



## Corporate Governance Statement

# 2023

# Corporate Governance Statement 2023

Governance at Tokmanni Group (hereinafter also referred to as “Tokmanni Group” or the “company” or the “Group”) is based on the Articles of Association approved by the General Meeting of Shareholders, the Finnish Limited Liability Companies Act and the rules and regulations issued by Nasdaq Helsinki Ltd. regarding listed companies. Tokmanni Group complies with the Finnish Corporate Governance Code 2020 issued by the Finnish Securities Market Association. The Code is publicly available at <http://cgfinland.fi/en>. The Sustainability and Personnel Committee of Tokmanni Group’s Board of Directors has reviewed, and the Board of Directors has approved this Corporate Governance Statement.

## Regulatory framework

The duties of Tokmanni Group's governing bodies are based on Finnish law. In addition to the Finnish Corporate Governance Code for listed companies, the Group complies with the corporate governance principles defined by its Board of Directors. The corporate governance principles are based on the Limited Liability Companies Act and the Securities Markets Act. In addition, Tokmanni Group observes other laws and decrees, its Articles of Association and the Guidelines for Insiders issued by Nasdaq Helsinki Ltd.

Tokmanni Group prepares its consolidated financial statements, interim reports, and business reviews in accordance with international financial reporting standards adopted in Europe (International Financial Reporting Standards, IFRS), the Securities Markets Act, applicable regulations and guidelines of the Financial Supervisory Authority and the rules of Nasdaq Ltd. The Board of Directors’ report, which is included in the Group’s financial statements, is prepared in accordance with Limited Liability Companies Act, the Accounting Act and the guidelines and statements of the Accounting Standards Board.

## Tokmanni Group’s governance model

In accordance with Tokmanni Group’s single-level governance model, its management falls within the responsibility of the General Meeting of Shareholders, the Board of Directors, the CEO and the Deputy CEO, whose duties are primarily determined in line with the Finnish Limited Liability Companies Act. The Annual General Meeting elects the members of the Board of Directors and appoints the auditors. The Board of Directors is responsible for the company’s strategic management, and its work is supported by the Finance and Audit Committee and the Sustainability and Personnel Committee. The Board of Directors appoints the CEO, who is responsible for the company’s day-to-day management. The Executive Group supports the CEO in managing the Group.

<b>General Meeting</b>	<b>Auditor</b>
<b>Board of Directors</b>	<b>Shareholders’ Nomination Board</b>
<b>Finance and Audit Committee</b>	<b>Internal Control</b>
<b>Sustainability and Personnel Committee</b>	
<b>President and CEO</b>	
<b>Executive Group</b>	

## General Meeting of shareholders

In accordance with the Finnish Limited Liability Companies Act and the Articles of Association, the General Meeting of Shareholders is Tokmanni Group's highest decision-making body, and it meets at least once a year. If necessary, the company may also hold Extraordinary General Meetings. According to the Articles of Association, the Annual General Meeting must be held within six (6) months of the end of the financial period. The Annual General Meeting decides on issues that fall within its responsibility in accordance with the Limited Liability Companies Act and the Articles of Association. These include adopting the financial statements, distributing the profits on the balance sheet, discharging the members of the Board of Directors and the CEO from liability, determining the number of members of the Board of Directors, and electing the Chair of the Board, the members of the Board and the auditor and determining the fees paid to them.

The invitation to the General Meeting must be published on the company's website or in one or more widely circulated daily newspapers no sooner than three months and no later than three weeks before the meeting, but at least nine days before the record date of the meeting. In addition, Tokmanni Group publishes the invitation to the meeting by means of a stock exchange release immediately after the Board of Directors has decided to convene a General Meeting of Shareholders.

The agenda for the meeting and the proposed decisions concerning the composition of the Board of Directors, the auditors and the fees paid to the members of the Board of Directors, among other aspects, as well as other documents related to the meetings, are published on the company's website. As a rule, the Chair of the Board, the members of the Board, the CEO, the Deputy CEO and the company's auditor must attend each Annual General Meeting, as must the proposed Board members.

To be entitled to attend a General Meeting, a shareholder must respond to the company no later than the date specified in the invitation to the meeting. This date may not be sooner than ten days before the meeting.

All of the documents related to a General Meeting of Shareholders must be published on the company's website no later than two weeks after the meeting and kept available on the website for at least five years after the meeting.

### **Annual General Meeting 2022**

Tokmanni Group Corporation's Annual General Meeting was held on 22 March 2023 at Tokmanni's administration and logistics centre, address Isolammintie 1, 04600 Mäntsälä, Finland.

The meeting approved the financial statements, considered the Remuneration Report for governing bodies and discharged the responsible parties from liability for the financial period 1 January–31 December 2022.

### **Use of the profit shown on the balance sheet and the payment of dividends**

The General Meeting approved dividends in line with the Board of Director's proposal of EUR 0.76 per share. Of this dividend, EUR 0.38 will be paid to shareholders who are registered in the company's shareholder register maintained by Euroclear Finland Ltd on the record date of the payment of the dividend, which is 24 March 2023. The dividend payment date is 12 April 2023.

In addition, the General Meeting authorised the Board of Directors to decide, at its discretion, on the distribution of a maximum dividend of EUR 0.38 per share in one instalment. This authorisation is valid until 31 December 2023. The company will announce the possible decision taken by the Board of Directors on the distribution of dividend and, in connection with this, confirm the record date and payment date of the dividend. The dividend based on the authorisation will be paid to shareholders registered in the company's shareholder register maintained by Euroclear Finland Ltd on the dividend record date.

## **Board composition and remuneration**

The number of Members of the Board of Directors was confirmed as six. Re-elected as members of the board were Seppo Saastamoinen, Thérèse Cedercreutz, Erkki Järvinen, Ulla Serlenius and Harri Sivula. Mikko Bergman was elected as a new member of the Board of Directors. Seppo Saastamoinen was re-elected as the Chairman of the Board of Directors.

The General Meeting confirmed an annual compensation of EUR 84,000 for the Chairman of the Board and EUR 30,000 for the member of the Board.

The Chairman and the members of the Board of Directors will be paid an attendance fee per each meeting of the Board of Directors as follows:

- EUR 1,000 for those members of the Board of Directors who are domiciled in Finland;
- EUR 2,000 for those members of the Board of Directors who are domiciled elsewhere in Europe; and
- EUR 3,000 for those members of the Board of Directors who are domiciled outside Europe.

In addition, the Chairman of the Finance and Audit Committee will be paid EUR 1,000 as monthly remuneration.

The annual remuneration of the members of the Board of Directors is paid in company shares and in cash so that approximately 40% of the annual fee is paid in the company shares and the rest is paid in cash. The company will pay any costs and transfer tax related to the purchase of the company shares. The shares purchased for the Board member cannot be transferred until 3 years have passed from the date of purchase or before the Board member's membership in the Board has ended, whichever is earlier.

The meeting fees of the Board members and the fee of the Chair of the Finance and Audit Committee are paid in cash.

## **Selection of the auditor and remuneration**

The authorised public accountants PricewaterhouseCoopers Oy was nominated as the auditor for the term 2023. The principal auditor will be APA Ylva Eriksson. The auditor is paid remuneration in accordance with a reasonable invoice.

