



Reijo Kiskola, Member of the Board

Education: Dairy Engineer

Year of birth: 1954

Nationality: Finnish

Chairman of the Board: since 27 November 2018 and CEO (acting) of HKScan 27 November 2018–3 February 2019

Member of the Board: since 2018

Member of the Audit Committee and Compensation Committee

Shareholding at HKScan: 29,352 pcs

Relevant positions of trust:

Member of the Board, Leivon Leipomo Oy, Tampere 2016–

Member of the Board, HC Ässä Oy, 2020–

Key employment history:

Arla Foods Amba, European Zone, Member of Leadership Team 2016–2017

Arla Oy, Managing Director 2011–2017

Arla Ingman Oy, Supply Chain Director 2011–2011

Hämeenlinna Dairy Cooperative, Managing Director, 2007–2010

HK Ruokatalo Oy, EVP, 2003–2006

Broilertalo Oy, subsidiary company of HK, Managing Director, 2001–2003

Various Dairy Cooperatives, Managing Director, 1981–2001

Independent of the company and significant shareholders.



Jari Mäkilä, Member of the Board

Education: Agricultural Technician

Year of birth: 1970

Nationality: Finnish

Member of the Board: since 2018

Farm entrepreneur, pork producer 1995–

Shareholding at HKScan: 16,158 pcs (direct ownership) and 127,499 pcs (through Mäkilän Tila Oy)

Relevant positions of trust:

LSO Osuuskunta, Member of the Supervisory Board 2006–

Pellervo, Member of the Delegation 2014–

Key employment history:

Mäkilän Tila Oy, Chairman of the Board

Not independent of the company due to his significant supplier relationship with the company, not independent of significant shareholders due to his position as director in LSO Cooperative.



Anne Leskelä, Member of the Board

Education: M.Sc (Business Administration)

Year of birth: 1962

Nationality: Finnish

Member of the Board: since 2019

Chair of the Audit Committee

Shareholding at HKScan: 14,102 pcs

Relevant positions of trusts:

Componenta Oyj, Member of the Board 2017–, Vice Chairman of the Board 2019–

Image Wear Oy, Member of the Board 2019–

Kemppi Oy, Member of the Board 2022–

Kojamo Oyj, Member of the Board 2018–

Merus Power Oyj, Member of the Board 2021–

Robit Oyj, Member of the Board 2020–, Vice Chairman of the Board 2022–

Tammer Brands Oy, Member of the Board 2018–, Chairman of the Board 2020–

Key employment history:

Nokian Tyres plc, CFO and VP, Finance and Control and IR 2006–2018

Nokian Tyres plc, several managerial positions, Treasury 1997–2006

Oy Kyro Ab, Financial Analyst 1995–1997

Suomen Säästöpankki – SSP Oy, Manager, Domestic Money Market, 1992–1994

Independent of the company and significant shareholders.



Per Olof Nyman, Member of the Board

Education: M.Sc. (Industrial & Management Engineering)

Year of birth: 1956

Nationality: Swedish

Member of the Board: since 2017

Chair of the Compensation Committee

Shareholding at HKScan: 19,157 pcs (nominee-reg.)

Relevant positions of trust:

Swedbank AB, Member of the Board 2021–

Key employment history:

President & CEO, Lantmännen ek. för. 2012–3/2022

Lantmännen ek. för, EVP, Senior Vice President & CFO 2008–2012

WHIRLPOOL Europe, Various Vice President, Director and Controller positions 1986–2008

Gränges Metallverken, Sweden, Financial Analyst & Assistant Controller 1982–1986

JOHNSON METALL, Sweden, IS System Analyst, Manager Production & Material Planning 1980–1982

Independent of the company, but not independent of its significant shareholders due to his former position at Lantmännen ek. för.



