

The background of the slide is a blurred photograph of a person's hands typing on a laptop keyboard. The person is wearing a blue long-sleeved shirt. The laptop is dark-colored. The overall lighting is warm and slightly dim, creating a professional and focused atmosphere.

digia

**Corporate Governance
Statement 2022**

2022

DIGITALISATION THAT MAKES A DIFFERENCE

Digia Plc's Corporate Governance Statement 2022

General

This Statement has been issued separately from the Report of the Board of Directors.

Digia Plc's (hereinafter "Digia") corporate governance system is based on the Companies Act, the Securities Markets Act, general corporate governance recommendations, the company's Articles of Association and its in-house rules and regulations on corporate governance. The company (and this Statement) adheres to the Governance Code for Listed Finnish Companies issued by the Finnish Securities Market Association, which entered into force on 1 January 2020. The Corporate Governance Code can be read on the Finnish Securities Market Association's website (www.cgfinland.fi).

Digia's corporate governance principles are integrity, accountability, fairness, and transparency. This means that:

- The company complies with applicable legislation and regulations.
- When organising, planning, managing and running its business operations, the company abides by the applicable professional requirements that have been generally approved by its Board members, who demonstrate due care and responsibility in performing their duties.
- The company is prudent in the management of its capital and assets.
- The company's policy is to keep all parties in the market actively, openly and equitably informed of its businesses and operations.

- The company's management, administration and personnel are subject to the appropriate internal and external audits and supervision.

Shareholders' Meeting

Digia's highest decision-making body is the Shareholders' Meeting at which shareholders exercise their voting rights on company matters. The Annual General Meeting (AGM) is held once a year before the end of June on a date set by the Board of Directors. Each company share entitles the holder to one vote at a Shareholders' Meeting.

The Annual General Meeting should convene annually within three months of the date on which the fiscal year ends. An Extraordinary General Meeting must be held if the Board of Directors deems it necessary or if requested in writing by a company auditor or shareholders holding a minimum of 10 per cent of the company's shares, for the purpose of discussing a specific issue.

The Finnish Companies Act and Digia's Articles of Association define the responsibilities and duties of the Shareholders' Meeting. Extraordinary General Meetings decide on the matters for which they have been specifically convened. In order to participate in a Shareholders' Meeting, a shareholder must be entered in the Digia shareholder register maintained by Euroclear Finland Oy on the record date for the Shareholders' Meeting, and must also have registered for the meeting at the latest by the date given in the invitation.

The Chair of the Board, Members of the Board, auditor, persons nominated for the Board, and the President & CEO should be present at Shareholders' Meetings.

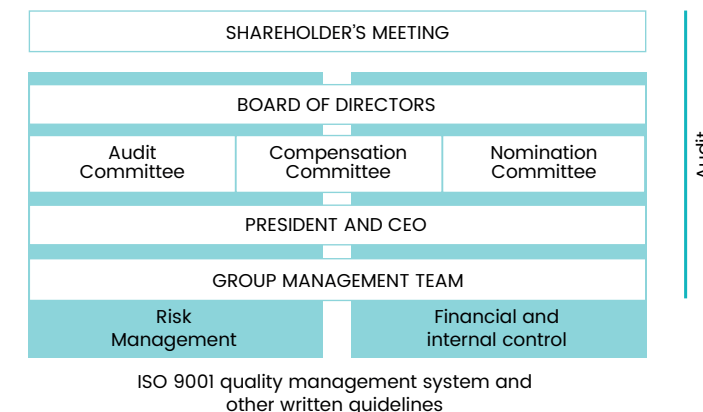
The minutes of Shareholders' Meetings will be available for shareholders to read on the company's Internet site at digia.com/en/investors/governance/annual-general-meeting/ within two weeks of the meeting. The decisions made at Shareholders' Meetings will also be published in a stock exchange release immediately after the meeting.

Shareholders have the right to add a relevant item (as specified in the Companies Act) to the agenda for the Shareholders' Meeting, as long as the request is made in writing to the Board of Directors in time for the item to be added to the notice of meeting. Digia will announce the date by which shareholders must present a requested AGM agenda item to the company's Board of Directors. This deadline will be published on Digia's website. The date will be announced at the latest by the end of the fiscal year preceding the Annual General Meeting.

Digia's Annual General Meeting (AGM) convened on 21 March 2022. More information about the decisions made at this meeting are available at <https://digia.com/en/investors/governance/annual-general-meeting/agm-2022/>. No Extraordinary General Meetings were held in 2022.