## **Authorising the Board of Directors to decide on repurchase and/or acceptance as pledge of the company's own shares**

The Annual General Meeting decided to authorise the Board of Directors to decide on the repurchase and/or acceptance as pledge a maximum of 2,940,000 of the company's own shares using the company's unrestricted equity, corresponding to around 5 per cent of the company's total number of shares at the time of publishing the Notice of the Annual General Meeting. The repurchase can take place in one or more tranches. The authorisation includes the right for the Board of Directors to decide on all other matters related to the repurchase and/or the acceptance as pledge of shares. The authorisation is effective until the Annual General Meeting to be held in 2024, but no longer than until 30 June 2024.

### **Authorising the Board of Directors to decide on the issue of shares as well as the issue of options and other special rights entitling to shares**

The Annual General Meeting decided to authorise the Board of Directors to decide on assigning a maximum of 2,940,000 new shares or shares held by the company in one or more tranches through a share issue and/or by issuing options or other special rights entitling to shares as referred to in chapter 10, section 1 of the Limited Liability Companies Act. 2,940,000 shares currently represent approximately 5 per cent of Tokmanni's total number of registered shares. The authorisation includes the right of the Board of Directors to decide on the terms and conditions of any share issue and any issue of special rights referred to in chapter 10, section 1 of the Limited Liability Companies Act. The authorisation is effective until the Annual General Meeting to be held in 2024, but no longer than until 30 June 2024.

### **Amendments to the Articles of Association**

The General Meeting approved that section 9 of the Articles of Association be amended in such a way as to enable a general meeting of the shareholders to be arranged at the company's domicile in Mäntsälä or in Helsinki, or as a remote meeting without any physical meeting venue. Following amendment, this provision in the Articles of Association will be as follows:

#### **“§ 9 Notice of the Annual General Meeting**

The notice convening the general meeting of shareholders must be delivered to the shareholders by publishing the notice on the company's website or by a newspaper announcement which is published in one or more widely circulated daily newspapers chosen by the Board of Directors no earlier than three (3) months and no later than three (3) weeks before the meeting, and in any case at least nine (9) days before the record date of the general meeting of shareholders referred to in the Finnish Limited Liability Companies Act.

In order to be able to attend the general meeting of shareholders, the shareholder must notify the company at the latest on the date mentioned in the notice, which may be no earlier than ten (10) days before the general meeting of shareholders.

The venue for the general meeting of shareholders must be located in Helsinki or Mäntsälä, Finland.

The Board of Directors may also decide that a general meeting of shareholders be held without a venue in such a way that the shareholders may exercise their decision-making authority fully and in real time during the meeting with the help of a telecommunications connection and technical tool.”

All resolutions were taken without voting. The minutes of the meeting and other related documents can be found on Tokmanni Group's website.

## Board of Directors

### Composition

According to Tokmanni Group's Articles of Association, the company's Board of Directors consists of three to eight members. Their term of office runs until the end of the Annual General Meeting immediately following the meeting in which they were elected. The Annual General Meeting elects the Chair and other members of the Board.

The Nomination Board prepares proposals for the nomination and remuneration of Board members for the Annual General Meeting. In addition to the candidates' competence and personal qualities, the Board assesses their cooperation abilities and ability to proactively support and challenge the executive management in a constructive manner.

The invitation to the Annual General Meeting includes a suggestion for the composition of the Board. In addition, a proposal for the composition of the Board submitted by shareholders who represent at least 10% of the votes provided by the shares in the company is included in the invitation, provided that the suggested candidates have given their consent, and the proposal is submitted to the company in a timely manner in order to be included in the invitation.

After the invitation to the meeting has been published, the candidates are announced separately in a similar manner. Tokmanni Group publishes the candidates' personal information, key work experience and positions of trust on its website in connection with the invitation to the general meeting.

### Independency

According to Recommendation 10 of the Finnish Corporate Governance Code, the majority of the members of the Board must be independent of the company and at least two of the members who are independent of the company must also be independent of its major shareholders.

The Board of Directors assesses the independence of its members annually and updates its assessments when necessary. The members of the Board of Directors are obliged to provide the necessary information to the Board of Directors for the assessment of independence.

The Board of Directors conducted the assessment of independence. Based on the assessment of independence, the Board of Directors considers the majority of the members of the Board to be independent of the company. The Board members, with the exception of Seppo Saastamoinen, are deemed to be independent of the company and the company's major shareholders.

The member of Tokmanni Group Corporation's Board of Directors, Seppo Saastamoinen served as the Deputy CEO of Tokmanni from 2003 to 2006, among other things. He also founded discount retailers Maxi-Makasiini and Maxi-Kodintukku, which were later incorporated into Tokmanni and has served as member of the Board of Directors of Tarjousmaxi, which was part of the Group. Saastamoinen has shareholdings in Takoa Invest Oy, which owned 10,844,688, or 18.42% of Tokmanni's shares at the end of 2023. In addition, Jukka Saastamoinen Oy owned 274,000, or 0.47% Tokmanni shares, and Seppo Saastamoinen owns 30% of Jukka Saastamoinen Oy.

Mikko Bergman is a member of the Board of Sompa Capital Oy. Sompa Capital Oy owned 40,000 shares, or 0.07% of Tokmanni's shares at the end of 2023.

The compositions of the Board of Directors and its committees comply with the independence requirements of the Finnish Corporate Governance Code. The independence of Board members is presented in the table below.

Member of the Board	Independent of the company	Independent of major shareholders
Mikko Bergman*	Yes	Yes
Juha Blomster**	Yes	Yes
Thérèse Cedercreutz	Yes	Yes
Erkki Järvinen	Yes	Yes
Ulla Serlenius	Yes	Yes
Seppo Saastamoinen	No	No
Harri Sivula	Yes	Yes

\* Board member since 22 March 2023

\*\* Board member until 22 March 2023

### Principles concerning diversity

The composition of the Board of Directors should reflect the company's operations and the markets in which it operates. In order for the Board to work as effectively as possible, its members must have excellent qualifications and sufficiently diverse backgrounds. Tokmanni Group's principles concerning the diversity of the Board consider experience, broad-based education and competence, as well as gender balance. To achieve the determined targets, the Nomination Board carefully considers the diversity principles when preparing a proposal for the composition of the Board. Diversity and promoting gender equality in the Board is also in the company's interest.

The targets determined in the diversity principles are estimated to have been achieved to a sufficient degree in 2023. The experience, educational background and professional expertise of the members elected to the Board of Directors at the 2022 Annual General Meeting are diverse and multidisciplinary. The Board members have experience in, for example, strategic planning and ensuring the implementation of the strategy, making business acquisitions and arranging financing, supply chain management, finance, sustainable development, marketing, food business and retail. At the end of 2023, two of the six members of Tokmanni Group's Board of Directors were women. The Board members were aged 55–64.

More information on the members of the Board of Directors is available on Tokmanni's website.

### Board of Directors in 2023

The AGM held on 2023 decided that the Board of Directors consists of six members. The AGM elected Mikko Bergman, Thérèse Cedercreutz, Erkki Järvinen, Ulla Serlenius, Seppo Saastamoinen and Harri Sivula as members of the Board. Seppo Saastamoinen was elected as Chairman of the Board of Directors. The Secretary of the Board was attorney Jari Sonninen.

