

BOARD OF DIRECTORS



MIKKO NIKULA

CHAIRMAN OF THE BOARD SINCE 2015

M.Sc. (Physics), Finnish national, born 1972; Deputy member of HKScan Board 2013-2014; Farm entrepreneur, broiler meat producer, Rusko, Finland

Key employment history: Privanet Securities, operative director 2012; TUTO Hockey Oy, general manager 2011; Nokia Corporation 1998-2009: several managerial positions in global sales and R&D

Main Board memberships and public duties: Suomen purjelaivaosakeyhtiö (Sailing ships of Finland Ltd.), Member of the Board 2012-

Public duties previously undertaken: LSO Osuuskunta, Member of the Board, 2012-2013; General Assembly of Suomen Siipikarjaliitto ry (Finnish Poultry Association), Vice Chairman 2010-2011

Independent of the Company and major shareholders

Shareholding in HKScan on 31 December 2015: 0



NIELS BORUP

DEPUTY CHAIRMAN OF THE BOARD SINCE 2011

M.Sc. (Econ. & Bus. Admin.), Finnish national, born 1964; Farm entrepreneur, pork and milk producer, Lapinjärvi, Southern Finland

Main Board memberships and public duties: Finnpig Oy, Member of the Board 2014-; The Federation of Employers in Agriculture, Member of the Board 2008-; Finlands Svenska Jordägarförbunds stiftelse (Finland's Swedish Landowners' Federation Foundation), Member of the Board 2008-

Public duties previously undertaken: Scan AB, Member of the Board 2011-2012; LSO Osuuskunta, Member of the Board 2008-2011

Independent of the Company and major shareholders

Shareholding in HKScan on 31 December 2015: 8 000



TERO HEMMILÄ

MEMBER OF THE BOARD SINCE 2011

M.Sc. (Agr. & For.); Finnish national, born 1967; Yara International, Yara Nordic, Commercial Director 08/2015-

Key employment history: Yara Suomi Oy, managing director 2010–07/2015; HKScan Corporation, SVP, strategy and development 2009–2010; HK Ruokatalo Oy, SVP in charge of the meat business 2008–2009; LSO Foods Oy, executive positions 1997–2008

Main Board memberships and public duties: Pellervo Economic Research PTT, Member of the Board 2010-

Public duties previously undertaken: Chemical Industry Federation of Finland, Member of the Board 2010-12/2015; Farmit Website Oy, Chairman of the Board 2010–08/2015; Viljavuuspalvelu Oy, Chairman of the Board 2010–2012; Scan AB, Member of the Board 2009–2010; LSO Foods Oy, Member of the Board 2009–2010; Finnpig Oy, Member of the Board 2008–2010; Envor Biotech Oy, Chairman of the Board 2008–2010; Honkajoki Oy, Member of the Board 2008–2010, Findest Protein Oy, Member of the Board 2008–2010

Independent of the Company and major shareholders

Shareholding in HKScan on 31 December 2015: 3 500



HENRIK TRESCHOW

MEMBER OF THE BOARD SINCE 2011

MBA, Swedish national, born 1946

Main Board memberships and public duties: Ingleby Farms and Forests, Vice Chairman of the Board 2005-; Abacus Sportswear AB, Chairman of the Board 2010-; Sperlingsholms Gods AB, Chairman of the Board 2000-; Wanås Gods AB, Chairman of the Board 2000-

Public duties previously undertaken: Skabernäs HB, Member of the Board 2007–09/2015; Federation of Swedish Landowners, Chairman of the Board; Treschow-Fritzöe Industries, Member of the Board

Independent of the Company and major shareholders.

Shareholding in HKScan on 31 December 2015: 1 200 (nominee-reg.)



