

CANDIDATES FOR THE BOARD OF DIRECTORS - EXTRAORDINARY GENERAL MEETING ON OCTOBER 11, 2024

Sami Ensio, born in 1971

M.Sc. (Tech.). Mr. Ensio has been Innofactor Plc's CEO since December 27, 2010, and before that, he was the founder and CEO of Innofactor Ltd starting from January 1, 2000. He has been a member of Innofactor Plc's Board of Directors since 2010, and before that, he was a member of the Innofactor Ltd's Board of Directors starting from 2000. He holds several positions of trust in the Federation of Finnish Technology Industries and the Confederation of Finnish Industries since 2013, for example, Member of the Board in the Technology Industry Employers of Finland and Vice Chairman of the Confederation of Finnish Industries' Executive Committee, Delegation of Entrepreneurs. Mr. Ensio has an extensive understanding of IT business in the Nordic Countries and of the Microsoft ecosystem. Mr. Ensio is not independent of the company as he is the CEO and a significant shareholder of the company (with 15.86% ownership). Ownership: 5,763,044 shares (has accepted Onni Bidco's voluntary recommended public cash tender offer for all the shares in Innofactor Plc).

<https://www.linkedin.com/in/ensio/>

Risto Linturi, born in 1957

M.Sc. (Tech.). Mr. Linturi has been a member of the Innofactor Plc's Board of Directors as of 2018 and acted in Innofactor Ltd's Board of Directors in 2000–2010. He currently works as an independent consultant through his family business, R. Linturi Plc. In 2004–2014, Mr. Linturi was the program director of Aalto University's Radical innovations program. Previously, he has been, for example, the technology director of Helsingin Puhelin (current Elisa Oyj) and President of the IT training company operating under his name (current Tieturi Oy). Mr. Linturi has also held several other Board memberships. Mr. Linturi's area of specialization is understanding the economic and societal effects of new and upcoming technologies. He is one of Finland's most prominent futurists and has drawn up reports, for example, for the Finnish Parliament. Mr. Linturi is independent of the company and its main shareholders. Ownership with companies he has control over: 826,411 shares (has accepted Onni Bidco's voluntary recommended public cash tender offer for all the shares in Innofactor Plc).

<https://www.linkedin.com/in/linturi/>

Antti Kummu, born in 1976

M.Sc. (Econ.), CFA. Antti has over 20 years of experience working with successful growth companies. He currently serves as the Director responsible for the Growth strategy at CapMan, a private equity firm. Additionally, Antti has held the position of Director of Growth Investments at Tesi and has been involved in financing roles for growth companies at Finnvera. He has also undertaken operational roles, including M&A Director and CFO. Presently, Antti is the Chairman of the Board at Silmäasema, Aste Helsinki, and Suomen Avustajapalvelut, as well as a Board Member at COR Group and Coronaria Rehabilitation Services. Kummu is independent of the company but is not independent of its significant shareholders. Ownership: no direct ownership

<https://www.linkedin.com/in/antti-kummu-cfa-a85aa11/>

Timo Larjoomaa, born 1975

M.Sc. (Econ.), LL.M. Larjoomaa currently serves as the CEO of his family company, Osprey Capital Oy. He also acts as an advisor for CapMan Growth. From 2006 to 2021, Larjoomaa worked at Intermediate Capital Group Plc, where he was responsible for the company's Nordic private equity investments. He holds several positions of trust and has investments in ICT companies, with examples including Fennoa Oy, Docue Oy, and Aivan Innovations Oy. Larjoomaa possesses extensive understanding of international private equity, capital markets, and software business operations. He is independent of the company and its significant shareholders. Ownership: no direct holdings.

<https://www.linkedin.com/in/timo-larjoomaa/>