Harri Suutari, Member of the Board

Education: B.Sc. (Electrical and Automation Engineering)

Year of birth: 1959

Nationality: Finnish

Member of the Board: since 2019

Member of the Compensation Committee

Componenta Oyj, Chairman of the Board, 1 September 2019–

Shareholding at HKScan: 13,007 pcs

Relevant positions of trust:

Aari Metsä Oy, Member of the Board 2022–

Componenta Oyj, Chairman of the Board 2019–

Green Carbon Finland Oy, Member of the Board 2021–

Harri Suutari Oy, Member of the Board 2014–

Konesilta Oy, Chairman of the Board 2023–

Oy M-Filter Ab, Member of the Board 2011–

PunaMusta Media Oyj, Vice Chairman of the Board 2018–2021, Chairman of the Board 2021–

Proventia Oy, Chairman of the Board 2017–

Proventia Group Oyj, Chairman of the Board 2017–

Talgraf Oy, Chairman of the Board 2017–

Treenimaailma SIXQ Oy, Chairman of the Board 2022–

Key employment history:

Componenta Oyj, CEO, 2015–2019

PKC Group Oyj, CEO, 2008–2011 and 2002–2005

Ponsse Oyj, CEO, 1992–2001

Kajaani Automatiikka Oy, Managing Director, 1984–1996

Independent of the company and significant shareholders.



Terhi Tuomi, Member of the Board

Education: M.Sc (Econ.)

Year of birth: 1966

Nationality: Finnish

Member of the Board: since 2019

Member of the Audit Committee

Boreal Plant Breeding Ltd, CFO 2004–

Farm entrepreneur, pork producer 2002–

Shareholding at HKScan: 11,757 pcs

Relevant positions of trust:

LSO Osuuskunta, Member of the Board 2017–

Key employment history:

Pihla-Windows, Financial Manager 2000–2004

Racinel Ltd, Entrepreneur, Office Manager 1990–2000

Gebrüder Jüng GmbH, Germany, Advertisement Assistant 1991–1992

Independent of the company, but not independent of its significant shareholders due to her position as director in LSO Cooperative.



Ilkka Uusitalo, Deputy member of the Board

Year of birth: 1968

Nationality: Finnish

Deputy member of the Board: since 2019

Member of the Compensation Committee

Farm entrepreneur, broiler meat producer

Shareholding at HKScan: 166,690 pcs

Relevant positions of trusts:

City of Salo, Member of the City Council since 2009 and Vice Chairman of the City Council 2017–

City of Salo, Member of the Chairman Board 2017–, Member of Corporate Division 2021–

Coop Center Pellervo, Member of the Delegation since 2012, Vice Chairman of the Delegation 2017–2018 and Chairman of the Delegation 2019–

LSO Osuuskunta, Member of the Board since 2011 and Chairman of the Board 2022–

Lounaismaan Osuuspankki (bank), Member of the Board 2023–

Metsäliitto Cooperative, Member of the Supervisory Board 2017–

Not independent of the company due to his significant supplier relationship with the company, not independent of significant shareholders due to his position as director in LSO Cooperative.



Ove Conradsson, Deputy member of the Board

Education: M.Sc. (Agriculture)

Year of birth: 1961

Nationality: Swedish

Member of the Board: since 2022

Member of the Audit Committee

CEO, Hushållningssällskapet Västra 2019-

Shareholding at HKScan: -

Relevant positions of trust:

Hushållningssällskapetets Agri IT AB, Board member 2021–

Statens jordbruksverk, Board member 2020–

ASVT-Trottex, Board member 2019–

Förvalta AB, Board member 2019–

Hökensås sportfiske, Board member 2019–

Prytzka fonden, Board member 2019–

Nordiska avelsföreningen för biff Fraser, Board member 2019–

Sveriges Nötköttproducenter, Board member 2019–

Key employment history:

Project Manager, SmartAgri 2017–2019

CEO, Skövde Slakteri AB 2013-2016

CEO, Hjordnära Ecological Dairy, Skånemejerier Oy, Skånemejerier AS, Östgöta Dairy and Sales Director for Skånemejerier AB 2010-2012

Manager, County administrative board Västra Götaland for agriculture, rural development, trade and business 2004-2009

General secretary, Harness horse breeders association 1998-2003

CEO, Skövde Slakteri AB 1994–1997

General secretary, Harness horse breeders association 1992-1993

CEO, Skövde Slakteri AB 1988–1991

Independent of the company and of the major shareholders.