TEIJA ANDERSEN

MEMBER OF THE BOARD SINCE 2012

M.Sc. (Agr. and For.), eMBA; Finnish national, born 1957

Key employment history: Etelä-Hämeen Lomat Oy, CEO 2013-2015; Adviso TMA Oy, CEO 2012-2014; Oy Karl Fazer Ab, SVP, Strategic Marketing, Brands and R&D 2009-2011; Fazer Amica Oy, Managing Director 2003-2007, Deputy Managing Director, marketing and sales 2003; Fazer Amica, Managing Director 2005-2008; Candyking Finland Oy (Fazer Group), Managing Director 2000-2002; Fazer Suklaa Oy, Sales Director 1997-2000

Main Board memberships and public duties: Unicef Finland, Member of the Board 2014-; Paletti Oy, Member of the Board 2009-; Are Oy, Member of the Board 2012-

Public duties previously undertaken: Diacor Oy, Member of the Board 2009-2014; Technopolis Plc, Member of the Board 2009-2013; Sampo Bank, Member of the Board 2006-2009; HAUS - Finnish Institute of Public Management Ltd, Member of the Board, 2007-2009; Turvatiimi, Member of the Board 2007-2009; Association of Finnish Advertisers, vice chair, Member of the Board 2007-2011

Independent of the Company and major shareholders

Shareholding in HKScan on 31 December 2015: 0



PIRJO VÄLIAHO

MEMBER OF THE BOARD SINCE 2015

Bachelor of Economic Sciences; Finnish national, born 1954

Key employment history: Procter & Gamble 2005-2014: Procter & Gamble Germany, Austria, Switzerland MDO, VP & GM, and P&G Germany, Austria and Switzerland, Chair of the Management Board, based in Germany 2008-2014; P&G Germany, Austria, Switzerland MDO, VP & GM, based in Germany, 2007-2008; P&G Nordic, VP & GM, based in Sweden 2005-2007. The Gillette Company 1982-2005, Several VP & GM and Director positions, latest: Gillette Central Europe West (Germany, Austria and Switzerland), VP & GM, based in Germany 2002-2005; Turkama & Kumppanit (Advertising Agency) 1980-1982; Mainosyhtymä (Advertising Agency) 1978-1980

Main Board memberships and public duties: Veho Group Oy, Member of the Board 2013-; Oras Group Oy, Member of the Board 2014-; P&G Germany, Member of the Supervisory Board 2015-

Public duties previously undertaken: Amer Sports, Member of the Board, 2007-2012; The German Brands Association, 2011-2014; The German Cosmetic, Toiletry, Perfumery and Detergent Association, 2012-2014

Independent of the Company and major shareholders

Shareholding in HKScan on 31 December 2015: 0



PER NILSSON

DEPUTY MEMBER OF THE BOARD SINCE 2013

Lantmästare, Swedish University of Agricultural Sciences (SLU), Mast programme at Agriculture University of St. Paul/ Minnesota, USA; Swedish national, born 1973; Farm entrepreneur and pork and beef producer, Esplunda, Central Sweden

Key employment history: Salesman of Swedish Lantmännen 1998-1999; Work on different farm companies 1980-1998

Main Board memberships and public duties: Various local boards in Sweden 1999-

Public duties previously undertaken: Swedish Meats ek. för. 2006-2008; The head board of the Swedish Federation of Farmers Union, LRF 2004-2006; Local marketing board of Swedish Lantmännen 2002-2004; Swedish Federation of Young Farmers 2000-2003; The student organization of SLU Alnarp, Chairman 1997-1998

Independent of the Company and major shareholders

Shareholding in HKScan on 31 December 2015: 570 (nominee-reg.)



MARKO ONNELA

DEPUTY MEMBER OF THE BOARD SINCE 2015

M.Sc. (Agriculture); Finnish national, born 1974; Farm entrepreneur and pork producer, Loimaa, Southwestern Finland

Public duties previously undertaken: LSO Osuuskunta, Member of the Supervisory Board 2011-2015; HKScan, primary production cooperation group, Chairman 2013-2014; LSO Osuuskunta, Member of the Representative Board 2004-2011

Independent of the Company and major shareholders

Shareholding in HKScan on 31 December 2015: 9 000