



eQ Plc – Board of Directors 2026, Member candidates' resumes and independence assessments



Päivi Arminen

Member of the Board since 2023

Born: 1978
Woman

Education:
M.Sc. (Econ.), HSE

Primary working experience:
2008–2021 EQT Partners AB, Infrastructure investment, Managing Director, Director, Associate
2005–2008 Danske Bank A/S / Sampo Bank Plc, Debt Capital Markets, Vice President, Assistant Vice President
2004–2005 Evli Plc, Equity Analyst

Primary positions of trust:

Tesi (Finnish Industry Investment Ltd), Member of the Board; Interogo Holding AG, Infrastructure investments.

Independent of the company and significant shareholders.



Caroline Bertlin

Member of the Board since 2025

Born: 1978
Woman

Education:
M.Sc. (Econ.), Hanken Svenska handelshögskolan

Primary working experience:
2025– Nordion Energi AB, Chief Financial Officer and Head of Hydrogen Business, 2024–2025 Strategy and Energy Infrastructure Financing
2016–2023 Nordisk Renting AB, CEO
2018–2020 NatWest Structured Finance, Managing Director
2009–2015 NatWest Group, Head of Restructuring, Turnaround CEO and Project Lead for Strategic projects
Earlier experience includes portfolio management and analyst positions within banking and alternative investments

No other primary positions of trust.

Independent of the company and significant shareholders.

**Nicolas Berner**

Member of the Board since 2013

Born: 1972
Man

Education:
LL.B, University of Helsinki

Primary working experience:
2011- Berner Ltd, Chief Financial Officer,
1998-2011 Hannes Snellman Attorneys Ltd, Partner

Primary positions of trust:
Berner Ltd, Chair of the Board.

Independent of the company and significant shareholders. Nicolas Berner has been a member of the Board continuously for over ten years. Based on the Board's overall assessment, the Board member's independence is not considered to have been compromised due to his long board membership, and no other circumstances have been found that would weaken the Board member's independence.

**Georg Ehrnrooth**

Vice Chair of the Board

Member of the Board since 2011

Born: 1966
Man

Education:
Studies in agriculture and forestry, Högre Svenska Läroverket, Åbo

Primary working experience:
2008- Management positions in family owned companies responsible for finance and investments
2005 eQ Corporation and eQ Bank Ltd, Chief Executive Officer

Primary positions of trust:
Byggmästare Anders J Ahlström Holding AB (publ), Member of the Board; Paavo Nurmi Foundation, Member of the Board; Anders Wall Foundation, Member of the Board; Louise and Göran Ehrnrooth Foundation, Chair of the Board; Topsin Investments S.A., Member of the Board; Fennogens Investments S.A, Member of the Board.

Not independent of the company and not independent of its significant shareholders. Georg Ehrnrooth is not independent of the company on the basis that he has served for more than ten consecutive years on the Board of the company, including seven years as Chair and three years as the Vice Chair. In addition, Georg Ehrnrooth is not independent of the company's major shareholder Fennogens Investments S.A, where he is a significant shareholder.

**Janne Larma**

Chair of the Board
Member of the Board since 2021

Born: 1965
Man

Education:
M.Sc. (Econ.), Hanken Svenska handelshögskolan

Primary working experience:
2024-2025 eQ Plc, Acting CEO
2011-2021 eQ Plc, CEO
2004-2009 eQ Bank, Member of Management Team
2000-2024 Advium Corporate Finance Ltd, Managing Director
1998-2000 Enskilda Securities, management position in investment banking
1993-1998 Alfred Berg, investment banking
1988-1992 Kansallis-Osake-Pankki, investment banking

Primary positions of trust:

Notalar Oy, Chair of the Board of Directors; Inkoo Shipping Oy Ab, Member of the Board; Rettig Oy Ab, Member of the Board; Meripuolustussäätiö SR, Member of the Board

Not independent of the company and not independent of its significant shareholders. He served as the company's interim CEO from 27 October 2024 to 31 August 2025, as the company's full-time Chair of the Board from 1 April 2021 to 27 October 2024, and as the company's CEO during 2011–2021. In addition, he participates in the company's option plan under the 2022 option program. Janne Larma is not independent of the company's major shareholder Chilla Capital Oy, where he is a significant shareholder.

**Tomas von Rettig**

Member of the Board since 2019

Born: 1980
Man

Education:
BBA (Bachelor of Business Administration), Arcada University of Applied Sciences
CEFA -degree, Hanken Svenska handelshögskolan

Primary working experience:
2016-2019 Rettig Group Oy Ab, CEO
2011-2015 Rettig Group Oy Ab, vice president business development, vice president corporate finance and development
2008-2011 Rettig Asset Management Oy Ab, portfolio manager, senior portfolio manager
2006-2008 Skandinaviska Enskilda Banken, Middle Office

Primary positions of trust:

Rettig Capital Oy Ab, Chair of the Board.

Independent of the company, but not independent of its significant shareholders. Tomas von Rettig is a shareholder and Chair of the Board of Rettig Capital Oy Ab, an indirect parent company of Rettig Oy Ab, which is a significant shareholder of eQ Plc.