General overview of governance

Responsibility of Digia's operations is held by the Shareholder's meeting, Board of Directors, and the President & CEO assisted by the Group Management Team.



Board of Directors

Activities and tasks

The Board of Directors is elected by the Shareholders' Meeting, and is in charge of Digia's administration and the appropriate organisation of the company's operations. Under the Articles of Association, the Board of Directors must consist of a minimum of four and a maximum of eight members. The Nomination Committee will present the Shareholders' Meeting with its proposal for the composition of the new Board of Directors to be appointed.

The majority of Board members must be independent of the company and a minimum of two of those members must also be independent of the company's major shareholders. Neither the CEO nor other company employees working under the CEO's direction may be elected members of the Board.

The term of all Board members expires at the end of the Annual General Meeting following their election. A Board member can be re-elected without limitations on the number of successive terms. The Board of Directors elects its Chair and Vice Chair from amongst its members.

Board Diversity Policy

The Board of Directors has defined a Board diversity policy. It states that the requirements of the company's size, market position and industry should be duly reflected in the Board's composition. Both genders should be represented on the Board. It should be ensured that the Board as a whole will always have sufficient expertise in the following areas in particular:

- the company's field of business
- managing a company of similar size
- the nature of a listed company's business operations
- management accounting

- risk management
- mergers and acquisitions
- board work.

The composition of the 2022 Board of Directors was successfully in line with Digia's diversity policy.

The Board of Directors' rules of procedure

The Board has prepared and approved written rules of procedure for its work. In addition to the Board duties prescribed by the Companies Act and other rules and regulations, Digia's Board of Directors is responsible for the items in its rules of procedure, observing the following general guidelines:

- good governance requires that, instead of needlessly interfering in routine operations, the Board of Directors should concentrate on furthering the company's short- and long-term strategies.
- the Board's general task is to steer the company's business with a view to maximising shareholder value over the long term, while taking account of the expectations of various stakeholder groups.
- Board members are required to act on the basis of sufficient, relevant and up-to-date information in a manner that serves the company's interests.

The Board of Directors' rules of procedure cover the following tasks:

- define the Board's annual action plan and provides a preliminary meeting schedule and framework agenda for each meeting
- provide guidelines for the Board's annual self-assessment
- provide guidelines for distributing notices of meetings and advance information to the Board, and procedures for keeping and approving minutes

- define job descriptions for the Board's Chair, members and Secretary (the latter position is held by the General Counsel or, if absent, the CEO)
- define frameworks within which the Board may set up special committees or working groups.

The Board evaluates its activities and working methods each year, employing an external consultant to assist when necessary.

The Board convened a total of 15 times during the 2022 fiscal year, with 99 per cent attendance.

Independence of the members of the Board of Directors

The Board of Directors assesses the independence of its members on an annual basis. Of the current members of the Board, Martti Ala-Härkönen, Santtu Elsinen, Sari Lepänen, Seppo Ruotsalainen and Outi Taivainen are independent of the company and its major shareholders. Robert Ingman is independent of the company. Robert Ingman is not independent of the company's major shareholders due to his holdings in related parties.

Committees of the Board of Directors

During the 2022 fiscal year, Digia's Board of Directors had three committees: the Audit Committee, the Compensation Committee and the Nomination Committee.

These committees do not hold powers of decision or execution unless separately authorised by the Board; their role is to assist the Board in decision-making concerning their areas of expertise. The committees report regularly on their work to the Board, which has decision-making and collegial responsibility over their actions.

Audit Committee

The purpose of the Audit Committee is to assist the Board of Directors in ensuring that the company's financial and non-financial reporting, accounting methods, financial statements and any other financial information provided by the company comply with legislation and are balanced, transparent and clear. The Audit Committee also supervises and assesses internal control and auditing, the effectiveness of risk management systems, and how well agreements and other legal actions between the company and its related parties meet market conditions and the requirements for ordinary operations. The Audit Committee supervises and assesses the independence of the company's auditor and, in particular, the auditor's provision of non-audit services. The Audit Committee also supervises the company's audit and prepares a proposal for the choice of auditor. During the 2022 fiscal year, the Audit Committee consisted of Seppo Ruotsalainen (Chair), Santtu Elsinen and Martti Ala-Härkönen. The committee convened four times during the year with full attendance.

