

Proposal by the Shareholders' Nomination Board of Harvia Plc to the AGM on 15 April 2026 on the election of the members to the Board of Directors

Current Board members

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.



CATHARINA STACKELBERG-HAMMARÉN

Master of Science (Business Administration)

Born 1970, Finnish citizen

Chair of the Board from November 2025, Deputy Chair of the Board of Directors from 2024 to November 2025, Member from 2023

Chair of the Board's Personnel and Remuneration Committee from November 2025, Member 2024–2025

Work history:

- Senior Vice President at 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 at Coca-Cola Finland in 1996–2000

Positions of trust:

- Chair 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
- Member of the Board of Purmo Group Plc in 2021–2024
- Member of the Board of Kojamo Plc in 2021–2024
- Member of the Board of Marimekko Corporation in 2014–2022

Independent of the company and its major shareholders

Harvia shares: 1,836



PETRI CASTRÉN

LL.M., MBA

Born 1962, Finnish citizen

Member of the Board of Directors from 2025

Chair of the Board's Audit Committee from 2025

Work history:

- Kemira Oyj, Chief Financial Officer 2013–March 2026; Interim CEO July 2023–February 2024
- Nokia Siemens Networks, Head of Corporate Finance (Group Treasurer) 2008–2013; Head of Corporate Development 2007–2008
- Nokia Corporation, Head of Mergers & Acquisitions, Head of NSN negotiation and transition program 1999–2007
- Nokia Telecommunications, Inc./Nokia Networks (USA), Finance and business development management roles 1996–1999
- Skopbank, Helsinki, Finland/New York, USA, Corporate finance expert and management roles 1988–1996

Positions of trust:

- Member of the Board of IONCOR from December 2025
- Member of the Board of Taaleri Plc from 2020
- Member of the Board of Vaisala Corporation 2017–2025
- Member of the Supervisory Board of Varma Mutual Pension Insurance Company from 2013
- Deputy member of the Board of the Chemical Industry Federation of Finland from 2015
- Chair of the Board of Neliapila Pension Fund from 2013

Independent of the company and its major shareholders

Harvia shares: 301

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ANDERS HOLMÉN

Master of Science (Economics)
Born 1977, Finnish citizen
Member of the Board from 2021
Member of the Board's Personnel and Remuneration Committee from November 2025
Member of Board's Audit Committee 2022–2025

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:

- Chair of the Board of LED Tailor Oy from 2022
- Chair of the Board of Etukodit Oy from 2025, Member of the Board from 2017
- Member of the Board of K Hartwall AB from 2017, of Agora Networks Oy Ab in 2021–2025
- 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: 1,986



HILLE KORHONEN

Licentiate of Technology
Born 1961, Finnish citizen
Member of the Board from 2021
Chair of the Board's Audit Committee 2023–2025, Member of the 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 in 2008–2012
- Group Director, Operations at 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:

- Chair of the Board of Asuntosalkku Oyj from 2022
- Member of the Board of Luja Corporation from 2021
- Chair of the Board of Olokoto Oy 2020–2026
- 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: 5,407

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MARKUS LENGAUER

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

Born 1965, Austrian citizen

Deputy Chair of the Board of Directors from November 2025, Member of the Board from 2023

Member of the Board's Audit Committee from 2024

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:

- Chair of the Board of Oras Group in 2019–2025
- Vice Chair of the Board of Uponor Corporation 2018–2023, member of the Board 2015–2023

Independent of the company and its major shareholders

Harvia shares: 880



OLLI LIITOLA

Master of Science (Engineering)

Born 1957, Finnish citizen

Member of the Board from 2014, Chair of the Board in 2014–2024

Member the Board's Personnel and Remuneration Committee from 2024

Work history:

- CapMan Plc 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 Plc in 2019–2025
- Chair of the Board of Oy Lunawood Ltd in 2012–2019
- Chair of the Board of Momea Invest Oy from 1982

Independent of the company and its major shareholders

Harvia shares: 42,174

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Proposed new member of the Board

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MARTIN RICHTER

Master of Economics and Social Sciences,
Master of Business Administration
Born 1976, German citizen

Work history:

- General Manager Germany & Austria of Peloton Interactive from 2019
- Marketing Director, Europe in 2016–2019 and Head of Consumer Marketing in 2014–2016 of Spotify
- Team Lead International Offline Marketing at Zalando in 2012–2014
- Digital Manager at Henkel in 2011–2012
- Media and Interactive Marketing Manager at The Coca-Cola Company in 2007–2011
- Account Manager at Argonauten G2 in 2005–2007

Positions of trust:

- Advisory Board Member at Five14 GmbH in 2019–2024

Independent of the company and its major shareholders

Harvia shares: 0