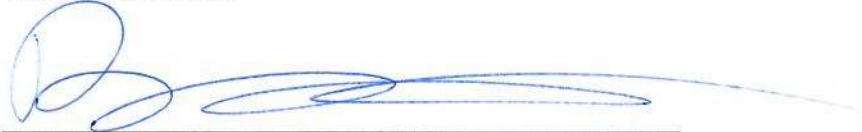


LIST OF DIRECTORS

Name	Nationality	Date of Birth	Address	Position
Rami Heinisuo, UBO	Finnish	April 16, 1972	Luolajanraitti 4 as. 4, 13500 Hämeenlinna	CEO
Markus Varvio	Finnish	August 31, 1971	Aurinkorinteentie 21, 33480 Ylöjärvi	Deputy Managing Director
Pauliina Halme	Finnish	May 18, 1989	Lumikiteenkuja 5, 13270 Hämeenlinna	Partner Director
Leena Tuomela	Finnish	March 25, 1978	Haukiluomantie 20, 33340 Tampere	Development Director
Tero Jaakkola	Finnish	March 28, 1972	Liisankatu 14 A 25, 00170 Helsinki	Chair of the Board of Directors
Kalervo Väänänen	Finnish	July 17, 1952	Kannuskatu 3 J 143, 20880 Turku	Member of the Board of Directors
Juhani Gurney	Finnish	March 9, 1980	Pukkisaarenkatu 8, 33300 Tampere	Member of the Board of Directors

November 16, 2023



Rami Heinisuo, CEO