

Relaxing Moments



Natural Wellbeing

## Proposal by the Shareholders' Nomination Board of Harvia Plc to the AGM on 26 April 2024 on the election of the members to the Board of Directors:

### Current Board members

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*All proposed persons have given their consent to the appointment. They are independent of the company and independent of the major shareholders of the company.*



#### **HEINER OLBRICH**

PhD (Economics), Master of Science (Business Administration)  
Born 1965, German citizen  
Deputy Chair of the Board of Directors from 2023  
Member of the Board's Audit Committee from 2023  
Member of the Board of Directors from 2022

#### **Work history:**

- Chief Marketing & Sales Officer at Miele in 2011–2014
- Senior Vice President Sales Global in 2009–2010 and Vice President Sales EMEA in 2006–2009 at Adidas
- Consultant, Partner, and Head of the FMCG Practice Group at Roland Berger Strategy Consultants in 1995–2006
- Inhouse Consultant and Project Manager at Kaufhof Holding in 1993–1995

#### **Positions of trust:**

- Chairman of the Board of Björn Borg from 2017 and member of the Board from 2015
- Vice Chairman of the Board of Eckes granini AG since 2018

Independent of the company and its major shareholders

**Harvia shares:** 2,000



#### **ANDERS HOLMÉN**

Master of Science (Economics)  
Born 1977, Finnish citizen  
Member of the Board of Directors from 2021  
Member of the Board's Audit Committee from 2022

#### **Work history:**

- Managing Director of Fyrklöver-Invest Oy Ab from 2013
- Different positions related to mergers and acquisitions at CapMan Plc in 2007–2013, contracted as external part time consultant at CapMan Plc in 2013–2020
- Investment Manager at the Nordic Environment Finance Corporation (NEFCO) in 2002–2007
- Sales positions at Stålbox in 1999–2002

#### **Positions of trust:**

- Chairman of the Board of LED Tailor Oy from 2022
- Member of the Board of K Hartwall AB from 2017, of Etukodit Oy from 2017, of Agora Networks Oy Ab from 2021
- Member of the Board of Lunawood Oy in 2010–2019, of Mawell Oy in 2011–2018, of Profit Software Oy in 2011–2014, as well as previous board membership of Mirasys Oy

Independent of the company and its major shareholders

**Harvia shares:** 1,685

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#### **HILLE KORHONEN**

Licentiate of Technology

Born 1961, Finnish citizen

Member of the Board of Directors from 2021

Member of the Board's Audit Committee from 2021

#### **Work history:**

- President and CEO of Nokian Tyres Plc in 2017–2020
- President and CEO of Alko Oy in 2012–2017
- Vice President of Operations responsible for manufacturing, sourcing and logistics at Fiskars Corporation Plc in 2008–2012
- Group Director, Operations of Iittala Group in 2003–2008
- Director and a management position in logistics at Nokia Group in 1996–2003
- Management duties in logistics and marketing development at Outokumpu Copper Plc in 1993–1996

#### **Positions of trust:**

- Chairman of the Board of Asuntosalkku Oyj from 2022
- Chairman of the Board of Olokoto Oy from 2020
- Member of the Board of Luja Corporation from 2021
- Member of the Board and Compensation and Nomination Committee of Nokian Tyres Plc. in 2006–2017 and of Lassila&Tikanoja Plc in 2009–2015
- Member of the Board of Ilmarinen Mutual Pension Insurance Company in 2015–2018 and of Mint of Finland Group 2008–2010

Independent of the company and its major shareholders

**Harvia shares:** 5,106



#### **MARKUS LENGAUER**

PhD (Mechanical Engineering), Master of Science (Engineering)

Born 1965, Austrian citizen

Member of the Board of Directors from 2023

#### **Work history:**

- President and CEO of Oras Group in 2017–2018
- Freelance Consultant in the HVAC industry from 2013
- CEO of Rettig ICC in 2004–2013
- CEO of the Austrian-based company Vogel & Noot Wärmetechnik AG in 1999–2004
- Consultant at McKinsey & Company in 1997–1999

#### **Positions of trust:**

- Chairman of the Board of Oras Group from 2019
- Vice chairman of the Board of Uponor Corporation 2018–2023, member of the Board 2015–2023

Independent of the company and its major shareholders

**No ownership of Harvia shares on 31 December 2023**

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### Current Board members

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#### **OLLI LIITOLA**

Master of Science (Engineering)  
Born 1957, Finnish citizen  
Chairman of the Board of Directors from 2014,  
Member of the Board of Directors from 2014  
Chairman of the Board's Audit Committee 2018–2021

#### **Work history:**

- CapMan Oyj Senior Advisor 2017–2019, Senior Partner in 2010–2017, Deputy CEO in 2005–2009 and CFO in 1991–2007

#### **Positions of trust:**

- Member of the Board of CapMan Oyj from 2019
- Chairman of the Board of Tapaus Oy in 2014–2019 and of Oy Lunawood Ltd in 2012–2019
- Chairman of the Board of Bright Group Oy in 2011–2018, member of the Board 2019–2021
- Member of the Board of Nice Entertainment Group Oy in 2008–2013
- Chairman of the Board of Momea Invest Oy from 1982

Independent of the company and its major shareholders

**Harvia shares:** 46,873



#### **CATHARINA STACKELBERG-HAMMARÉN**

Master of Science (Business Administration)  
Born 1970, Finnish citizen  
Member of the Board of Directors from 2023

#### **Work history:**

- Senior Vice President of Knowit Insight Oy 2022–
- Founder of Marketing Clinic Oy; Executive Chairman in 2019–2022 (Marketing Clinic Oy sold to Knowit Insight Oy in 2022); CEO in 2004–2019
- Managing Director of Coca-Cola Finland 2003–2004 and 2000–2002
- Managing Director of Coca-Cola AB in 2002–2003
- Marketing Director of Coca-Cola Nordic & Baltic Division in 2000
- Consumer Marketing Manager of Coca-Cola Finland in 1996–2000

#### **Positions of trust:**

- Chairman of the Board of Alma Media Corporation from 2022, member of the Board from 2009
- Member of the Board of Royal Unibrew A/S from 2019 and of Purmo Group AB from 2021
- Member of the Board of Kojamo Plc from 2021–2024
- Member of the Board of Marimekko in 2014–2022

Independent of the company and its major shareholders

**Harvia shares:** 1,485