

GROUP MANAGEMENT



AKI LAIHO

HKSCAN'S DEPUTY CEO AS OF 20 JANUARY 2016 AND COO AS OF 2012

Doctor of Science (Technology), CSCP, Finnish national, born 1972

Key employment history: Aalto University, BIT Research Centre, Researcher and Project Manager 2008-2012; SunKumppani Oy, Partner 2009-2012; Sauer-Danfoss ApS, Director, Global Supply Chain 2005-2008; Nokia Corporation, Head of Mobility Office 2004-2005; Nokia Corporation, Head of DSN Strategy and Advanced Development, 2002-2004; Nokia Corporation, other duties 1997-2001

Main Board memberships and public duties currently undertaken: Rolan Oy, Chairman of the Board 2010-; in addition, board positions in Group companies.

Shareholding in HKScan on 31 December 2015: 7 500



TUOMO VALKONEN

CFO OF HKSCAN AS OF 2012

M.Sc. (Econ.), Finnish national, born 1967

Key employment history: CPS Color, CFO 2010-2012; Rautaruukki, Vice President, Corporate Finance and Control, 2004-2010; Savcor, General Manager, Beijing, China, 2002-2004; Kyrö, Business Controller, Tianjin, China, 2001-2002; Metsäliitto, Finforest, various managerial positions in finance, sawn timber division 1995-2001

Shareholding in HKScan on 31 December 2015: 5 500



SAMULI ESKOLA

EXECUTIVE VICE PRESIDENT OF HKSCAN'S CONSUMER BUSINESS IN FINLAND AND THE BALTICS AS OF 2013

M.Sc. (Econ.), Finnish national, born 1974

Key employment history: HKScan Group, SVP strategy and strategic projects 2012-2013; HKScan, various management positions 2007-2012; Lännen Tehtaat Plc, Director for SBU Fish 2005-2007; Atria, management positions 2000-2005

Main Board memberships and public duties currently undertaken: Finnish Meat Board, Chairman of the Board 2014-; Lihatie dotus ry, Member of the Board 2014-; Envor Group Oy, Member of the Board 2013-; Finfood, Finnish Food Information, Member of the Board 2016-. in addition, board positions in Group companies.

Shareholding in HKScan on 31 December 2015: 1 000



GÖRAN HOLM

EXECUTIVE VICE PRESIDENT OF HKSCAN'S CONSUMER BUSINESS IN SCANDINAVIA AS OF 2012

DIMH diploma in marketing, Stockholm IHM Business School; Swedish national, born 1958

Key employment history: Coca-Cola Enterprises Sverige AB, Managing Director 2005-2012; Deputy Managing Director 2003-2005, and commercial director 2001-2005; Johnson & Johnson Consumer, Scandinavia, Managing Director 1995-2001 and various other positions, including commercial director 1993-1995

Main Board memberships and public duties undertaken: Svenska Köttföretagen (network of Swedish slaughtering companies), Member of the Board 2014-; Swedish Food Federation, Chairman of the Board 2011-; Confederation of Swedish Enterprises, Member of the Board 2009-; Grocery Manufacturers of Sweden, Member of the Board 2003-; in addition, board positions in Group companies

Shareholding in HKScan on 31 December 2015: 7 500



JUKKA NIKKINEN

EXECUTIVE VICE PRESIDENT OF HKSCAN'S AWAY FROM HOME (AFH) BUSINESS AS OF 2012

M. Sc. (Econ.), Finnish national, born 1962

Key employment history: Rautakirja Oy, Senior Vice President, Business development and strategy, member of Rautakirja Group's management team 2004-2012 and Kiosk trade, director, international business, member of Kiosk trade business' management team 2002-2004; Leaf Suomi and Leaf group, various duties 1988-2001, latest as Export Director 1999-2001