Compensation Committee

Digia's Compensation Committee is tasked with preparing and monitoring remuneration policies for the company's governing bodies and management remuneration schemes in order to ensure that the company's targets are met, that decision-making is objective, and that remuneration schemes are transparent and systematic. In 2022, the Compensation Committee consisted of Outi Taivainen (Chair), Robert Ingman and Sari Leppänen. The committee convened five times during the fiscal year, with full attendance.

Nomination Committee

The Nomination Committee prepares proposals for the Annual General Meeting on (a) the number of members of the Board of Directors, (b) the members of the

Board of Directors, (c) the remuneration for the Chair, Vice Chair and members of the Board of Directors, and (d) the remuneration for the Chair and members of the committees of the Board of Directors. During the 2022 fiscal year, the Nomination Committee consisted of Martti Ala-Härkönen (Chair), Robert Ingman and Seppo Ruotsalainen. The committee convened seven times during the financial year, with full attendance.

CEO

The company's Chief Executive Officer is appointed by the Board of Directors. The CEO is in charge of Digia's business operations and administration in accordance with the instructions and regulations issued by the Board of Directors, and as defined by the Finnish Limited Liability Companies Act. The CEO may take exceptional and far-reaching measures, in view of the nature and scope of the company's activities, only if so authorised by the Board of Directors. The CEO chairs the Group Management Team's meetings. The CEO is not a member of the Board of Directors, but attends Board meetings.

The Board of Directors approves the CEO's service contract, which contains a written definition of the key terms and conditions of the CEO's employment. Timo Levoranta has been President & CEO of Digia Plc since 1 May 2016.

Group Management Team

The Group Management Team supports the President & CEO in the routine management of the company. Under the authorisation of the Board of Directors, the Compensation Committee approves the appointments of the members of the Group Management Team and decides on the terms and conditions of their service contracts on the basis of the CEO's proposal. Digia follows the one-over-one principle in Group Management Team and other appointments.

The CEO chairs meetings of Digia's Management Team. The Management Team consisted of ten members on 31

December 2022. The Team meets once every two weeks to assist the CEO in the preparation and implementation of strategy, operative management, and preparing items for consideration by the Board of Directors. The Team draws up annual action and financial plans, sets their associated targets, and monitors their progress. It also prepares significant investments, mergers and acquisitions. The CEO is responsible for the Management Team's decisions. Members of the Management Team are tasked with implementing these decisions within their own areas of responsibility.

Members of Digia Plc’s Board of Directors in 2022

| Member of the Board | Born | Education | Main occupation | Holding on 31 Dec 2022* | Member since |
|-------------------------------------|------|---------------------------------|--|-------------------------|--------------|
| Martti Ala-Härkönen | 1965 | DSc (Econ.), Lic.Sc. (Tech.) | CFO, Neste Corporation | 20,000 | 2016 |
| Santtu Elsinen | 1972 | BSc.-level studies in economics | Senior Vice Presi-dent & Chief Digital Officer, Alma Media Plc | 0 | 2018 |
| Päivi Hokkanen, until 21 March 2022 | 1959 | DSc (Econ.) | CEO, ITprofs Ltd | 10,833 | 2012 |
| Robert Ingman, Chair | 1961 | MSc. (Tech.), MSc. (Econ.) | Chair of the Board, Ingman Group | 7,930,000 | 2010 |
| Sari Leppänen, as of 21 March 2022 | 1969 | PhD | CIO, Aktia Bank Plc | 0 | 2022 |
| Seppo Ruotsalainen, Vice Chair | 1954 | Lic.Sc. (Tech.) | Board professional | 6,000 | 2012 |
| Outi Taivainen | 1968 | MSc. (Econ.) | HR Director, Aava Terveyspalvelut Ltd | 872 | 2018 |

*Includes related parties and related party holdings

The attendance of Board and Committee members at meetings in 2022

| Name | Board Meetings | Audit Committee | Compensation Committee | Nomination Committee |
|---------------------|----------------|-----------------|------------------------|----------------------|
| Martti Ala-Härkönen | 15/15 | 4/4 | | 7/7 |
| Santtu Elsinen | 14/15 | 4/4 | | |
| Päivi Hokkanen | 3/3 | | 1/1 | |
| Robert Ingman | 15/15 | | 5/5 | 7/7 |
| Sari Leppänen | 12/12 | | 4/4 | |
| Seppo Ruotsalainen | 15/15 | 4/4 | | 7/7 |
| Outi Taivainen | 15/15 | | 5/5 | |

