

Fondia Plc – annual general meeting 19 March 2026

Proposed board composition: CVs of the proposed board members

Johan Hammarén

(b. 1969), Bachelor of Laws, Bachelor of Economics, Finnish national
Member of the Board of Directors of Fondia 2006–

Independent of the company

Key work experience:

- Oy Hammarén & Co Ab, CEO 2019–
- JAM Advisors Oy, Founding Partner and Compliance & Risk Manager 2012–2018
- Fondia Plc, Founding Partner, various positions 2006–2012
- Nokia Corporation, Legal Director 2000–2006
- Waselius & Wist Oy, Lawyer 1999–2000

Positions of trust:

- Ikicais Oy, Chair of the Board 2024–
- Tecnotree Plc, Member of the Board 2023–
- CapMan Plc, Member of the Board 2020–
- Silvertärnan Ab, Member of the Board 2020–
- Pieni Kirahvi Oy Ab, Member of the Board 2019–
- PK Mechanicus Oy Ab, Chair of the Board 2019–
- Oy Hammarén & Co Ab, Member of the Board 2019–
- Naava Group Oy, Member of the Board 2016–
- Elinkorkolaitos Hereditas Oy, Member of the Board 2011–
- Oy Johan Hammaren & Co, Member of the Board 2011–
- Oy Everton Ab, Member of the Board 1997–

Shareholdings in Fondia Plc through Oy Johan Hammarén & Co Ab 656,250 shares and through Oy Hammarén & Co Ab 18,514 shares

Katariina Lindholm

(b. 1979), Licentiate in Psychology (PsL), Finnish national
Member of the Board of Directors of Fondia 2021–

Independent of the company and the company's significant shareholders

Key work experience:

- UPM-Kymmene Corporation, HR Director, UPM Adhesive Materials Global Markets & Graphics, 2026–
- Retta Group Oy, HR Director and member of the Group Management Team 2023–2025
- Med Group Oy, Executive Director (HR, Marketing, Communications and Sustainability) 2019–2022
- Med Group Oy, HR Director, 2017–2019
- MPS Enterprises / MPS Prewrite Oy, Competence Director, Senior Partner 2011–2017

- MPS Finland Consulting Oy, Senior Consultant, Senior Partner 2008–2011
- MPS Finland Consulting Oy, Consultant, 2005–2008

Positions of trust:

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Shareholdings in Fondia Plc 1,200 shares

Sampo Pasanen

(b. 1977), Bachelor of Science, Computer Science, Finnish citizen

Independent of the company and its significant shareholders

Key work experience:

- Witted Oyj, Chief Commercial Officer (CCO), member of the Executive Team since 2024
- Reaktor Group Oy, Chief Commercial Officer (CCO) 2023–2024; Chief Executive Officer 2020–2023
- Reaktor Finland Oy, Managing Director 2018–2020; Director, Defence & Security 2015–2018; Principal Consultant /Key Account Manager 2013–2015
- Efecte Oy, Business Development Manager/Director, Solutions 2012–2013; Director, Product Management/Director, New Products 1009–2012; VP Products/Director, Product Management 2006–2009; Project Manager/Quality Manager/Software Developer 1999–2005

Positions of trust and other duties:

- Markku.fi, advisor and seed investor
- Fraktal Oy, Chair of the Board
- Witted Finland Oy, sole ordinary member of the Board
- Mavericks Software Oy, deputy member of the Board
- Talented Growth Oy, deputy member of the Board
- New Things Company Oy, deputy member of the Board
- Nexec Oy, deputy member of the Board

No shareholding in Fondia Plc