business and is viewed as an integral part and a success factor enabling the achievement of Oriola's strategic goals. Important factors for the diversity of Oriola's Board of Directors are the mutually complementary expertise of the members, their education and experience in different professional areas and industrial sectors, businesses in various stages of development, leadership experience, as well as their personal capacities. The diversity of the Board of Directors is supported by experience in operating environments and industries relevant to the company as well as different cultures and by consideration of the age and gender breakdown of the members.

Oriola's Board of Directors has approved the Diversity Policy of the Board of Directors in December 2016. According to the Diversity Policy of the Board of Directors, Oriola's objective is further to maintain an appropriate balance of representation of both genders on the Board of Directors.

The company has upheld the requirements set for diversity in the composition of the Board of Directors. Oriola's Board of Directors 2025 represents diversity related of nationalities, professional competencies and genders.

Board of Directors 2025–2026

The Annual General Meeting of Oriola held on 2 April 2025 confirmed that the Board of Directors of Oriola shall have seven members and elected the following persons as chair and members of the Board of Directors:

Diversity numbers		Gender		Nationality	
Number of Board members total		Male	Female	Finland	Sweden
7		3	4	4	3

Name	Year of birth	Education and independence	Attendance at Board Meetings	Attendance at Committee Meetings
Heikki Westerlund (Chair)	1966	M.Sc. (Economics), independent of the company and its major shareholders	15/15	Compensation and HR Committee 4/4
Harri Pärssinen (Vice Chair)	1963	M.Sc. (Economics), independent of the company and its major shareholders	15/15	Audit Committee 6/6
Petra Axdorff	1968	M.Sc. (Business and Administration), independent of the company and its major shareholders	14/15	Audit Committee 6/6
Ann Carlsson Meyer	1966	B.Sc. (Human Resources)	15/15	Compensation and HR Committee 4/4
Nina Mähönen	1975	M.Sc. (Technology), independent of the company and its major shareholders	15/15	Audit Committee 6/6
Yrjö Närhinen	1969	B.Sc. (Business Admin.), independent of the company and its major shareholders	15/15	Compensation and HR Committee 4/4
Ellinor Persdotter Nilsson	1979	M.Sc. (Economics), independent of the company and its major shareholders	14/15	Compensation and HR Committee 4/4

In its constitutive meeting held later the same day, the Board of Directors elected Harri Pärssinen as its Vice Chair.

The Board of Directors has evaluated the independence of its members and determined that all members are independent of the company and its major shareholders. The Board has also conducted an assessment of its activities and working practices.

In 2025, the Board of Directors of Oriola convened 15 times, of which three were held as per capsulam meetings.

Board committees

The Board of Directors has an Audit Committee and a Compensation and Human Resources Committee. The committees' charters are confirmed by the Board. The committees are preparatory bodies that submit proposals to the Board on matters within their purview. Minutes are kept of the committees' meetings. The committees report to the Board at regular intervals. The committees do not have independent decision-making powers. Their task is to submit recommendations to the Board on matters under consideration.

In its constitutive meeting, held after the Annual General Meeting, the Board of Directors appoints, from among its members, the members and chair of the Audit Committee and the Compensation and Human Resources Committee.

In addition to the Audit Committee and Compensation and Human Resources Committee, the Board of Directors may appoint ad hoc committees for preparing specific matters.

Audit Committee

The task of the Audit Committee is to enhance the control of the company's operations and financial reporting. According to the charter of the Audit Committee, the following in particular shall be addressed and prepared by the Audit Committee:

- reviewing the consolidated financial statements and interim reports as well as sustainability statement, together with the auditor
- reviewing together with the auditor any deficiencies in the supervision systems observed in control inspections and any other deficiencies reported by auditors

- reviewing any deficiencies in the control system observed in internal audit and other observations and recommendations made
- reviewing the plans of action for the control inspection and internal audit and giving recommendations to company management on focus areas for internal audits
- evaluating the appropriateness of the supervision of company administration and risk management and reviewing changes in the principles of company accounting and external reporting prior to their introduction.

In addition, the Audit Committee's duties include preparatory work on the decision of electing the auditor, evaluation of the independence of the auditor, considering particularly the effect of the provision of related services on the independence, and carrying out any other tasks assigned to it by the Board. The Audit Committee has at least three members.

The Chair of the Audit Committee is Harri Pärssinen and the other members are Petra Axdorff and Nina Mähönen. The members of the Audit Committee are independent of the company and its major shareholders.

Compensation and Human Resources Committee

According to the charter, the Compensation and Human Resources Committee reviews management and personnel remuneration policies and issues related to management appointments and makes proposals on such matters to the Board of Directors.

