

Proposal by the Shareholders' Nomination Board of Framery Group Plc to the AGM on 27 April 2026 on the election of the members to the Board of Directors

All proposed persons have given their consent to the appointment. All proposed members are independent of the company and its major shareholders, with the exception of the representatives of Vaaka Partners Oy, Ville Koskenvuo and Pipsa Loimijoki, who are not independent of the company's major shareholder.

Current Board members

Members of the Company's Board of Directors 31 December 2025



**Mika Sutinen**  
Chair of the Board of Directors 2022–, Chair of the Audit Committee, Member of the Remuneration Committee  
Master of Science (Finance and Accounting)  
Born 1966, Finnish citizen, male  
Main occupation: Board professional  
Framery Group Plc shares on 31 December 2025: 243 238\*



**Ville Koskenvuo**  
Vice Chair of the Board of Directors 2025–, Member of the Board of Directors 2018–, Chair of the Remuneration Committee  
Master of Science (Industrial Engineering and Management)  
Born 1979, Finnish citizen, Male  
Main occupation: Partner of Vaaka Partners Oy  
Framery Group Plc shares on 31 December 2025: 0\*



**Gregory Bylsma**  
Member of the Board of Directors 2022–, Member of the Audit Committee  
Bachelor of Arts (Accounting)  
Born 1965, American citizen, male  
Main occupation: Member of the Board of Directors of Cascade Engineering  
Framery Group Plc shares on 31 December 2025: 152 739\*



**Timo Toikkanen**  
Member of the Board of Directors 2022–, Member of the Remuneration Committee  
Master of Laws  
Born 1966, Finnish citizen, Male  
Main occupation: Managing Director of Varjo Technologies Oy  
Framery Group Plc shares on 31 December 2025: 243 238\*



**Pipsa Loimijoki**  
Member of the Board of Directors 2025–, Member of the Audit Committee  
Master of Science (Finance)  
Born 1992, Finnish citizen, female  
Main occupation: Investment Professional at Vaaka Partners Oy  
Framery Group Plc shares on 31 December 2025: 0\*

\* Including own holdings and controller entities.

Proposed new member of the Board



**Susan Repo**  
Proposed new member of the Board  
Juris Doctorate (Law), B.S. (Finance)  
Born 1967, American citizen, female  
Main occupation: Board professional  
Framery Group Plc shares on 31 December 2025: 0\*