

Proposed new member to the Board of Directors:**Jannica Fagerholm**

Born 1961, Finnish citizen

Education: M.Sc. (Economics), Hanken School of Economics, Helsinki, Finland 1987

Main occupation: Managing Director, Signe and Ane Gyllenberg Foundation 2010–

Primary work experience: SEB Gyllenberg Private Bank, Managing Director 2006–2010, Gyllenberg Private Bank, Managing Director 2001–2006; Gyllenberg Wealth Management, Director, Private Clients 1999–2001. Prior to SEB Gyllenberg, several leadership positions in Handelsbanken, Finland 1998–1999 and Sampo Group 1990–1998.

Current board memberships: Mandatum Plc, Vice Chair and Chair of the Remuneration Committee 2023–; Solidium Oy, member 2019–; Kesko Corporation, member and Chair of the Audit Committee 2016–; Sampo Plc, member 2013–2025, Vice Chair 2019–2025, Chair of the Audit Committee 2016–2025

Previous board memberships: Teleste Plc, member 2013–2020, Chair of the Audit Committee 2018–2020; Aktia Bank Plc, member 2012–2013; Veritas Pension Insurance, Supervisory Board member 2010–2022

Other board memberships or positions of trust: Association of Finnish Fine Arts Foundations, member 2016–; Life Annuity Institution Hereditas, member 2010–, Vice Chair 2015–; Kelonia (private equity holding company owned by Finnish foundations), member 2010–; Sairaala Eira, member 2010–; Society of Swedish Literature in Finland, member 2001–

Based on the information given during the evaluation process, Jannica Fagerholm has been evaluated to be *independent of the company and of significant shareholders*.