

# 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; Huhtamäki 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