The Committee's responsibilities include:

- developing and monitoring effective compensation principles that promote achievement of the goals of the company
- making proposals to the Board on compensation and incentive schemes for management and other key personnel
- evaluating performance management, succession planning and talent development processes and programmes
- considering and preparing appointments of top management to be decided by the Board. Supporting and advising the President and CEO in the appointments of the Oriola Management Team

- monitoring and evaluating the performance of the President and CEO
- monitoring and evaluating the performance of the members of the Oriola Management Team.

In its constitutive meeting on 2 April 2025, the Board appointed from among its members the following members to the Compensation and Human Resources Committee: Yrjö Närhinen (Chair), Ann Carlsson Meyer, Ellinor Persdotter Nilsson and Heikki Westerlund. The members of the Compensation and Human Resources Committee are independent of the company and its major shareholders.

President and CEO and deputy to CEO

The Board of Directors appoints and dismisses the President and CEO of Oriola and decides on the terms of their employment. At the end of 2025, the President and CEO of the company is Katarina Gabrielson, M.Sc., born in 1969.

In accordance with the Finnish Companies Act, the President and CEO is responsible for the day-to-day executive management of the company in accordance with the instructions and orders given by the Board of Directors. In addition, the President and CEO also ensures that accounts of the company comply with Finnish law and that its financial affairs have been arranged in a reliable manner. The terms and conditions of the President and CEO's employment are specified in a written service contract approved by the Board of Directors.

The Board of Directors also appoints, as necessary, a deputy to the President and CEO. At the end of the year 2025, the company did not have an appointed deputy to the President and CEO.

Oriola Management Team

At the end of the year 2025, the Oriola Management Team consisted of nine members, including the President and CEO, to whom the other Oriola Management Team members report. The Oriola Management Team is responsible for the operative management and development of Oriola. It meets regularly and assists the President and CEO in preparing and implementing Oriola's strategy, annual planning, monitoring the performance against set targets, financial reporting, risk management and in preparing investments and other decisions. Key duties also include developing a strong culture and aligned internal ways of working in Oriola.

On 31 December 2025, the following persons were members of Oriola Management Team:

- Katarina Gabrielson, President and CEO
- Mats Danielsson, Chief Financial Officer
- Katja Lundell, Executive Vice President, Advisory Services
- Maria Lundell, Chief People Officer
- Satu Nylén, Executive Vice President, Services and Products
- Mikael Nurmi, Chief Digital Officer
- Petter Sandström, General Counsel
- Tuomas Tiilikainen, Chief Supply Chain Officer
- Stig Tornell, Executive Vice President, Sales

Descriptions of internal control procedures and the main features of risk management systems

The risk management systems and internal control procedures related to Oriola's financial reporting aim to ensure a reasonable certainty of the reliability of the company's financial statements and financial reporting, as well as the company's compliance to legislation and generally approved accounting principles.

FINANCIAL REPORTING

The Board of Directors and the President and CEO have the overall responsibility for organising the internal control and risk manage-

ment systems pertaining to financial reporting. The President and CEO, the members of the Oriola Management Team and the heads of the business units are responsible for the accounting and administration of the areas within their spheres of responsibility complying with legislation, the Group's operating principles, and the guidelines and instructions issued by Oriola's Board of Directors. The organising and leading of the financial reporting in the Group has been centralised under the subordination of the CFO.

Oriola Group follows the International Financial Reporting Standards (IFRS) approved for application within the European Union. Instructions and accountancy principles for financial reporting are collected in an accounting manual that is updated as soon as standards change, as well as in the financial department's instructions that are followed in all Group companies. Group accounting is responsible for following and keeping up to date with financial statement standards, upholding the principles concerning financial reporting and distributing information about these to the business units.

MEASUREMENT AND FOLLOW-UP

The performance of the Group is monitored in the Oriola Management Team with monthly reports as well as in the monthly operational reviews of the business segment. The financial situation of the Group is also monitored in the meetings of the Board of Directors. The Audit Committee and the Board of Directors examine the interim reports and financial statements before their publication. Monitoring of the monthly reports also ensures the effectiveness of internal supervision. Each business segment must ensure effective supervision of its own operations as part of group-level internal supervision. The business segments and the Group Finance organisation are responsible for the evaluation of the processes covering financial reporting. The evaluations must contain balances and analyses, which are compared with budgets, assessments and various economic indicators.

