

# Pekka Tennilä

## CEO

b. 1969, M. Sc. in Business Management

CEO of Altia since 2014

Member of Altia's Executive Management Team since 2014

Joined Altia in 2014

### Main work experience:

Previously, he served as the Chief Executive Officer, Baltics at Carlsberg Group, and has also held other managerial positions at Carlsberg Group.

### Key positions of trust:

Member of the Board of Raisio Plc

Member of the Board of Finnish Food and Drink Industries' Federation (ETL)

Member of the Board of Marketing Finland

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# Sigmund Toth

CFO

b. 1976, Master, Business Administration (Diplôme ESSEC)

CFO and interim CEO of Arcus  
Joined Arcus in 2015

## Main work experience:

Previously he worked as a consultant at McKinsey & Company and held several positions within Finance & Accounting at Procter & Gamble.

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# Janne Halttunen

## PLANNING COMBINATION OF WINE BUSINESS

b. 1970, M. Sc. Business Administration

SVP, Scandinavia at Altia since 2017

Member of Altia's Executive Management Team since 2015

Joined Altia in 2009

### Main work experience:

He joined Altia in 2009 as the Managing Director of Oy Wennerco Ab. Previously, he served as the Company's Senior Vice President, Partner Business and Export; as the Director, Business Development; Managing Director, Partner Brands, as well as a member of the Board of Directors of Craft & Cask Ltd. In addition, he has held several managerial positions at British American Tobacco.

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# Henrik Bodekær Thomsen

## PLANNING COMBINATION OF SPIRITS BUSINESS IN MONOPOLY MARKETS

b. 1971, HD Degree – Diploma in Business Administration (Marketing Management), CBS

Interim Managing Director, Arcus Spirits  
Joined Arcus in 2018

### Main work experience:

Currently serving as International Sales Director for Arcus in addition to role as interim MD, Spirits.

Previous background spanning over 20 years with Carlsberg Group holding several international roles including CEO Carlsberg Canada & USA, Sales Manager Middle East and Director of Global Travel Retail.

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# Kirsi Puntila

## PLANNING COMBINATION OF OPEN MARKETS (INTERNATIONAL)

b. 1970, M.Sc. in Economics

SVP, Marketing at Altia since 2016

Member of Altia's Executive Management Team since 2016

Joined Altia in 2014

### Main work experience:

Previously, she served as the Spirits Category Director of Altia and the Marketing Director, Altia Brands, based in Stockholm. She has also served as the Global Marketing Manager (Absolut Flavors and Kahlua) of The Absolut Company (Pernod Ricard S.A).

### Key positions of trust:

Board member of Vapo Oy

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# Kirsi Lehtola

## MERGER ON THE HR SIDE

b. 1963, Master of Laws

SVP, HR at Altia since 2016

Member of Altia's Executive Management Team since 2016

Joined Altia in 2016

### Main work experience:

Served in HR leadership positions since 2007. Before Altia, served as HR Director at OP Financial Group, Head of Group HR Services at Stora Enso Oyj, SVP HR Publication Paper and Country Finland at Stora Enso Oyj.

### Key positions of trust:

Member at Labour Advisory Committee at Forest Industry Federation  
2008–2013

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# Hannu Tuominen

## PLANNING COMBINATION OF INDUSTRIAL BUSINESSES AND SUPPLY CHAIN

b. 1958, M.Sc. (Eng.)

SVP, Altia Industrial (previously Industrial Services and Supply Chain)  
since 2009

Member of Altia's Executive Management Team since 2008  
Joined Altia in 2008

### Main work experience:

He served as an Interim CEO of Altia from November 2013 to May 2014. Previously he served Vaisala Corporation as Production Director and Division Director in 1992–2007. In addition, he has held several managerial positions at Fiskars Oyj.

### Key positions of trust:

Board member of Roal Oy

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