Management Team members on 31 Dec 2022

| Name | Born | Education | Area of responsibility | Holding on 31 Dec 2022* | Member since |
|------------------|------|---|---|-------------------------|--------------|
| Timo Levoranta | 1965 | MSc. (Tech.), MSc. (Econ.) | CEO | 106,179 | 2016 |
| Pia Huhdanmäki | 1969 | LLM | Senior Vice President, HR, Culture & Sustainability | 6,277 | 2018 |
| Juhana Juppo | 1971 | MSc. (Computer Science) | Chief Technology Officer (CTO) and Senior Vice President, Business Services | 7,676 | 2016 |
| Mika Kervinen | 1968 | LLM, with court training | General Counsel | 9,931 | 2016 |
| Jukka Kotro | 1961 | Vocational Qualification in Business Information Technology | Senior Vice President, Business Platforms | 5,614 | 2017 |
| Tuomo Niemi | 1962 | MSc. (Econ.), MSc. (Tech.) | Senior Vice President, Financial Platforms | 12,665 | 2017 |
| Kristiina Simola | 1965 | MSc. (Econ.) | CFO | 14,315 | 2017 |
| Sami Paihonen | 1974 | MSc. (Tech.) | Senior Vice President, Intelligent Solutions | 197 | 2021 |
| Pasi Ropponen | 1973 | Bachelor of Business Administration | Senior Vice President, Sales and Marketing | 0 | 2022 |
| Janne Tuominen | 1978 | MSc. (Tech.) | Senior Vice President, Managed Digital Core | 6,683 | 2021 |

* Includes related parties and related party holdings

Internal control and risk management related to financial reporting

Control functions and control environment

The company has a controller function that reports to the CFO and is tasked with ensuring the accuracy of monthly financial reporting. The CFO reports on the financial performance of the company and its divisions to Management, the Board of Directors, and the Board's Audit Committee.

The company uses a reporting system that compiles subsidiaries' reports into consolidated financial statements. There are also written directives for completing the financial reports of subsidiaries. The company's CFO monitors compliance with these instructions. The company also has the separate reporting facilities required for monitoring business operations and asset management.

The Group's financial administration unit prepares the consolidated interim reports and consolidated Financial Statements. This financial administration unit has centralised control over the Group's funding and asset management, and is in charge of managing financial risks.

Internal control

Internal control helps to ensure the reliability of the Digia Group's financial reporting. Digia's financial administration unit provides guidance on financial reporting matters. The Group's business is divided into areas of responsibility led by Senior Vice Presidents (SVPs) reporting to the CEO. Reporting and supervision are based on annual budgets that are reviewed monthly, on monthly income reporting, and on updates of the latest forecasts.

The SVPs report to the Group Management Team on development matters, strategic and annual planning, business and income monitoring, investments, potential acquisition targets and internal organisation matters related to their

areas of responsibility. Each area of responsibility also has its own management team.

Digia's operational management and supervision adhere to the corporate governance system described above.

Digia has not yet established a separate function responsible for internal auditing. The need for an internal audit function is regularly assessed. With the company's current business volume, its legal and financial management functions are able to handle internal auditing tasks.

Risk management and major risks

The purpose of the company's risk management process is to identify and manage risks in a way that enables the company to attain its strategic and financial targets. Risk management is a continuous process by which the major risks are identified, listed and assessed, the key persons in charge of risk management are defined, and risks are prioritised according to an assessment scale that compares the effects and mutual significance of risks. Part of this process involves identifying, planning and implementing risk management measures, and then monitoring their impact.

The main operational risks monitored under Digia's risk management are related to customers, personnel, deliveries, IT, data security and protection, immaterial rights, and goodwill.

The company manages customer risks by actively developing its customer portfolio structure and avoiding any potential risk positions.

Personnel risks are evaluated and managed using a performance review and development discussion process in which key personnel participate. To enhance personnel commitment, the company strives to systematically improve the efficiency of internal communications via regular personnel events and by increasing the management's visibility. Two major personnel-related risks are competence development and recruitment. These risks are systematically managed by developing our personnel's competence and

through continual recruitment management and subcontractor management.

Internal – and as required also external – audits of major projects and continuous services are conducted with a view to enhancing project and service risk management and securing the success of customer deliveries. The Group's certified quality systems are evaluated regularly. Digia uses an ISO 9001-certified quality management system (Core Process Model), and the processes described in this system are utilised in all operations with a view to providing an optimal customer experience.

You can read more about our sustainability risk management in the Sustainability report.