INTERNAL CONTROL

Internal control forms an essential part of the company's governance and management systems. It covers all of the Group's functions and organisational levels. The purpose of internal control is to ensure a sufficient certainty that the company will be able to carry out its strategy. Internal control is not a separate process but a procedural measure covering all group-wide operating principles, guidelines and systems.

The purpose of Oriola's internal supervision system is to support the implementation of the Group strategy and to ensure that rules and regulations are observed. The company's internal supervision is based on a Group structure, in which the Group's operations are organised into Business Areas and Group functions. Group functions issue group-level guidelines laying down the operational framework and the persons responsible for the process.

The guidelines cover such areas as accounting, reporting, financing, investments and business principles. The guidelines aim to ensure that all risks connected to the achievement of the company's objectives can be identified and managed. The control measures cover all Group levels and functions. All new instructions and guidelines are published on the company's internal website and staff members can provide feedback to the management and anonymously report any questionable activities through the company internet.

Risk management

The Board of Directors of Oriola approves the company's Risk Management Policy in which the risk management operating model, principles, responsibilities and reporting are specified. The Board assesses the Company's long-term strategic risks and oversees the effectiveness of the risk management. The Board-appointed Audit Committee regularly reviews and monitors the implementation of the Risk Management Policy in the Group and the risk management process.

Oriola has specified the company's risk management model, principles, organisation and process in the Group Risk Management Policy. The Group Risk Management Policy defines the enterprise risk management system, objectives, roles and responsibilities within Oriola in order to identify and manage risks related to execution of the company's strategy and operations. The Group Risk Management Policy is the main risk management document within Oriola and must be followed by all Oriola business units, subsidiaries and entities. Additionally, the Group has e.g. a Code of Conduct, a Treasury Policy and an Approval Policy covering compliance and financial risks. Risk assessment and management are key elements in the strategic planning, operations and daily decision making in the company.

Risk management and the most significant risks are described on the company's website at www.oriola.com.

Other information to be provided in the Corporate Governance Statement

INTERNAL AUDIT

Oriola uses an outsourced internal audit function for the purpose of fulfilling its internal audit requirements. The outsourced internal audit function is an independent and objective assurance activity reporting directly to the Audit Committee of the Board of Directors. The internal audit assignments are carried out on the basis of an Internal Audit Charter approved by the Board of Directors as well as an Internal Audit Plan annually reviewed and approved by the Audit Committee.

INSIDER MANAGEMENT

Oriola complies with the insider holding guidelines issued by Nasdaq Helsinki Ltd (4 December 2024) and the Market Abuse Regulation (596/2014, "MAR"). Oriola has issued its insider guidelines ("Guidelines") which are based on applicable EU and Finnish legislation (especially MAR and the Securities Markets Act 746/2012), the insider guidelines of Nasdaq Helsinki Ltd, and

the regulations and guidelines of the European Securities Markets Authority and the Finnish Financial Supervisory Authority.

Members of the company's Board of Directors, the President and CEO, as well as the CFO, EVP Advisory Services, EVP Services and Products, EVP Sales, CSCO and CDO are considered the management of the company ("management"). The management and their related parties shall notify all transactions with the company's securities or financial instruments made on their own account to the company and the Finnish Financial Supervisory Authority without delay and three working days from the execution of the transaction at the latest. The guidelines set trade restrictions prohibiting the management and the persons who participate in the preparation of interim reports and annual financial statements of Oriola from making transactions with the company's securities or financial instruments related to them during a closed period of no less than 30 days before a financial report of Oriola is made public (closed period).

Oriola is obliged to draw up the insider lists and to keep them up to date. For the time being, Oriola has determined not to include any persons as permanent insiders. Consequently, all persons with inside information will be included in the event-based insider list for relevant insider projects. Oriola instructs the persons entered in the event-based insider list on their obligations and any possible consequences. In addition, Oriola monitors and supervises the proper management of insider issues.

RELATED PARTY TRANSACTIONS

Oriola abides by applicable legislation concerning related party transactions. Oriola's related parties are the related parties of a listed company in accordance with the Finnish Companies Act and IAS 24. The related parties include the management, their close family members as well as companies in which the individuals mentioned, alone or jointly with others, exercise control. Oriola maintains a list of parties that are related to the company.

Oriola assesses and monitors transactions to be made with related parties to ensure compliance with applicable laws and regulations, including the Corporate Governance Code, e.g. to safeguard that potential conflicts of interest are adequately taken into account in the company's decision making.