**Composition of the Board of Directors 31 December 2023**

Member	Member since	Born	Education	Main occupation	Shareholding 31.12.2022
Seppo Saastamoinen*	Chairman since 2018 Member since 2013	1960	Diploma in Business Administration	Board Professional and CEO of Takoa Invest Oy	114,782
Mikko Bergman**	2023	1967	Master of Science (MSc), MBA	CEO and Chairman or member of the Board, Summa Capital Oy and Sompa Capital Oy	998
Thérèse Cedercreutz	2016	1969	M.Sc. (Econ)	Chief Commercial Officer, Scandic Hotels	7,378
Erkki Järvinen	2018	1960	M.Sc. (Econ)	Oy Snellman Ab, President and CEO	5,277
Ulla Serlenius	2020	1967	Master of Science (MSc)	SVP, Helsinki-Vantaa Airport	3,323
Harri Sivula	2012	1962	M.Sc. (Admin)	Board Professional	215,572

\* One of the founders, Chairman of the Board and CEO of Takoa Invest Oy, which owned 10,844,688 shares, representing 18.42% of Tokmanni Group's shares on 31 December 2023. In addition, Jukka Saastamoinen Oy owned 274,000, representing 0.47% Tokmanni Group's shares, and Seppo Saastamoinen owned 30% of Jukka Saastamoinen Oy.

\*\* Mikko Bergman is a member of the Board of Sompa Capital Oy. Sompa Capital Oy owned 40,000 shares, representing 0.07% of Tokmanni Group's shares at the end of 2023.

**Operations**

The general objective of the Board of Directors is to direct the company's business operations and strategy in a manner that ensures a continuous and significant increase in shareholder value. The Board of Directors processes all matters that fall within its responsibility in accordance with the law, other regulations and the company's Articles of Association. In addition, the Board of Directors is responsible for the organisation of the company's management and operations, and it is obligated to act always in the best interests of the company. The Board of Directors prepares matters for the General Meeting, decides on convening the General Meeting and ensures that the decisions of the General Meeting are executed. In addition, the Board appoints the CEO and the Deputy CEO, participates in decision-making concerning the appointment and dismissal of the other members of the Executive Group, approves the principles of the remuneration systems and makes decisions concerning the remuneration of the management. The Board is also responsible for ensuring that the company has sufficient resources for operational risk management and performance control.

The Board of Directors is also responsible for matters that cannot be considered to be part of the Group's day-to-day administration. These include approving the Group's strategic plan and long-term targets; approving the Group's annual business plan and budget; making decisions concerning investments, acquisitions and divestments that are significant or deviate from the Group's strategy; approving strategic development projects; and making decisions concerning significant financial arrangements.

In its rules of procedure, the Board has defined in more detail its duties as a whole, the duties of its Chair and other members and its practical ways of working.



## Assessment of the work of the Board

The Board prepares an annual self-assessment of its operations and ways of working. The purpose of the assessment is to determine how the Board has succeeded in performing its duties over the year and to provide a foundation for evaluating the Board's operations.

In 2023, the assessment of the Board's operations and ways of working was conducted as a self-assessment. Every member of the Board responded to a survey asking them to assess, among other things, the composition and competences of the Board of Directors, the Board's ability to perform its duties and the Board's atmosphere as well as matters relating to subjects discussed by the Board. A summary of the survey's results was reviewed by the Board of Directors.

## Attendance in Board meetings 2023

The Board convened 11 times in 2023, with an average attendance rate of 100%.

Member	Attendances/number of meetings	Attendance rate
Mikko Bergman*	9/9	100%
Juha Blomster**	2/2	100%
Thérèse Cedercreutz	11/11	100%
Erkki Järvinen	11/11	100%
Ulla Serlenius	11/11	100%
Seppo Saastamoinen	11/11	100%
Harri Sivula	11/11	100%

\* Board member since 22 March 2023

\*\* Board member until 22 March 2023

## Committees of the Board

Tokmanni's Board of Directors has two permanent committees, the Finance and Audit Committee as well as Sustainability and Personnel Committee.

### Finance and Audit Committee

The main purpose of the Board of Directors' Finance and Audit Committee (hereinafter 'Committee') is to assist the Board of Directors in fulfilling its responsibilities in supervising the company's financial reporting processes and monitoring the company's audit, and to assist the Board of Directors in supervising matters related to financial reporting, internal control, internal audit and risk management. The Committee does not have independent decision-making power as the Board takes its decisions collectively. The Committee reports to the Board at least four times a year on the matters it has dealt with and on the action it has taken. The Committee submits proposals to the Board for decision-making when appropriate.

The Board determines the duties of the Finance and Audit Committee in the rules of procedure that it confirms. The charter will be reviewed annually at the Board's constitutive meeting following the Annual General Meeting.

### Main duties of the Committee

- to monitor and evaluate financial reporting processes;
- to monitor the quality and reliability of the financial statements and other financial reports;
- to monitor the statutory auditing of the financial statements and consolidated financial statements;
- to monitor and evaluate the efficiency of the company's internal control, internal audit and risk management systems;
- to assess the performance of the internal audit function;
- to evaluate the competence and performance of the auditor;
- in accordance with the principles established by the company's Board of Directors, to approve itself or authorise the Group's Chief Financial Officer (CFO) to approve in advance all services provided by the auditor other than audit services that are not prohibited services, including the area covered by them and the estimated fees payable for them;
- to prepare a proposal concerning the election of the auditor;
- to assess compliance with laws, regulations and company policies, and supervise significant legal proceedings involving Group companies;
- to monitor the transactions and their potential conflicts of interest of the company's management and their related parties; and
- to carry out other duties, which the Board has granted the Committee the authority to carry out.

### Composition and term of office of the Committee

At its first meeting following the Annual General Meeting, the Board of Directors will elect three of its members to the Finance and Audit Committee and appoint one of them as the Committee Chair. The term of office of the members is one year, and it will end at the close of the Annual General Meeting following their election.

The Committee consists of at least three members of the Board of Directors, who are independent of the Tokmanni Group. In addition, at least one Board member must be independent of significant shareholders. The members are required to have the necessary competence for the Committee's area of responsibility, and at least one member must have specific expertise in accounting, bookkeeping or auditing.

The Committee convenes at least four (4) times a year. The Audit Committee is convened by the Chair. A meeting is quorate when the Chair and at least one member is present. The Audit Committee meetings are attended by the Group's Chief Financial Officer (CFO) and, if necessary, the auditor. The CFO acts as the secretary of the meeting. The members of the Board of Directors and the CEO are entitled to attend the meetings. An internal auditor or other expert employed by Tokmanni or an external expert may also be invited to the meetings in connection with the handling of matters.

The Audit Committee shall draw up a meeting timetable for one year at a time, which includes the main items to be discussed. The Committee Chair shall report separately to the Board regarding the Committee's key findings at least four times a year. The Audit Committee shall meet with the auditors, internal auditors and the company's other internal experts as necessary. The Audit Committee may call on external experts as necessary.

### Evaluation of the Committee's work

The Audit Committee carry out a self-evaluation of its own work once a year. The Committee Chair then reports the results to the Board.

## Composition of the Finance and Audit Committee and attendance in Committee meetings 2023

At its constitutive meeting following the Annual General Meeting 2023, the Board resolved to elect as members of the Finance and Audit Committee: Mikko Bergman, Erkki Järvinen and Harri Sivula. Erkki Järvinen was elected as Chairman of the Finance and Audit Committee. All members of the Finance and Audit Committee are independent of the company and the company's major shareholders.

