

Nomination Committee's Proposal for the new members of the Board of Directors**Ville Jaakonsalo**

Ville Jaakonsalo serves as Chief Financial Officer (CFO) at IONCOR and has extensive experience in international industrial business and strategic transformation. He has held several finance and treasury leadership positions, including at Metsä Group and Patria. He has strong experience in transformations, financing, corporate transactions and the defence industry.

Shareholding in the company: No shareholding

Independence: Independent of the company and its significant shareholders

Ville Heikkinen

Ville Heikkinen is an experienced growth business executive with a strong background in business development, financing and Board work. He has previously worked at Elektrobit Oyj (now Bittium Oyj) and was involved in investing in KNL Networks, a company supplying smart radios to the Finnish and Swedish armed forces. He also has significant experience in M&A in multiple roles and experience in building strategic platforms through acquisitions.

Shareholding in the company: No shareholding

Independence: Independent of the company and its significant shareholders

Juha Pinomaa

Juha Pinomaa is an experienced international business executive and Board professional with over 30 years of experience in technology-driven and industrial businesses across Europe, Asia and the United States. He has served as CEO and Chair of the Board of several companies and has led significant growth initiatives and transformations. Mr. Pinomaa has particular expertise in scaling technology companies, M&A and international business.

Shareholding in the company: No shareholding

Independence: Independent of the company and its significant shareholders

Tapani Kiiski

Tapani Kiiski is an experienced industrial business leader with over 40 years of experience in international technology companies. He currently serves as a professional Board member. He served as CEO of Raute Oyj for 18 years, leading the company through multiple phases of growth, crises and phases of transformation. Mr. Kiiski has strong experience in project-driven industrial business and related service business, international sales, corporate transactions and the use of technology and digitalisation in business development.

Shareholding in the company: 2,000 shares

Independence: Independent of the company and its significant shareholders