Shareholding in HKScan on 31 December 2015: 7 500



SARI SUONO

EXECUTIVE VICE PRESIDENT HR OF HKSCAN AS OF 2013

Master of Law, EMBA; Finnish national, born 1968

Key employment history: Head of HR at A-Katsastus Group Oy 2011–2013; Itella Plc, Mail Communication, VP HR 2007–2011; Group HR, HRM, Director 2006–2007 and Group HR, Legal Counsel 2003–2006; Finnair Plc, various positions 1988–2003, latest as HR Director 2001–2003

Main Board memberships and public duties undertaken: Les Amis de l'École française ry, Member of the Board 2014–; The Finnish Association of Human Resources Management HENRY ry, Member of the Board 2015–

Shareholding in HKScan on 31 December 2015: 5 500



ANNE MERE

CHIEF MARKETING OFFICER (CMO) OF HKSCAN AS OF 2013

MBA, Estonian national, born 1971

Key employment history: EVP of HKScan's consumer business segments of Finland and the Baltics 2012–2013; AS Rakvere Lihakombinaat, Managing Director 2008–2012 and Marketing Director 2003–2008; Austria Tabak Eesti OÜ, Marketing Manager 2000–2003; Unilever Eesti OÜ, Key Account Manager 1997–2000; Suomen Unilever Oy, Van den Bergh Foods, Representative for Estonia 1994–1997

Main Board memberships and public duties undertaken: Board positions in Group companies

Shareholding in HKScan on 31 December 2015: 7 500



MARKKU SUVANTO

EXECUTIVE VICE PRESIDENT, LEGAL AND ADMINISTRATION OF HKSCAN AS OF 2011

LL.M. trained on the bench, Finnish national, born 1966

Key employment history: HKScan Corporation, Group Lawyer 2009–2011; KPMG Oy Ab, Senior Legal Counsel 2006–2009; Lakitoimisto Suomi & Suvanto Oy, Partner 2004–; KLegal Oy, corporate law 2002–2003; Sampo Bank, asset management for personal and business customers, including tax planning 1998–2002

Main Board memberships and public duties currently undertaken: board positions in Group companies

Shareholding in HKScan on 31 December 2015: 5 500



HANNU KOTTONEN

PRESIDENT AND CEO OF HKSCAN MARCH 2012-20 JANUARY 2016

M.Sc. (Econ.), Finnish national, born 1957

Key employment history: Metsä Tissue Corporation, CEO, 2006–2012; Metsäliitto Group, Member of the Executive Management Team 2009–2012; M-real Corporation, Head of the Consumer Packaging business area 2004–2006; Huhtamaki Group, various positions (incl. CFO and President of the Fresh Food Packaging Division) 1983–2003; TSP-Suunnittelu Oy 1980–1983

Main Board memberships and public duties previously undertaken: Varma Mutual Pension Insurance Company, Member of the Supervisory Board 2015-01/2016; Confederation of Finnish Industries EK, Member of the Trade Policy Committee 2014-01/2016; Finnish Food and Drink Industries' Federation ETL, Member of the Board and executive committee 2012-01/2016; Helsinki Region Chamber of Commerce, Member of delegation at Finland Chamber of Commerce 2013-01/2016

Shareholding in HKScan on 31 December 2015: 50 000

EXTENDED MANAGEMENT TEAM OF HKSCAN COMPRISES IN ADDITION TO THE MANAGEMENT TEAM MEMBERS:

Marja-Leena Dahlskog, Senior Vice President, Communications

Mika Huhtanen, Senior Vice President, Supply Chain

Veli-Matti Jäppilä, Senior Vice President, Strategic Projects, Primary Production

Keijo Keränen, Senior Vice President, Treasury

Orvokki Knuutinen, Senior Vice President, Sourcing

Tero Lindholm, Senior Vice President, Business Process Solutions

Juhan Matt, Senior Vice President, Strategy and Strategic Projects

Pia Nybäck, Senior Vice President, Animal Sourcing and Producer Services

Karri Westman, Vice President, Group internal audit, Finance

Anders Jensen, General Manager, Denmark

Magnus Lindholm, General Manager, Sweden

Teet Soorm, General Manager, Baltics