The Finance and Audit Committee convened five times in 2023, with an attendance rate of 100%.

Member	Attendances/number of meetings	Attendance rate
Juha Blomster**	1/1	100%
Mikko Bergman**	4/4	100%
Erkki Järvinen	5/5	100%
Harri Sivula	5/5	100%

\* Board member until 22 March 2023

\*\* Board member since 22 March 2023

## Sustainability and Personnel Committee

The Board of Directors of Tokmanni Group Corporation decided to establish in October 2023 a new Board committee to prepare matters pertaining to sustainability and personnel. The Sustainability and Personnel Committee assists the Board of Directors of Tokmanni Group Corporation in matters that concern the environment, society and good governance (ESG). The Committee also assists the Board in matters that concern the remuneration, performance evaluation, appointments and succession planning of the Group's President and CEO and other senior executives. The Committee also assists the Board in the preparation and review of the Group's remuneration policy and annual remuneration report. Under the authorisation of the Board, the Committee reviews and approves the setting and achievement of short- and long-term incentive bonus targets and approves the payment of incentives to the Group's President and CEO and other senior executives.

### Main duties of the Committee

- to oversee the control environment for sustainability data
- to monitor the quality and reliability of sustainability reporting
- to monitor the statutory verification of the sustainability report
- to monitor and evaluating the effectiveness of sustainability-related systems and processes
- to assess the competence and performance of the sustainability data verifier and monitoring the verifier's independence
- to prepare a proposal for a resolution on the selection of the sustainability data verifier
- to assess compliance with sustainability-related laws, regulations, and company procedures
- to inform the Board of Directors of the findings of the verification of the sustainability report
- to prepare key principles and practices related to remuneration
- to prepare the remuneration of Tokmanni's President and CEO and other terms of the President and CEO's service contract and the remuneration and other terms of employment of the Executive Group
- to prepare the incentive and retention programmes for the President and CEO and the Executive Group
- to evaluate the performance of the President and CEO and the Executive Group
- to prepare the appointment of the President and CEO and the Executive Group
- succession planning for the President and CEO and the Executive Group and management development
- to prepare the remuneration policy of governing bodies for the Annual General Meeting
- to prepare the annual remuneration reporting in accordance with the recommendations of the valid Finnish Corporate Governance Code for listed companies.

The term of office of the members is one year, and it will end at the close of the Annual General Meeting following their election.

### **Composition of the Sustainability and Personnel Committee and attendance in Committee meetings 2023**

At its first meeting following the Annual General Meeting, the Board of Directors will elect three of its members to the People and Sustainability Committee and appoint one of them as the Committee Chair. The term of office of the members is one year, and it will end at the close of the Annual General Meeting following their election.

The Committee consists of at least three members of the Board of Directors, the majority of whom must be independent of the Tokmanni Group. The members of the Committee must have the expertise and experience required for the duties and responsibilities of the Committee. The members of the Committee should have experience in sustainability matters, executive remuneration and employee benefits. In addition to the members of the Committee, the Group President and CEO, CFO and the VP, People, Culture and Sustainability, may attend the meetings of the Committee if invited to do so.

The Committee sets its own schedule and convenes as often as necessary to carry out its duties under this Charter. The agenda for each meeting will be drawn up by the Chair of the Committee with the assistance of the appropriate directors of Tokmanni Group. Any member of the Committee may propose an item for inclusion on the agenda. The Chair of the Committee supervises the proceedings of the meetings and is responsible for the tasks assigned to him by the Committee. Committee meetings may be held by telephone or other technical means. The Committee reports regularly to the Board of Directors and submits the minutes of its meetings to the Board.

### **Evaluation of the Committee's work**

The Sustainability and Personnel Committee carry out a self-evaluation of its own work once a year. The Committee Chair then reports the results to the Board.

### **Composition of the Finance and Audit Committee and attendance in Committee meetings 2023**

The Board has elected on 26 October 2023 the following members to the Sustainability and Personnel Committee: Ulla Serlenius, Erkki Järvinen and Thérèse Cedercreutz. Ulla Serlenius was elected as Chairman of the Committee. All members of the Committee are independent of the company and the company's major shareholders. The term of office of the members of the Board of Directors ends at the close of the Annual General Meeting following their election.

The Sustainability and Personnel Committee convened one time in 2023, with an attendance rate of 100%.

<b>Member</b>	<b>Attendances/number of meetings</b>	<b>Attendance rate</b>
Ulla Serlenius	1/1	100%
Erkki Järvinen	1/1	100%
Thérèse Cedercreutz	1/1	100%

## Shareholders' Nomination Board

The Shareholders' Nomination Board prepares future proposals concerning the election and remuneration of the members of the Board of Directors to the general meetings.

The shareholders' nomination committee has been established for the time being. The Nomination Board comprises of representatives nominated by the four largest shareholders of the company and the Chairman of the Board of Directors as an expert member. The right to nominate representatives shall be vested with the four shareholders of the company having the largest share of the votes represented by all the shares in the company annually on the first workday of September based on the company's shareholders' register held by Euroclear Finland Ltd. However, if a shareholder who has distributed his/her holdings e.g. into several funds and has an obligation under the Finnish Securities Markets Act to take these holdings into account when disclosing changes in share of ownership, makes a written request to such effect to the Chairman of the Board of Directors no later than on 31 August, such shareholder's holdings in several funds or registers will be combined when calculating the share of votes which determines the nomination right. Should a shareholder not wish to exercise his/her nomination right, the right shall be transferred to the next largest shareholder who otherwise would not be entitled to nominate a member.

The Chairman of the Board of Directors shall convene the first meeting of the Nomination Board and the Nomination Board shall elect a Chairman from among its members. The Nomination Board shall give its proposal to the Board of Directors annually no later than on 31 January preceding the next annual general meeting. The term of office of the members of the Nomination Board expires annually after the new Nomination Board has been nominated. The members of the Shareholders' Nomination Board are not paid any meeting fees.

### Composition of the Shareholder's Nomination Board

The Nomination Board is responsible for preparing proposals covering the composition of the Board of Directors and remuneration of the Board members to the Annual General Meeting 2023. Representatives of the four largest shareholders registered in Tokmanni Group's shareholder register as of 1 September 2022 were elected to the Shareholders' Nomination Board along with the Chairman of the Board of Directors, Seppo Saastamoinen, as an expert member.

### Composition of the Shareholder's Nomination Board was 1 September 2022 – 1 September 2023 the following:

- Takoa Invest, Jari Sonninen
- Varma Mutual Pension Insurance Company, Hanna Kaskela
- Ilmarinen Mutual Pension Insurance Company, Esko Torsti
- Elo Mutual Pension Insurance Company, Jukka Vähäpesola
- Seppo Saastamoinen, an expert member

### Composition of the Shareholder's Nomination Board was the following since 1 September 2023:

- Takoa Invest, Jari Sonninen
- Varma Mutual Pension Insurance Company, Hanna Kaskela
- Ilmarinen Mutual Pension Insurance Company, Esko Torsti
- Nordea Funds, Marie Karlsson
- Seppo Saastamoinen, an expert member

The Shareholders' Nomination Committee convened altogether seven times in 2023.

The Nomination Board discussed about the size, composition and diversity of the Board of Directors as well as the competences that were seen to most benefit the company.