Audits are carried out to manage data security and protection risks, and the company also continually develops working models, practices and processes that promote data security and protection. Security training is organised for all personnel. In 2020, we renewed our internal data security and data protection training package. This training must be retaken every year, not only by Digia personnel but also any subcontractors working on Digia's premises.

In 2022, we received the ISO 27001 international information security certificate. ISO 27001 is an international information security standard that provides organisations with a security management framework for implementing, administering and continuously improving information security management. The certificate is awarded to organisations whose operations meet the standards required by the audit. Although the first phase of certification covers only two of Digia's business areas (Secure and Scalable Solutions and Managed Services), Digia's security management as a whole has been updated to comply with the ISO 27001 standard. Digia will expand the scope of its certificate during 2023. After the adoption of ISO 27001, new additional trainings were also provided and mandatory annual trainings were updated.

The Management Team is tasked with systematically managing risks associated with business integration, shared operating models and best practices, as well as their integrated development. Typical risks in the software business include the appropriate protection of the company's own immaterial property rights (IPRs) and violation of third parties' IPRs. These are managed through extensive internal policies, standard contracts, and appropriate supervision and analysis.

With respect to IFRS-compliant accounting policies, the Group actively monitors goodwill and its associated impairment tests as a part of prudent and proactive risk management practices within financial management.

Digia has assessed the corporate liability risks associated with its own operations and business relations, and has adequate and appropriate processes in place to predict and take precautions against these risks.

In addition to operational risks, the company is subject to financial risks. Digia Plc has centralised internal and external financing and the management of financial risks within the finance function of the Group's parent company. This function is responsible for the Group's liquidity, the sufficiency of financing, and the management of interest rate risks. The Group is exposed to several financial risks in the normal course of business. The Group's risk management seeks to minimise the adverse effects of changes in financial markets on the Group's earnings. The primary types of financial risks are interest rate risk, credit risk, and funding risk. The general principles of risk management are approved by the Board of Directors, and the Group's finance function together with the business segments is responsible for their practical implementation.

Insider issues

Digia complies with the current Guidelines for Insiders issued by NASDAQ Helsinki. Digia also adheres to its own insider guidelines, which supplement NASDAQ Helsinki's guidelines. Digia's General Counsel is responsible for insider issues.

Insiders

Digia's insiders are divided into:

1. permanent insiders, which include the CEO and members of Digia's Board of Directors and Management Team
2. project-specific insiders, which include those who receive insider information relating to a specific project due to their position or tasks
3. a list of those who receive financial information.

Permanent insiders are not listed in project-specific insider registers.

Management's business transactions

Members of Digia's Management and those in their close circle must report all business transactions that involve Digia's financial instruments and are worth more than EUR 5,000 to both Digia and the Financial Supervisory Authority. The managerial positions covered by this obligation are: the CEO, members of the Management Team, and members of Digia's Board of Directors.

Digia will issue a stock exchange release on all personal business transactions made by members of Digia's Management and those in their close circle. These releases will be issued within three days of the transaction. Digia also keeps a record of this information on the company's website.

Closed window

Anyone working in a managerial position at Digia, or who otherwise receives financial information, may not trade in the company's securities during a period of 30 days before the publication of one of the company's business reviews, half-year reports or financial statement bulletins. Project-specific insiders may not trade in the company's securities whilst the project is ongoing.

Reporting misconduct

Digia Plc has an anonymous 'whistleblowing' channel for reporting suspected cases of bribery and corruption, market abuse, and violation of Digia's insider guidelines. This channel seeks to promote compliance with good governance in the company's routine activities, and to prevent and detect misconduct. It can be used to report market abuse and the violation of operating principles, regulations and instructions, either confirmed or suspected.

Anyone can make a report using the form on Digia's website. Digia will handle the reports in its own separately appointed processing team. This processing team will consist of the Chair of the Board of Directors' Audit Committee, the General Counsel and a lawyer. All reports will be processed confidentially and professionally in accordance with the Personal Data Act, with regard to both the informant and suspect.

Related-party transactions

According to the Corporate Governance Code, a company must evaluate and monitor business transactions with related parties and ensure that any potential conflicts of interest are duly taken into consideration in the company's decision-making. Here, "the company's related parties" refer



to the related parties of listed companies as defined in the Companies Act (IAS24). Digia has issued Board members, the CEO and Management Team members with instructions concerning related parties. In order to enable the monitoring of related-party transactions, the company maintains an up-to-date register of companies and persons who are classified as related parties, including their grounds for being so classified.

