



easor

PROPOSED BOARD MEMBERS



Harri Tahkola, born 1972

M.SC. (Econ.)
Finnish citizen

Key work experience

Harri Tahkola worked at Talenom Oyj in many different positions between 1994 and 2016, most recently as Talenom's CEO from 2003 to 2016.

Key positions of trust

- Talenom Oyj: Chairman of the Board since 2017 and Board member since 1998
- Anfra Oy: Chairman of the Board since 2024
- Aitoenergia Oy: Board member since 2024
- Koy Oulun Office Tower Oy: Board member since 2024
- Padel Ylivieska Oy, Padel Nivala Oy, Padel Kemi Oy, Padel Ii Oy, Padel Haapajärvi Oy: Chairman of the Board since 2022
- Pitomaalaus Oy: Chairman of the Board since 2020
- Matkaparkki.com Oy: Chairman of the Board since 2020
- Omago Oy: Chairman of the Board since 2017
- Hacap Oy: Chairman of the Board since 2016
- Ducap Oy: Chairman of the Board since 2011
- Tukkunet Oy: Chairman of the Board since 2010
- A-perustus Oy: Board member since 2022
- Toivo Group Oyj: Board member since 2021
- Virta Kasvusijoitus Oy: Board member since 2021
- Clara Nordic Oy: Board member since 2021
- Alfa Finance Oy: Board member since 2014
- Citinvest: Board member since 2010

Independence

Harri Tahkola is not independent of the company based on an overall assessment (more than 10 years on the Board of Directors of Talenom Oyj). In addition, he is not considered to be independent of significant shareholders, as he owns more than 10% of the shares in Talenom Oyj.



Johannes Karjula, born 1988

M.SC. (Econ.)
Finnish citizen

Key work experience

Johannes Karjula has been an entrepreneur since 2010 and since 2016 he has been the CEO of Turstmary Group Oy, which he founded in 2016.

Key positions of trust

- Talenom Oyj, Board member since 2017
- Eeroplan Oy, Chairman of the Board since 2016
- Satokausi Media Oy, Chairman of the Board 2018-2022, member of the Board since 2023
- Markkinointitoimisto WDS Oy, member of the Board 2017-2022, Chairman of the Board since 2022
- Trustmary Finland Oy, member of the Board since 2017
- Sesonkia Oy, member of the Board since 2015
- Molarum Salaojat Oy, member of the Board since 2015

Independence

Johannes Karjula is independent of the company and its significant shareholders.



Saara Kauppila, born 1986

MBA

Finnish citizen

Key work experience

Saara Kauppila has been part of the Eficode Group management team since 2019, first as CFO and now as Chief Strategy Officer. Previously, she has held various investment positions in listed private equity companies, such as CapMan Plc, Norvestia Plc and Sievi Capital Plc.

Key positions of trust

- Talenom Oyj, Board member since 2025
- Siuko Oy, Member of the Board since 2020
- White Deer Investment Oy, Member of the Board since 2017

Independence

Saara Kauppila is independent of the company and its significant shareholders.

Taina Sipilä, born 1978



M.Sc. (Econ.)

Finnish citizen

Key work experience

Taina Sipilä has served as CEO of Dear Lucy Oy since 2014 and Sympa Oy between 2005 and 2011.

Key positions of trust

- Dear Lucy Oy, Member of the Board since 2014
- Sympa Oy, Member of the Board / Chairman of the Board in 2005-2020
- QPR Software, Member of the Board of Directors in 2017-2019

Independence

Taina Sipilä is independent of the company and its significant shareholders.