

The Compensation and Nomination Committee of the Board of Directors' proposal for the composition of the Board of Directors for a term ending at the close of the 2027 Annual General Meeting.

**Elina Anckar**

**Female, b. 1968, M.Sc. (Econ.)**

Member of the Board of Directors of Qt Group Plc since 2024. Chair of the Audit Committee.

Currently Chief Financial Officer at Marimekko. Has worked as Director of Finance and Human Resources at A-lehdet (2013-2015), VP, Head of Business Control, Boardband Services at TeliaSonera Finland Oy (2012-2013), Chief Financial Officer at Sodexo Oy (2007-2012) and Country Controller at H&M Hennes & Mauritz Oy. Member of the Finance and Tax Committee at Confederation of Finnish Industries (EK) (2024-). Independent of the company and major shareholders.

**Marika Auramo**

**Female, b. 1967, MBA**

Member of the Board of Directors of Qt Group Plc since 2023. Member of the Compensation and Nomination Committee.

CEO Vodafone Business at Vodafone. Previously Chief Business Officer at SAP EMEA region and several managerial positions at SAP, including Global Chief Operating Officer at SAP America (2017-2019), General Manager at EMEA region (2015-2017) and Managing director of SAP in the Nordic and Baltic Region (2019-2021). Prior to that she has worked at several start-ups (1990-1998). Member of the Board at Digital Workforce Services Oy. Independent of the company and major shareholders.

**Matti Heikkonen**

**Male, b. 1976, M.Sc. (Tech)**

Member of the Board of Directors of Qt Group Plc since 2023. Chair of the Compensation and Nomination Committee and member of the Audit Committee.

CEO at Pinja Group. Previously Chief Commercial Officer at Enreach for Enterprises (2021-2024), CEO at Benemen Oy (2018-2021), EVP Global Operations and member of the executive team at Questback AS (2010-2018), and CEO at Digium Oy (2007-2010). Prior to that he has worked in several managerial positions at Nokia (2004-2007). Independent of the company and major shareholders.

**Robert Ingman****Male, b. 1961, M.Sc. (Eng.), M.Sc. (Econ.)**

Chair of the Board of Directors of Qt Group Plc since 2016. Member of the Compensation and Nomination Committee.

Full-time Chairman of the Board of Ingman Group Oy Ab. His previous posts include Managing Director at Arla Ingman Oy Ab (2007–2011) and Ingman Foods Oy Ab (1997–2006). Chairman of the Board of Etteplan Oyj, Digia Plc and Halti Ltd. Chair of the Board of Evli Plc. Independent of the company.

**Mikko Marsio****Male, b. 1971, M.Sc. (Eng.)**

Member of the Board of Directors of Qt Group Plc since 2018 and Vice Chair of the Board since 2024. Member of the Audit Committee.

Has worked as Chief Revenue Officer (2022–2024) at Cadmatic Oy, SVP, Digital business and Software in Process Industries division at ABB (2017–2020) and in various managerial positions e.g. at Empower Group (2016–2017), Dovre Group Plc (2012–2015), Hewlett-Packard (2005–2008) and Fortum Plc (1996–2001). Independent of the Company and major shareholders.

**Jouni Toijala – NEW MEMBER****Male, b. 1968, MBA, B.Sc. (Eng.)**

Jouni Toijala has served as Chief Executive Officer of Revenio Group Corporation since 2020, leading the company's strategic and operational development across its global markets. He has extensive international leadership experience across the medical, automotive, industrial, consumer electronics, and telecommunications sectors. Throughout his career, he has effectively combined software platforms and hardware solutions to drive growth, enhance operational performance, and deliver long-term shareholder value.

Prior to joining Revenio, Jouni Toijala served as CEO of Innokas Medical Oy (2016–2020) and Symbio Finland Oy (2012–2016). Earlier in his career, he held executive roles at Nokia UK Ltd and Meridea Financial Software UK Ltd. He has led global teams and guided organizations through complex digital transformations across Europe, the United States and Asia.

Independent of the company and major shareholders.