EXTERNAL AUDIT

The company has one auditor, which must be a firm of authorised public accountants. The auditor is elected annually by the Annual General Meeting for a term that expires at the end of the next Annual General Meeting following the election. The task of the auditor is to audit the consolidated financial statements, the financial statements of the parent company, the accounting of the Group and the parent company and the administration of the parent company. The company's auditor submits the auditor's report to the shareholders in connection with the annual financial statements, as required by law, and submits regular reports on its observations to the Board's Audit Committee.

The Board of Directors and the Audit Committee are responsible for monitoring the independence of the auditor. For this reason, the company has implemented a policy covering the provision of non-audit services by the elected auditors.

The Annual General Meeting of Oriola held on 2 April 2025 re-elected KPMG Oy Ab, a firm of authorised public accountants, as the company's auditor, with Kim Järvi, Authorised Public Accountant, KHT, as the new principal auditor as of the financial period 2025. The fees for the statutory audit paid to the member firms of KPMG network in 2025 totalled EUR 280 thousand. In addition, EUR 111 thousand was paid for other audit related services provided to Group companies.

Board of Directors



Heikki Westerlund

Born 1966, Finnish citizen. Chair, Board Professional M.Sc. (Economics). Independent member of the Board since 2023

Key positions of trust: Chair of the Board of Aspo Plc and Heiwes Oy, Member of the Board of Oras Invest Oy, Duuri Group Oy and Marinetek Group Oy.

Shareholding: 72,608 shares held personally, 15,000 shares in a pension insurance and 150,000 shares held through company under his direct control *



Ann Carlsson Meyer

Born 1966, Swedish citizen, CEO, Systembolaget AB B.Sc. (Human Resources)

Independent member of the Board since 2024

Key positions of trust: Member of the Board of Svensk Handel, Svenskt Näringsliv and SNS.

Shareholding: 26,739 shares



Petra Axdorff

Born 1968, Swedish citizen, M.Sc. (Business and Administration) Independent member of the Board since 2024.

Key positions of trust: Member of the Boards of Nefab AB and Sysnam AB.

Shareholding: 26,739 shares



Nina Mähönen

Born 1975, Finnish citizen, CEO, Leijona Catering Oy

M.Sc. (Technology). Independent member of the Board since 2022

Key positions of trust: Member of the Board of RailStock Finland

Shareholding: 42,950 shares



Ellinor Persdotter Nilsson

Born 1979, Swedish citizen, Musti Group Plc, Chief Commercial Officer M.Sc. (Economics). Independent member of the Board since 2023

Key positions of trust: Member of the Board of Geia Food A/S.

Shareholding: 35,118 shares



Harri Pärssinen

Born 1963, Finnish citizen. Chair of the Audit Committee Board Professional. M.Sc. (Economics). Independent member of the Board since 2019.

Key positions of trust: Member of the Board of JF Capital Oy, Fennia Life, Holiday Club Resorts Oy and Directors' Institute Finland, Member of the Audit Committee of Fennia Group.

Shareholding: 66,561 shares held personally and 65,000 shares held through company under his direct control *



Yrjö Närhinen

Born 1969, Finnish citizen, Board professional, investor and advisor, B.Sc. (Business Admin.). Independent member of the Board since 2023.

Key positions of trust: Chair of the Board of Ambea AB (publ), Leaddesk Oyj and Better Burger Society, Evidia Group. Member of the Board of Avonova AS and Kry.

Shareholding: 37,523 shares

Executive Management Team



Katarina Gabrielson
 President & CEO
 Born 1969
 Swedish citizen
 M. Sc.
 Shareholding: 71,430 shares



Mats Danielsson
 Chief Financial Officer
 Born 1969
 Finnish citizen
 M. Sc. (Economics)
 Shareholding: -



Katja Lundell
 Executive Vice President, Advisory Services
 Born 1974
 Finnish and British citizen
 M. Sc. (Economics)
 Shareholding: -



Maria Lundell
 Chief People Officer
 Born 1966
 Finnish citizen
 Master of Arts
 Shareholding: -



Mikael Nurmi
 Chief Digital Officer
 Born 1967
 Finnish citizen
 M.Sc. (Industrial Economics)
 Shareholding: 10,000 shares



Satu Nylén
 Executive Vice President, Services and Products
 Born 1965
 Finnish citizen
 M. Sc. (Economics)
 Shareholding: 6,347 shares

Executive Management Team



Petter Sandström

General Counsel
Born 1976
Finnish citizen
LL.M
Shareholding: 30,051 shares



Tuomas Tiilikainen

Chief Supply Chain Officer
Born 1984
Finnish citizen
M. Sc. (Engineering)
Shareholding: -



Stig Tornell

Executive Vice President, Sales
Born 1967
Swedish citizen
Sc. (Business Administration and
Economics)
Shareholding: -