## CEO and Deputy CEO

The company's President and CEO and Deputy CEO are selected by the Board of Directors. The President and CEO's terms of employment are presented in writing in his employment contract. The President and CEO is responsible for managing the company's business operations and administration in accordance with the Articles of Association, the Limited Liability Companies Act and the instructions provided by the Board. The Executive Group and Tokmanni & Dollarstore Steering Group assists the President and CEO with his work.

The President and CEO is responsible for the day-to-day management and governance of the company's business operations, with the aim of ensuring a significant and continuous increase in shareholder value. The President and CEO prepares matters for the Board to decide on, develops the company in line with the targets agreed upon with the Board and ensures that the Board's decisions are executed appropriately. The President and CEO is obligated to ensure that the company's operations comply with the applicable laws and regulations as they stand at any given time. The President and CEO cannot be elected as Chairman of the Board.

The Deputy CEO takes care of the CEO's duties if the President and CEO is prevented from attending to their duties.

Mika Rautiainen has been Tokmanni Group's President and CEO since 2018. CFO and CIO Tapio Arimo has been acting as a Deputy CEO since 23 November 2022.

## Executive Group

The Chairman of the Executive Group is the CEO. The members of the Executive Group have specific authorisations in their respective areas of responsibility, and they are obligated to develop the Group's operations in line with the targets set by the Board and the CEO. The Board participates in electing the members of the Executive Group and in determining their terms of employment.

In 2023, the Executive Group convened 19 times.

### Members of the Executive Group 31 December 2023

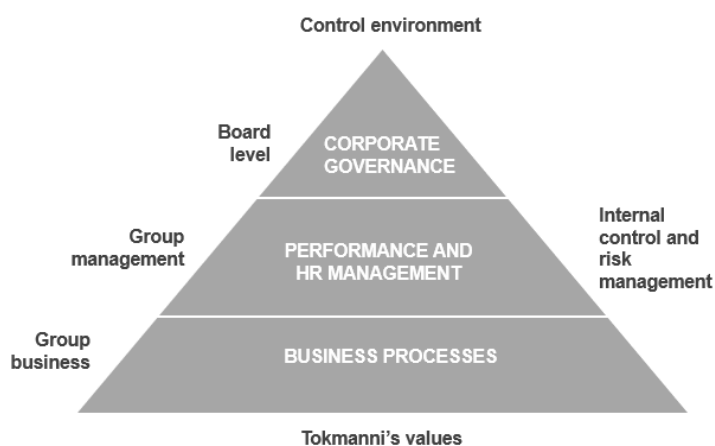
Member	Position at Tokmanni	Member since	Born	Education	Shareholding 31.12.2022
Mika Rautiainen	President and CEO	1.6.2018	1962	M.Sc. (Econ)	177,911
Tapio Arimo	CFO, CIO and Deputy CEO	15.11.2022	1972	M.Sc. (Econ), MBA	2,029
Timo Heimo	Vice President, Sales and Supply Chain	1.12.2018	1967	M.Sc. (Food Science)	47,679
Sirpa Huuskonen	Vice President, People, Culture and Sustainability	1.5.2016	1961	LL.M (trained on the bench)	21,768
Harri Koponen	Vice President, Store Network and Concept	1.2.2018	1964	M.Sc. (Econ.), eMBA	39,560
Janne Pihkala	Vice President, Strategy, Business Development and eCommerce	1.4.2018	1983	M.Sc. (Econ)	27,000
Juha Valtonen	Vice President, Sourcing	1.8.2020	1980	IT technician	32,637
Veli-Pekka Ääri	Vice President, Marketing and Communications	1.10.2021	1968	M. Sc. (SocSci)	11,367

## Control system

The general governance principles lay the foundation for Tokmanni Group's business operations. To guarantee the appropriate operation of the governance model, Tokmanni Group's Board of Directors has defined a set of principles for internal control. The company's internal control system is based on these principles. The purpose of the internal control system is to ensure that the company's operations are appropriate and efficient, that its financial and operational reporting is reliable and that regulations and the Code of Conduct are followed.

Internal control covers all organisational levels and is an essential part of all of Tokmanni Group's business operations. Tokmanni Group's values, Code of Conduct, Group-level policies, accounting principles, operating guidelines, processes, practices and organisational structures help the management and ultimately the Board of Directors ensure that Tokmanni achieves its targets, that its business operations are managed ethically and in compliance with all applicable laws and regulations, that its assets are managed responsibly and that its financial reporting is appropriate.

## Internal control structure and risk management



## Internal control

Internal control is an essential part of Tokmanni Group's governance and management system, in which Tokmanni Group Corporation's Board of Directors, management and personnel participate. The purpose of internal control is to ensure the achievement of Group's goals. Tokmanni's internal auditor is responsible for internal auditing within the Group. Administratively, the unit reports to the CFO. However, in matters related to internal auditing, the auditor reports to the Finance and Audit Committee. The purpose of internal auditing is to monitor and ensure that the company's business operations are efficiently managed and profitable, that its risk management is at a sufficient level and that its internal and external reporting is accurate and appropriate.

Internal control helps Tokmanni Group comply with good governance practices, provides the Group's management with an independent perspective on examining its operations and helps the company achieve its targets by providing a systematic and disciplined approach to assessing and enhancing the efficiency of risk management, monitoring and governance processes.

The operating principles and key procedures for internal controlling are defined in the operating guidelines confirmed by the Finance and Audit Committee (internal principles of auditing). The internal control unit prepares a three-year plan that is implemented in line with a separately approved annual plan. In accordance

with the plan, the internal control unit also independently carries out audits on different parts of the company. In addition, it may conduct special audits and stipulated audits in cooperation with auditors and external experts.

### **Principles for related party transactions**

Tokmanni Group has deemed the following people to be executives obligated to disclose their business transactions that involve Tokmanni's financial instruments: members of the Board of Directors, CEO, Deputy CEO and CFO of Tokmanni Group. The people listed above must also determine their related parties (individuals and companies).

Tokmanni Group reports related party transactions in note to the financial statements. In addition, the Group evaluates and monitors transactions between the Group and its related parties in order to ensure that possible conflicts of interest are taken into account in decision making. The disqualification provisions of the Finnish Limited Liability Companies Act are observed in decision making. In 2023, the company had no related party transactions which would be material and in addition, in conflict with ordinary business or ordinary market terms.

Tokmanni Group Corporation's insider register is maintained by the company's financial department. The company's Investor Relations is responsible for the timely disclosure of business transactions carried out by executives and their related parties in compliance with regulations.

### **Auditing**

The company has one auditor. The auditor must be an auditing firm authorised by the Finland Chamber of Commerce. The Annual General Meeting appoints the auditor for the financial year in progress at the time. The auditor's term of office runs until the end of the Annual General Meeting immediately following the meeting during which they were appointed. The auditor is responsible for auditing the consolidated financial statements and the parent company's financial statements, accounting and governance. The auditor submits a statutory auditor's report on the financial statements to the company's shareholders. In addition, the auditor regularly reports to the Board of Directors.

The Board of Directors presents a proposal on the company's auditor to the Annual General Meeting. Tokmanni Group's Finance and Audit Committee monitors the company's financial reporting and prepares matters for the Board that concern, among other things, Group's financial reporting and auditing.

In addition to general qualification requirements, the auditor must meet specific statutory requirements concerning independence in order to ensure reliable and independent auditing.