It is executive management’s task to identify related parties and related-party transactions before engaging in any business. The business function and the legal counsel should together determine whether related-party transactions form part of the company’s ordinary business and whether they are subject to standard commercial terms and conditions.

If an intended related-party transaction would be significant for Digia and would either deviate from the company’s ordinary business or not be subject to normal market conditions, then this business transaction must be decided upon by the company’s Board of Directors.

Digia’s related-party transactions are explained in more detail in the consolidated Financial Statements. The company has no significant related-party transactions. Its related-party transactions are carried out under normal market conditions and do not deviate from the company’s ordinary business.

Auditor and auditor’s fees

Digia has one official auditor, who must be a KHT auditor or KHT audit firm approved by the Auditing Board of the Central Chamber of Commerce. The auditor is elected until further notice. The Annual General Meeting elects the auditor and decides on their fees. KPMG Oy Ab, a firm of Authorised Public Accountants, was the Group’s auditor until 21 March 2022, with Authorised Public Accountant Virpi Halonen as chief auditor. On 21 March 2022, the Annual General Meeting elected Ernst & Young Oy as the company’s new auditor, with Authorised Public Accountant Terhi Mäkinen as chief auditor.

Auditor’s fees in 2022

| EUR 1,000 | 2022 |
|------------------------|------|
| KPMG Oy Ab | |
| Audit | 5 |
| Other services | 6 |
| Ernst & Young Oy | |
| Audit | 92 |
| Other statutory duties | 4 |
| Tax counselling | 10 |
| Other services | 0 |
| Other | |
| Audit | 46 |
| Other services | 2 |
| Total | 165 |

Board of Directors

Robert Ingman

Chair of the Board of Directors
b. 1961, MSc. (Tech.), MSc. (Econ.)

Digia Board Member since 2010, Vice Chair of the Board 2012–2018, Chair of the Board since 2018. Member of the Board's Nomination Committee and Compensation Committee.

A Member of the Directors' Institute of Finland.

Key work experience
CEO, Ingman Group, 2000–
CEO, SVP, Arla Ingman Ltd, 2007–2011
CEO, Ingman Foods Ltd, 1997–2000
CFO, Ingman Foods Ltd, 1988–1997

Chair of the Board of Directors
Ingman Group Ltd, 2009–
Etteplan Plc, (2009) 2013–
Qt Group Plc, 2016–
Ingman Development Ltd, 2013–
Ingman Finance Ltd, 2009–
Halti Ltd, 2012–
CRI Invest & Consulting Ltd, 2014–
M-Brain Ltd, 2018–2019, (Member of the Board 2011–2018)

Member of the Board
Evli Plc, 2010–
Massby Facility & Services Ltd, 2012–
Ingman Baltic Sea Finance Ltd, 2015–
PK Oliver Ltd, 2013–

Independent of the company.



Seppo Ruotsalainen

Vice Chair of the Board
b. 1954, Lic.Sc. (Tech.), MSc. (Tech.),
Doctorial Researcher (utilization of data
and AI in companies)

Digia Board member since 2012. Vice Chair of the Board, and Chair of the Board's Audit Committee and member of the Nomination Committee.

A member of the Directors' Institute of Finland and the Finnish Business Angels Network, and a founder member of the Startup Foundation.

Key work experience
Executive Director, Vigo Startup Accelerator Program, 2010–2016
President & CEO, Tekla Plc, 1998–2003
Deputy CEO, F-Secure Plc, 2008–2009
Deputy CEO, LM Ericsson Ltd, 1994–1998
Several management positions, Hewlett Packard (Finland and USA), 1982–1993

Chair of the Board of Directors
Softera Ltd, 2015–2020
MPY Osuuskunta, 2013–2020
Viabile Ltd, 2003–
Fountain Park Ltd, 2003–2013
Commit Ltd, 2003–2008
AniLinker Ltd, 2003–2007

Member of the Board
Profict Partners Ltd, 2004–2020
Biisafe Ltd, 2014–2016
Napakka Ltd, 1999–2013
Forte Netservices Ltd, 2007–2008
AtBusiness Communications, 2003–2006
3StepIT Group, 2003–2006

Independent of the company and its major shareholders.



Martti Ala-Härkönen

Member of the Board
b. 1965, DSc (Econ.), Lic.Sc. (Tech.)

Digia Board member since 2016. Chair of the Board's Nomination Committee and member of Audit Committee.

A Member of the Directors' Institute of Finland.

