



Susanne Skippari

b. 1974, Master of Science (Econ.), Finnish citizen

Independent of the Company and significant shareholders

Primary working experience:

- Carlsberg Group; CHRO, Executive Vice President, Human Resources; 2024–
- KONE Corporation; EVP, People and Communications; CHRO, Executive Vice President, Human Resources; Head of HR, New Equipment Business; Head of Talent Management; Area HR Director, Europe, Middle-East and Africa; 2007–2024
- Nokia Corporation; several manager positions; 1999–2007

Other positions of trust:

- Supervisory Board Member
 - Ilmarinen; 2024–
- Member of Board of Directors, Member of People and Remuneration Committee
 - Uponor; 2022–2023