

New candidate for the Board of Directors



Tero Hemmilä

Born: 1967

Place of residence: Laitila, Finland

Education: M.Sc. (Agriculture and Forestry)

Key employment history: CEO (HKScan Oyj/HKScan Group, 2019-2022), Commercial Director (Yara International ASA, Nordic area, 2015-2018), Country manager and CEO (Yara International ASA, Yara Suomi Oy, 2015-2018), various management positions in HKScan Oyj 1997–2009

Other simultaneous positions of trust:

Apetit Oyj: Member of the Board of Directors, 2023-

Kalaneuvos Oy: Member of the Board of Directors, 2023-

Independent of the company and of its significant shareholders.