The auditor submits a statutory auditor's report on the financial statements to the Tokmanni Group Corporations's shareholders and reports regularly on its observations to the Audit Committee of Tokmanni Group's Board of Directors.

The 2023 Annual General Meeting elected firm of authorised public accountants PricewaterhouseCoopers Oy as Tokmanni Group's auditor. The company's principal auditor is Ylva Eriksson, APA. The auditor is compensated in accordance with a reasonable invoice.



**Auditor's fees**

1,000 EUR	2023	2022
<b>PricewaterhouseCoopers Oy</b>		
Audit	-189	-169
Other services	-80	-7
<b>Total</b>	<b>-269</b>	<b>-177</b>
<b>Ernst &amp; Young Sweden AB</b>		
Audit	-55	-
Tax consulting	-16	-
<b>Total</b>	<b>-71</b>	<b>-</b>

Tokmanni Group Corporation's auditor is PricewaterhouseCoopers Oy and Dollarstore AB's auditor is Ernst & Young Sweden AB. In addition, EUR 11 thousand of statutory audit fees have been paid to other audit firms.

**Control related to financial reporting**

With regard to financial reporting, the purpose of internal control is to ensure that the reporting is reliable and complies with widely accepted accounting principles, as well as the applicable laws and regulations and internal reporting principles. Tokmanni Group's financial reporting framework is based on Group-level guidelines and financial processes and on a common reporting platform. This framework is supported by company values, integrity and high ethical principles, as well as regular training and the exchange of information at meetings concerning financial processes.

The overall responsibility for the internal control of the whole Group rests with the Board of Directors. The Board evaluates business performance. The Board has appointed a Finance and Audit Committee, which regularly monitors compliance with the principles of financial reporting, as well as the accuracy of the financial reporting, as part of its duties. On a monthly basis, the CEO and the members of the Executive Group report on financial development and outlook for the period in progress.

The financial function maintains common guidelines for financial reporting, serves as the owner of financial processes and monitors reporting platforms in a centralised manner. The financial department is responsible for the application and interpretation of the accounting principles concerning financial statements. These principles are recorded in Tokmanni Group Corporation's accounting manual.

In addition to financial information, the reporting covers key financial indicators in terms of the Group's business operations. The Group's financial result and future outlook are evaluated on a monthly basis.

**Internal control related to financial reporting**

## Communications

To ensure an efficient and well-functioning internal control environment, Tokmanni Group seeks to ensure the adequacy, openness, transparency, accuracy and timeliness of its internal and external communications. Information about internal tools for financial reporting – such as the accounting principles and the guidelines and disclosure policy concerning financial reporting – is available on Tokmanni's intranet. Tokmanni Group provides its employees with the necessary training on matters related to internal control and the use of internal control tools. In so doing, company clearly communicates to its employees that the responsibilities related to internal control are taken seriously.

Employees can communicate suspected misconduct via a whistle blower channel that secures anonymous reporting or directly to the Compliance function.

Tokmanni's CFO and the person in charge of internal auditing regularly report to the Finance and Audit Committee on the results of the work related to internal control. Possible observations, recommendations and proposed decisions and measures arising from the work of the Finance and Audit Committee are reported to the Board of Directors after each committee meeting.

## Monitoring

The functionality of internal control, risk management and reporting systems is monitored continuously as part of the company's day-to-day management of Tokmanni Group. The Group's financial department monitors the functionality and reliability of the reporting processes across the Group. The financial reporting processes also fall within the internal audit unit's sphere of monitoring.

## Risks and risk management

Risk management is part of Tokmanni Group's management system and internal control. The purpose of Tokmanni Group's risk management is to support the company's values and strategy and the continuity of its business operations by anticipating and managing any risks associated with its operations. The goal is to assess risks systematically to promote thorough planning and decision-making.

Risk management at Tokmanni Group has the following targets:

- Stressing the importance of risk awareness and proactive risk management;
- Maintaining the company's competitiveness and gaining a competitive edge;
- Ensuring sufficient risk management at Group level in line with risk tolerance and risk appetite;
- Managing risks as part of business operations, planning and decision-making in line with predetermined duties and responsibilities.

Risk management includes all parts of the organisation and all risk types, from strategic to operational. Risk management supports the management and the Board in order to ensure that the company can implement its strategy efficiently. Tokmanni Group Corporation operates in line with the risk management policy approved by the Board of Directors.

Risks are assessed regularly and reported to the CEO, the Executive Group, the Financial and Audit Committee and the Board of Directors in accordance with Tokmanni Group's risk management policy. Risks that may affect Group are divided into strategic, operational, financial and hazard risks.

**Strategic risks** threaten the Group's achievement of its strategic targets. These risks are typically related to e.g. changes in the operating environment, competitors' actions and the planning and organisation of the Group's business operations.

**Operational risks** are related to losses arising from the deficiency or failure of internal processes, personnel resources or systems. These risks typically concern operational decision-making, the allocation of resources, the quality of operational processes or products, the functionality of information systems, agreements and compliance with laws and regulations, as well as employees' knowledge and skills.

**Financial risks** include liquidity and credit risks and market risks, which include currency and interest rate risks, for example.

**Hazard risks** cause damage to people, property or the environment. They arise from external or internal events, such as accidents, safety failures or natural phenomena.

Risks and uncertainty factors that were considered to be significant in 2022 are described in detail in the 2023 Financial Statement on the company's [website](#).

### Key practices of the Compliance function

Compliance is tasked with assisting senior management, executive management and other business operations in the management of risks associated with regulatory non-compliance, supervising regulatory compliance and, for its part, developing internal control further.

Compliance risk is the risk of legal or administrative penalties, financial losses or loss of reputation as a result of a failure of the company to comply with laws, regulations or other administrative provisions applicable to its activities. Tokmanni's compliance risk management ensures that operations comply with legislation and the company's own requirements. Tokmanni expects all its staff to comply with the company's Code of Conduct and its principles and unit-specific guidelines. The Code of Conduct and guidelines cover a wide range of compliance issues, including the prohibition of corruption and bribery, issues regarding labour, occupational health and safety, and human rights issues.

The CFO is responsible for the company's compliance operations and reports directly to the CEO and also regularly informs the Board of Directors. The CFO is supported by Tokmanni's Compliance team, which is composed of the Head of Sustainability, the Manager of Security and Real Estate, the Vice President, Sales and Supply Chain and the HR Manager.

The Compliance team convenes every two months, but urgent matters are dealt with without delay. The team handles notifications concerning financial misconduct received via the whistleblowing channel or otherwise and actions that violate the Tokmanni Code of Conduct, and imposes potential sanctions. All notifications of violations are processed confidentially as required by data protection legislation. Tokmanni will take appropriate action based on the notifications.

The Compliance team aims to prevent the materialisation of compliance risks. For this purpose, the Compliance team shall, for example:

- prepare and maintain guidelines on key matters related to practices (Tokmanni Code of Conduct and principles),
- advise and train the staff in matters related to practices,
- support business units in planning development measures that promote internal control and compliance risk management,

- keep senior management and executive management informed of upcoming regulatory changes and monitor the business's preparation for regulatory changes,
- report to the company's CEO on issued recommendations and the results of control and other observations related to compliance risks.

### Key procedures related to insider management

Tokmanni Group manages inside information and insiders in accordance with all applicable laws and regulations regarding insiders and insider trading. Examples of these are e.g. the Market Abuse Regulation (EU) 596/2014 ("MAR") and the Insider Guidelines of Nasdaq Helsinki Ltd.