Key work experience
CFO, Strategy and IT, Neste Corporation, 2022–
CFO (Finance, Strategy & IT), Caverion Corporation, 2016–
CFO, Cramo Plc, 2006–2016
CFO, WM-data Ltd, 2004–2006
CFO & Senior Vice President, Business Development, Novo Group Plc, 1998–2004
Manager, Corporate Finance & Finance Manager, Postipankki Plc, 1995–1998

Member of the Board
Martinez Renewables, LLC, 2022–
Purmo Group, 2018–2021
Pihlajalinna Ltd, 2015–2016

Member of the Supervisory Board
Ilmarinen Mutual Pension Insurance Company, 2022–

Independent of the company and its major shareholders.



Santtu Elsinen

Member of the Board

b. 1972, B.Sc.-level studies in economics

Digia Board member since 2018. Member of the Board's Audit Committee.

A Member of the Directors' Institute of Finland.

Key work experience

Senior Vice President, Chief Digital Officer, Alma Media Plc, 2016–
CEO, Winterfell Capital Ltd, 2014–
CEO, Quartal Ltd, 2011–
Director, Business Development, Talentum Plc, 2012–2015
Director, Business Development, Trainers' House/Satama Interactive Plc, 2005–2012
Creative Director & Business Development Director, Quartal Ltd, 1997–2005

Chair of the Board of Directors

Finnish Authentication Cooperative, 2021–
Quartal Ltd, 1997–

Member of the Board

Etua Ltd, 2018–
Alma Mediapartners Ltd, 2017–2022
Arena Interactive Ltd, 2017–2020
Media Industry Research Foundation of Finland, 2016–2022
Fondia Tools Ltd, 2011–2012

Other positions of trust

Finnish Media Federation, Chair of the technology working group, 2019–

Independent of the company and its major shareholders.



Sari Leppänen

Member of the Board

b. 1969, PhD

Digia Board member since 2022. Member of the Board's Compensation Committee.

Key work experience

Executive Vice President and Chief Information Officer (CIO) and member of the Executive Committee, Aktia Bank Plc, 2021–
Chief Information Officer, 3 Step IT Group, 2017–2021
Various leadership positions in Telia Group and TeliaSonera 2013–2017 and in Nokia 1995–2012

Member of the Board

Koherent Oy, 2019–

Other positions of trust

Teknologian tutkimuskeskus VTT Oy, ICT- ja elektroniikkateollisuuden neuvottelukunta (2016–2017).

Independent of the company and its major shareholders.



Outi Taivainen

Member of the Board

b. 1968, MSc. (Econ.)

Digia Board member since 2018. Chair of the Board's Compensation Committee.

Key work experience

HR Director, Aava Terveyspalvelut Ltd, 2019–
Executive Vice President, HR, OP Group, 2015–2018
Area HR Director, Central and North Europe, KONE Plc, 2011–2015
CEO, HR House, 2008–2011
Vice President, Human Resources, Nokia Plc, 2001–2008
Managerial positions, Nokia Plc, 1998–2001

Chair of the Board of Directors

OP Pension Fund, 2015–2018

Member of the Board

Helsinki Chamber of Commerce, 2009–2011
Henry ry, 2006–2008
Finnish Enterprise Agencies, 2006–2008

Other positions of trust

Helsinki Chamber of Commerce, HR Committee member, 2012–

Independent of the company and its major shareholders.



Management Team 31.12.2022



Timo Levoranta

President & CEO

b. 1965, MSc. (Tech.), MSc. (Econ.)
President & CEO, and Group Management Team Member since 1 May 2016.

Key work experience

Senior Vice President, Digia Plc, 2016
CEO, TDC Ltd Finland, 2011–2015
SVP, Sales & Marketing, Outokumpu Plc, 2008–2011
Managerial positions, TeliaSonera Plc, 2002–2008
Managerial positions, Sonera Plc, 1995–2002
Various positions, Consumer Mobile Communication Division, Telecom Finland Ltd, 1991–1995

Member of the Board

The Finnish Olympic Committee Marketing Ltd, 2021–
Technology Industries of Finland, Deputy Member, 2020–
Levorannan Autoliike Oy, 2022–



Kristiina Simola

CFO

b. 1965, MSc. (Econ.)
Digia Management Team member since 14 August 2017.

