

Innofactor Plc

CANDIDATES FOR THE BOARD OF DIRECTORS

Pekka Eloholma, born in 1960

M.Sc. (Tech.). Mr. Eloholma has been a member and the Chairman of Innofactor Plc's Board of Directors as of 2018. He is the CEO of Sitowise Oy as of 2019 and the Chairman of Sitowise Oy's Board of Directors since 2018. Before this, he worked as the CEO of Nebula Oy in 2014–2017 and the CEO of Affecto Oyj in 2006–2013. Previously, he has worked in management positions in, for example, Setec Oy, Siemens Oy, FinnetCom Oy, and Helsingin Puhelin (current Elisa Oyj). Mr. Eloholma has an excellent understanding of arranging and developing operations of a Nordic IT company, and in taking into consideration the effects of new technologies, especially cloud technologies, in business operations. Mr. Eloholma is independent of the company and its main shareholders. Ownership: 70,106 shares.

Mr. Eloholma has informed that due to his position as the CEO of Sitowise Oy, he does not have enough time to continue as the Chairman of the Board.

<https://www.linkedin.com/in/pekkaeloholma/>

Sami Ensio, born in 1971

M.Sc. (Tech.). Mr. Ensio has been Innofactor Plc's CEO since 2010, and before that, he was the founder and CEO of Innofactor Ltd starting from 2000. He has been a member of Innofactor Plc's Board of Directors since 2010, and before that, he was a member of the Innofactor Ltd's Board of Directors starting from 2000. Mr. Ensio holds several positions of trust in the Federation of Finnish Technology Industries and the Confederation of Finnish Industries. For example, he is a Chairman of the Board in (the) Information Technology Industries Finland, Vice Chairman of the Board in Delegation of Entrepreneurs and Member of the Board in Technology Industries of Finland. Mr. Ensio has an extensive understanding of IT business in the Nordic Countries and of the Microsoft ecosystem. Mr. Ensio is not independent of the company as he is the CEO and a significant shareholder of the company (with 15.26% ownership). Ownership: 5,706,477 shares.

<https://www.linkedin.com/in/ensio/>

Anna Lindén, born in 1973

M. Pol.Sc. Ms. Lindén has been a member of the Innofactor Plc's Board of Directors as of 2018. Ms. Lindén has an extensive background in business leadership and information technology. Her most recent position was the COO of Nokia's Mobile Networks business group until early 2019. Ms. Lindén started at Nokia in 1998 as the project leader for a digitalization project, after which she transferred to marketing and communications, where she worked in several management positions. Since 2010, she held several positions responsible for business operations in different units of Nokia. Ms. Lindén has strong knowhow of management in a multi-national company as well as of taking technology changes into account in business. Currently she is active as Senior Advisor in Change Management at Cocomms. Ms. Lindén is independent of the company and its main shareholders. Ownership: 39,000 shares.

The candidates of the Board of Directors have agreed on beforehand that, if they will be elected, they will vote for Ms. Lindén as the Chairman of the Board in the regrouping meeting.

<https://www.linkedin.com/in/anna-linden-b0546020/>

Risto Linturi, born in 1957

M.Sc. (Tech.). Mr. Linturi has been a member of the Innofactor Plc's Board of Directors as of 2018 and acted in Innofactor Ltd's Board of Directors in 2000–2010. He is currently the Chairman of the Board of Sovolto Oyj, which is partly owned by his family business, and a private consultant. In 2004–2014, Mr. Linturi was the program director of Aalto University's Radical innovations program. Previously, he has been, for example, the technology director of Helsingin Puhelin (current Elisa Oyj) and President of the IT training company operating under his name (current Tieturi Oy). Mr. Linturi has also held several other Board memberships. Mr. Linturi's area of specialization is understanding the economic and societal effects of new and upcoming technologies. He is one of Finland's most prominent futurists and has drawn up reports, for example, for the Finnish Parliament. Mr. Linturi is independent of the company and its main shareholders. Ownership: 826,411 shares.

<https://www.linkedin.com/in/linturi/>

Heikki Nikku, born in 1956

B.B.A. (Not finished). Mr. Nikku has more than 30 years of experience in the information technology industry. He has a wide range of experience in business and operational management as well as a proven sales and marketing track record. His most recent position was the President of CGI, Northern Europe Operations, in 2017-2019, leading an organization of 10,000 members. Mr. Nikku started at CGI in 2012 as BU Leader and Country Manager in Finland and Estonia, after which he led CGI's operations in the Nordic countries, Lithuania and Estonia in 2015-2017. Previously, Mr. Nikku held the Country Manager position at Logica Finland in 2008-2012. He has also held several Board memberships. Mr. Nikku is a successful business leader and has achieved great operational results in the Northern European market. Thanks to his experience, he is very knowledgeable about IT industry trends, especially in Innofactor's area of operation in the Nordic countries. Mr. Nikku is independent of the company and its main shareholders. Ownership: 0 shares.

<https://www.linkedin.com/in/heikki-nikku-648826134/>