Tokmanni Group has deemed the following to be executives obligated to disclose their business transactions that involve Tokmanni's financial instruments: members of the Board of Directors, CEO, Deputy CEO and CFO of Tokmanni Group Corporation. The people listed above must also determine their related parties (individuals and companies) who are subject to a similar disclosure obligation. The executives and their related parties are obliged to report their business transactions involving company's financial instruments, including shares, to Tokmanni and the Finnish Financial Supervisory Authority.

The executives listed above may not trade in Tokmanni Group's securities during the closed window, which begins 30 days before the publication of each business or interim report or financial statements release, or preliminary information related to these, and ends on the day immediately following the disclosure of this information.

In addition, Tokmanni Group's Insider Policy recommends that insiders may trade in company's securities and perform other measures related to these securities during the "21-day period" (open window) that begins on the day immediately following the disclosure of the result for the period or the disclosure of a business or interim report by means of a financial statements release, provided that the insider does not have other undisclosed insider information and that the insider is not included in a project-specific insider register during that time. Trading may also be possible outside the open window with permission from Tokmanni's CFO (the person in charge of insider issues). Trading is permitted outside the open window only if the person in charge of insider issues provides the insider in question with a written assessment stating that there are no obstacles to trading. The assessment will be valid for seven days, and the transaction must be completed during that time.

The company draws up insider lists for projects containing inside information. They will also be provided with instructions concerning insider obligations. Tokmanni Group also maintains an insider list of persons who have access to group-level numbers (revenue and EBIT as a whole).

Tokmanni Group Corporation's insider register is maintained by the company's financial department. Investor Relations at Tokmanni is responsible for the timely disclosure of business transactions carried out by executives and their related parties.

The company publishes notifications on transactions conducted by persons discharging managerial responsibilities, and persons closely associated with them in accordance with the EU's provisions of the MAR. These notifications are available on Tokmanni's webpages.

## Board of Directors



### **Seppo Saastamoinen**

Chairman of the Board, Tokmanni Group Corporation

Chairman of the Board since 2018

Member of the Board since 2013

Not independent of the company and its major shareholders

b. 1960

Finnish citizen

Diploma in Business Administration

Primary work experience:

- Board Professional, 2007–
- CEO and one of the Founders, Takoa Invest Oy, 1987–
- Deputy CEO, Tokmanni, 2006–2007
- Founder and Member of the Board, Tarjousmaxi, 2003–2006
- Founder and CEO, Maxi-Makasiini and Maxi-Kodintukku, 1978–2003

Other key positions of trust:

- Member of the Board, Wello2, 2018–
- Chairman of the Board, Jukka Saastamoinen Oy, 1988–
- Chairman of the Board, Takoa Invest Oy, 1987–



### **Mikko Bergman**

Member of the Board, Tokmanni Group Corporation

Member of the Board since 2023

Independent of the company and its major shareholders

b. 1967

Finnish nationality

M.Sc. (Construction Engineering), MBA

Primary work experience:

- Managing Director and Chairman or Member of the Board, Summa Capital Oy, 2003–
- Managing Director and Chairman or Member of the Board, Sompa Capital Oy, 1993–
- Director, Corporate Finance, Alfred Berg/ ABN Amro, 2001–2003
- Associate, Investment Banking, Deutsche Bank, London, 1998–2001
- CFO and Production Manager, Heinolan Seinälinja Oy, 1993–1996

Other key positions of trust:

- Chairman of the Board, Titanium Oyj, 2022–
- Chairman of the Board, Vivo Hoiva Group Oy, 2022–
- Member of the Board, Cablecrew Oy, 2022–
- Member of the Board, Maatio Oy, 2021–
- Chairman of the Board, Viacap Oy 2019–
- Member or Vice Member of the Board, Cobbleyard Real Estate Oy, 2016–



**Erkki Järvinen**

Member of the Board, Tokmanni Group Corporation

Member of the Board since 2018

Independent of the company and its major shareholders

b. 1960

Finnish citizen

M.Sc. (Econ.)

Primary work experience:

- Board Professional, 2023–
- President and CEO, Oy Snellman Ab, 2018–2023
- CEO, Tikkurila Oyj, 2009–2018
- CEO, Rautakirja Oy, 2001–2008
- Senior Vice President, Rautakirja Oy, Kiosk Trade, 1997–2001
- Marketing Manager, Oy Karl Fazer Ab/Fazer Bakery, 1984–1990
- Marketing Director, Cultor Oyj/Vaasanmylly Oy, 1990–1997
- CEO, Siljans Knäcke Ab, Rättvik, Sweden, 1995–1997

Other key positions of trust:

- Member of the Board, Fodelia Oyj, 2024–
- Industry Adviser, MCF Corporate Finance Oy, 2023–



**Ulla Serlenius**

Member of the Board, Tokmanni Group Corporation

Member of the Board since 2020

Independent of the company and its major shareholders

s. 1967

Finnish citizen

Master of Science (MSc)

Primary work experience:

- SVP, Helsinki-Vantaa Airport, 6 February 2020–
- President, Living Business Area, Fiskars Group, 2018–2019
- SVP, Supply Chain, Living Business Area, Fiskars Group, 2017–2018
- VP, Supply Chain, Business Region Europe, Fiskars Group, 2014–2016
- VP, Supply Chain, Home Business Area, Fiskars Group, 2014
- Co-founder and CEO, Lettijeff Advisory
  - various Interim Management positions at Fiskars Group, 2011–2014
- Head of Espoo Factory, Nokia Networks/Nokia Siemens Networks, 2007–2008
- Director, Espoo Plant, Nokia Networks/Nokia Siemens Networks, 2003–2007
- Plant Manager, Espoo, Nokia Networks/Nokia Siemens Networks, 2002
- Plant Manager, Microwave Radios, Espoo, Nokia Networks/Nokia Siemens Networks, 1999–2001
- Global Sourcing Manager, Nokia Networks/Nokia Siemens Networks, 1997–1999



**Harri Sivula**

Member of the Board, Tokmanni Group Corporation

Member of the Board since 2012

Independent of the company and its major shareholders

b. 1962

Finnish citizen

M.Sc. (Admin)

Primary work experience:

- Board Professional, 2018–
- Interim CEO, Tokmanni Group Corporation, 2017–2018
- CEO, GS1 Finland Oy, 2015–2017
- CEO, Restel Oy, 2011–2014
- CEO, Onninen Oy, 2006–2010
- Deputy Managing, Director and Division Director, Kesko Foods, Kesko Oyj, 1987–2006

Other key positions of trust:

- Member of the Board, Pyroll Pakkaukset Group Oy, 2022–
- Member of the Board, KH-Group Plc, 2022–
- Chairman of the Board, Indoor Group Oy, 2020–
- Member of the Board, Kamux Corporation, 2017– (Chairman of the Board 2020–2023)
- Member of the Board, Leipurin Oy, 2014–



**Thérèse Cedercreutz**

Member of the Board, Tokmanni Group Corporation

Member of the Board since 2016

Independent of the company and its major shareholders

b. 1969

Finnish citizen

M.Sc. (Econ.)

