

## NOMINEES TO THE BOARD OF DIRECTORS 2025

### Helena Kauppinen, b. 1981, eMBA, BBA, CBM

New candidate to the Board of Directors. Helena Kauppinen is dependent on a major shareholder Five Alliance Oy. She is a CEO and a Member of the Board of Five Alliance Oy.

#### Key working experience:

- CEO, Five Alliance Oy: 2022–
- Business Development, Five Alliance Oy: 2019–2022
- Manager, Order Management Development, Metso: 2017–2019
- System Specialist, Metso: 2014–2017
- Team Leader, Metso: 2006–2014
- Order Coordinator, Metso: 2005–2006
- Sales Assistant, Metso Minerals: 2003–2005
- Project Worker, Metso Minerals: 2003
- Logistics Trainee, Metso Minerals: 2002–2003

#### Key positions of trust:

- Board member, Five Alliance Oy: 2012–

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### Mikko Kuitunen, b. 1980, M.Sc. (Eng.)

Member of the Board since December 2018. Independent of the company and its major shareholders.

**Share ownership:** 31 December 2024  
35 920 shares

**Main occupation:**  
Professional board member, investor

#### Key positions of trust:

Cloudberry Capital Oy (Member of the Board), Tylko S.A. (Member of the Board), Koivukuitu Oy (Chairman of the Board), Pasakuitu Oy (Member of the Board), SoilFood Oy (Member of the Board), OffiStore Oy (Chairman of the Board), Vincit Solutions Oy (Chairman of the Board), Vincit Oyj (Chairman of the Board), Amor & Labor Oy (Member of the Board), Happeo Ltd. (Chairman of the Board), Integrata Oy (Member of the Board), LähiTapiola Pirkanmaa (Member of the Board), KOSM Oy (Member of the Board), Plugit Finland Oy (Chairman of the Board), Quattro Lining Oy (Chairman of the Board), Ellun Kanat Oy (Member of the Board)

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### Harri Sjöholm, b. 1954, M.Sc. (Eng.)

Vice Chairman of the Board since March 2023, Chairman of the Board from December 2018 to March 2023, and previously Member of the Board 1998–2018. Non-independent of the major shareholder. Major shareholder in Five Alliance Oy, which holds 27.1 percent of the company's shares.

**Share ownership:** 31 December 2024  
53 883 shares

**Main occupation:**  
Robit Oyj, Vice Chairman of the Board

**Key positions of trust:**

Five Alliance Oy (Chairman of the Board), Kangasalan Väkkyvä Vesijärvi ry (Member of the Board), Tampere University of Applied Sciences Foundation (Member of the Board)

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**Kai Telanne, b. 1964, M.Sc.**

Member of the Board since April 2024. Independent of the company and its major shareholders.

**Share ownership:** 31 December 2024  
9 231 shares

**Main occupation:**  
CEO, Alma Media Oyj

**Key positions of trust:**

Sara Hildenin säätiö (Chairman of the Board), Etlä/Eva (Member of the Board), Confederation of Finnish Industries (Member of Election Committee and General Assembly), Teleste Oyj (Member of the Board)

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**Markku Teräsvasara, b. 1965, B.Sc. (Civil Eng.)**

Chairman of the Board since March 2023, Member of the Board since March 2022. Independent of the company and its major shareholders.

**Share ownership:** 31 December 2024  
39 415 shares

**Main occupation:**  
Chairman of the Board, Robit Oyj

**Key positions of trust:**

Technology Industries of Finland (Member of the Board), Swiss Tower Mills Minerals AG (Member of the Board)

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**Eeva-Liisa Virkkunen, b. 1957, M.Sc. (Econ.)**

Member of the Board since March 2022. Independent of the company and its major shareholders.

**Share ownership:** 31 December 2024  
27 836 shares

**Main occupation:**  
Professional board member

**Key positions of trust:**

Sotkamo Silver AB (Chairman of the Board), Länsirata Oy (Vice Chairman of the Board), Neova Oy (Vice Chairman of the Board)