Key work experience

CFO, Digitalist Group Plc, 2015–2017
Deputy Managing Director & CFO, Mirasys Ltd, 2012–2015
Senior Manager, Finance Transformation, Deloitte Finland, 2010–2012
CFO, Profit Software Ltd, 2007–2010
CFO, Foster Wheeler Energia Plc, 2005–2007
CFO, SysOpen Plc, 2001–2005



Mika Kervinen

General Counsel

b. 1968, LLM with court training
Digia Management Team member since 1 May 2016.

Key work experience

Senior Legal Counsel, Fondia Ltd, 2015–2016
Director, Business Support, TDC Finland Ltd, 2012–2014
Senior Legal Counsel, Nokia Networks Ltd, 2004–2012
Senior Legal Counsel, TeliaSonera Plc, 1998–2004
Legal Counsel, Kesko Plc, 1996–1998



Pia Huhdanmäki

Senior Vice President, HR, Culture & Sustainability

b. 1969, LL.M.

Digia Management Team member since 1 February 2018.

Key work experience

Leading specialist (industrial policy & lobbying),
RadioMedia and Finnish Media Federation, 2017–2018
HR Director/CHRO, Sanoma Media Finland Ltd, 2012–2016
Director – HR, legal and communications, Sanoma News
and Sanoma Entertainment Ltd, 2010–2011
Director – HR, legal and communications, Sanoma Enter-
tainment Ltd, 2007–2010
Legal Counsel & Management positions, Sanoma Group Plc,
1996–2006



Juhana Juppo

CTO and Senior Vice President, Business Services

b. 1971, MSc. (Computer Science)

Digia Management Team member since 19 September
2016.

Key work experience

Director, Business Development, Finanssi-Kontio Ltd,
2013–2016
Service Director, CGI Suomi Ltd, 2011–2013
CTO, Capgemini Finland Ltd, 2005–2011
Systems Architect, IT Optimo/Itella Plc, 2003–2005
Vice President, Development, Eigenvalue Ltd, 2000–2003
Project Manager, Capgemini Finland Ltd, 1999–2000
Project Manager, Nokia Networks Ltd, 1995–1999



Jukka Kotro

Senior Vice President, Business Platforms

b. 1961, Vocational Qualification in Business Information
Technology

Digia Management Team member since 9 August 2018.

Key work experience

Senior Vice President, various responsibilities, Digia Plc, 2018
Management Team member, various responsibilities,
CGI Suomi Ltd, 2010–2018
Sales Director, Central Government, Logica Suomi Ltd,
2006–2010
Sales Director, Healthcare, WM-Data Ltd, 2004–2006
Account Manager, Public Sector, Novo Group Plc, 1999–2004



Tuomo Niemi

Senior Vice President, Financial Platforms

b. 1962, MSc. (Tech.), MSc. (Econ.)
Digia Management Team member since
1 June 2017.

Key work experience

Managing Director, Accenture Ltd, 2003–2017
Leading Consultant, Accenture Ltd, 1996–2003
Managerial positions in IT management, ICL
Personal Systems, 1992–1996
Consultant, Andersen Consulting Ltd, 1989–1991
Product Manager, Nokia Data Ltd, 1988–1989



Sami Paihonen

Senior Vice President, Intelligent Solutions

b. 1974, MSc. (Tech.)
Digia Management Team member since
18 October 2021.

Key work experience

Chief Technology Officer, Savox Communica-
tions, 2018–2021
Senior Advisor, Savox Ventures, 2018–2019
Management positions, Digitalist Group,
2010–2018, CEO 2015–2017
Director, Design Strategy, Samsung, 2008–2010
Management positions in Design, Nokia,
1998–2008



Pasi Ropponen

Senior Vice President, Sales and Marketing

b. 1973, BBA
Digia Management Team member since
11 April 2022.

Key work experience

Acting CEO and various sales executive and
business management positions, Siili Solutions
Oyj, 2012–2022
Sales executive and consulting positions at
Trainers' House 2006–2012 of which he was the
sales head of their Ignis subsidiary between
2008–2011

Member of the Board

HY+ Oy, 2020–



Janne Tuominen

Senior Vice President, Managed Digital Core

b. 1978, MSc. (Tech.)
Digia Management Team member since
29 March 2021.

Key work experience

Business Unit Leader, CGI Suomi Ltd, 2018–2021
Managing Director, Finanssi-Kontio Ltd, 2014–2018
Director, Application Management, Finanssi-Kon-
tio Ltd, 2013–2014
Client Director, Logica Suomi Ltd, 2010–2013
Business Manager, Logica Suomi Ltd, 2008–2010

Member of the Board

Helsingfors Simsällskap, 2022–



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