Primary work experience:

- Chief Commercial Officer, Scandic Hotels, 2023–
- CEO, Miltton Inc, 2016–2022
- Managing Director, 358 Creative Agency, 2015–2016
- COO, 358 Creative Agency, 2013–2014
- VP, Business Development, Spoiled Milk Creative Agency, 2011–2013
- Director, Global Consumer Business and Marketing, F-Secure Corporation, 2010–2011
- VP, Sales and Business Development, THQ Wireless EMEA, 2003–2009

Other key positions of trust:

- Member of the Board, Fennia, Mutual Insurance Company, 2023–
- Member of the Board, Unicef Finland, 2022–

## Executive Group



### **Mika Rautiainen**

President and CEO

Member of the Executive Group

Employed by the Tokmanni Group since 2018

Born 1962

Finnish citizen

M.Sc. (Econ)

Primary work experience:

- Vice President, Store operations, Kesko Grocery Trade, Finland, 2013–2017
- Vice President, K-Supermarket, Kesko Grocery Trade, Finland, 2012–2013
- Vice President, K-Citymarket Food, Kesko Grocery Trade, Finland, 2007–2012
- Vice President, K-Market, Kesko Grocery Trade, Finland, 2005–2007
- Managing Director, Cassa Oy, Kesko Grocery Trade, Finland, 2003–2005
- European Trade Director, AMS Marketing AG, Switzerland and the Netherlands, 1998–2003
- Various management positions, K-Group, Finland, 1988–1998

Key positions of trust:

- Member of the Board, Finnish Commerce Federation, 2022–
- Member of the Board, Tokmanni–Europris (Shanghai) Trading Co. LTD, 2018–
- Member of Supervisory Board, Varma Mutual Pension Insurance Company, 2021
- Member of the Committee, Finland Chamber of Commerce, 2020–
- Member of the Committee, Helsinki Regional Chamber of Commerce, 2020–
- Member of the Board, Finnish Grocery Trade Association (PTY), 2018–



### **Tapio Arimo**

CFO and CIO, and Deputy CEO

Member of the Executive Group

Employed by the Tokmanni Group since 2022

Born 1972

Finnish citizen

M.Sc. (Econ), MBA

Primary work experience:

- CFO, Haltian 2021–2022
- CFO, Purmo Group, 2019–2020
- CFO, Kamux, 2015–2019
- Various management and expert positions in finance, Nokia 2000–2015
- Analyst, Goldman Sachs 1997–2000

Key positions of trust:

- Chairman of the Board, Blueberry Capital 2015–
- Member of the Board, Saarni Cloud 2021–





**Timo Heimo**

Vice President, Sales and Supply Chain

Member of the Executive Group

Employed by the Tokmanni Group since 2018

Born 1967

Finnish citizen

M.Sc. (Food Science)

Primary work experience:

- Information Management and Supply Chain Director, Tokmanni, 2018–2021
- Senior Vice President, eCommerce, Digital Services, ICT, Kesko Oyj, 2017–2018
- Vice President, Supply Chain Management, ICT, PMO, eCommerce, Store roll-outs, Kesko Oyj, 2013–2017
- Director, Logistics and IT, Kesko Food, Kesko Oyj, 2011–2013
- CIO, Kesko Food, Kesko Oyj, 2007–2011

Key positions of trust:

- Member, Finnish Grocery Trade Association (PTY) Retail Group, 2021



**Sirpa Huuskonen**

Vice President, People, Culture and Sustainability

Member of the Executive Group

Employed by the Tokmanni Group since 2016

Born 1961

Finnish citizen

LL.M (trained on the bench)

Primary work experience:

- HR Director, Tokmanni, 2016–2021
- HR Director, Member of Management Team, ISS Palvelut Oy, 2004–2016
- HR Manager, Engel Palvelut Oy, 2002–2004
- Administrative Manager, Helsinki Metropolitan Area Council, 1997–2002
- Legal Counsel, UL Oikeuspalvelu Oy, Finnish Foreign Trade Law Office Ltd., 1995–1997

Key positions of trust:

- Member, The Helsinki Region Chamber of Commerce, Education and Labour Committee, 2013–
- Member, Helsinki Regional Chamber of Commerce, Awards Board, 2015–
- Member, Mäntsälän Yrityskehitys Oy, (Board of Invest in Mäntsälä), 2017–
- Member, Helsinki Regional Chamber of Commerce Committee, 2019–
- Member, The Ministry of Economic Affairs and Employment Board, the state-owned special assignment company Työkanava Ltd, 2022–
- Member, LocalTapiola General Mutual Insurance Company, Supervisory Board, 2021–
- Chairman, Finnish Commerce Federation, Employment Affairs Committee, 2024–
- Member, Confederation of Finnish Industries, Skilled work force Committee, 2024–



**Harri Koponen**

Vice President, Store Network and Concept

Member of the Executive Group

Employed by the Tokmanni Group since 2016

Born 1964

Finnish citizen

M.Sc. (Econ.), eMBA

Primary work experience:

- Vice President, Store Network and Concept, Tokmanni, 2018–2021
- Store Network Development Manager, Tokmanni, 2016–2018
- CEO, Turun Osuuskauppa (Co-op Turku), 2003–2014
- Executive Director, Osuuskauppa Hämeenmaa (Co-op Hämeenmaa), 1997–2003
- Prisma Director, Osuuskauppa Hämeenmaa (Co-op Hämeenmaa), 1995–1996
- Market Group Manager and Product Group Manager, Ässä-Partners Oy, 1993–1995

Key positions of trust:

- member, Community planning and transport committee, Finnish Commerce Federation, 2023–
- representative, Mäntsälä municipality Business and Employment Group, 2024–



**Janne Pihkala**

Vice President, Strategy, Business Development and eCommerce

Member of the Executive Group

Employed by the Tokmanni Group since 2018

Born 1983

Finnish citizen

M.Sc. (Econ)

Primary work experience:

- Business Development Director, Tokmanni, 2018–2020
- Investment Manager, Takoa Invest Ltd., 2016–2018
- Manager, Deloitte, 2016–2016
- Manager, BearingPoint Finland, 2011–2015

Key positions of trust:

- member, Digital Trade Committee, Finnish Commerce Federation, 2023–



**Juha Valtonen**

Vice President, Sourcing

Member of the Executive Group

Employed by the Tokmanni Group since 2020

Born 1980

Finnish citizen

IT technician

Primary work experience:

- Vice President, Sourcing, SOK grocery business, 2019–2020
- Division Manager, Sourcing, SOK grocery business, 2016–2019
- Sourcing Manager, Sourcing, SOK grocery business, 2014–2015
- Division Manager, Sourcing, SOK non-grocery business, 2009–2014
- Manager, SOK, 2006–2009
- Department Manager, Gigantti, 2004–2006

Key positions of trust:

- member, Tokmanni–Europris (Shanghai) Trading Co. LTD's Board, 2020–



**Veli-Pekka Ääri**

Vice President, Marketing and Communications

Member of the Executive Group

Employed by the Tokmanni Group since 2021

Born 1968

Finnish citizen

MSocSci

Primary work experience:

- Vice President, Communications and Digital Services, SOK, 2015–2021
- Vice President, Marketing, SOK, 2011–2014
- Strategy Director, TBWA Helsinki, 2007–2011
- Planning Director, Taivas Group Kuulas RA, 2005–2007
- Director (CRM), Elisa Oyj, 2003–2005

Key positions of trust:

- representative, Mäntsälä Municipal Business Advisory Board, 2022–
- Chairman, The Finnish Grocery Trade Association's Communications Group, 2024–