

CORPORATE GOVERNANCE STATEMENT 2021

Scanfil plc is a publicly listed company, managed in accordance with the company's Articles of Association, the Finnish Companies Act and other legislation relating to the company. In addition, the Company complies with the Finnish Corporate Governance Code (2020) published by the Securities Market Association and entered into force on January 1, 2020.

The Board of Directors has evaluated the independence of its members according to which the majority of members are independent of the company (Jarkko Takanen, Bengt Engström and Christina Lindstedt) and independent of the significant shareholders of the company (Bengt Engström, Christina Lindstedt and Juha Räisänen). The majority of the members of Board's two committees are independent of the company and one member of the Audit Committee is independent of the significant shareholders of the company.

This statement has been reviewed by Scanfil plc's Board of Directors. Scanfil plc's auditing firm has verified that the summary description of the internal control and risk management associated with the financial reporting process is consistent with the financial statements.

This Corporate Governance Statement is available on the company website at www.scanfil.com under Investors. The Finnish Corporate Governance Code is available to the public at www.cgfinland.fi.

Board of Directors

Under the Companies Act, the Board of Directors is responsible for the management of the company and the proper organization of operations. The members of the Board of Directors are elected by the Annual General Meeting. According to the Articles of Association, Scanfil plc's Board of Directors shall include a minimum of three and a maximum of seven regular members. The Board of Directors elects a Chairman from among its members. The Board of Directors is responsible for deciding on the business strategy, significant matters related to investments, organization and finance, as well as supervising the company's management and operations. The Board of Directors shall also ensure that supervision of the company's accounts and asset management is properly organized.

Composition of the Board of Directors

The following Board members were elected by the Annual General Meeting held on April

22, 2021:

Harri Takanen

Chairman of the Board of Directors. Born 1968, M.Sc. (Tech.). Member of the Board of Directors of Scanfil plc since April 18, 2013. Professional board member and the CEO of Jussi Capital Oy as of 15 December 2021. Not independent of the company and its major shareholders. Holds 9,913,146 shares in Scanfil plc.

Jarkko Takanen

Member of the Board since January 1, 2012. Born 1967, B.Sc.(Prod.Eng.), Commercial College Diploma in Management Accountancy. The CEO of Jussi Capital Oy until 14 December 2021. Independent of the company, not independent of major shareholders. Holds 8,596,169 shares in Scanfil plc.

Bengt Engström

Member of the Board since August 20, 2015. Born 1953, M.Sc. (Eng.). Has held several management-level positions in Sweden and internationally, including Whirlpool, Bofors AB, Duni AB and Fujitsu. Independent of the company and major shareholders. Holds 12,929 shares in Scanfil plc.

Christina Lindstedt

Member of the Board since April 12, 2016. Born 1968, holds a Master's Degree of Business Administration and Commercial law. CEO of QleanAir Scandinavia AB. Background from several international business leadership roles at AB Electrolux and Sony, based in Sweden and internationally. Independent of the company and major shareholders. Holds 6,000 shares in Scanfil plc.

Juha Räisänen

Member of Board since 2020. Born 1958, M.Sc. (Tech.). Managing Partner at Valuenode GmbH. Juha Räisänen has held a number of executive positions globally e.g. at ICL-Fujitsu, Nokia, SanDisk, KONE and Aliaxis. Not independent of the company in 2021., but independent of the major shareholders. Does not hold Scanfil plc shares.

Christer Härkönen

Member of Board May 8, 2014 - May 22, 2021

The entities over which the Board members exercise control do not own Scanfil shares.

The term of office of the Board members expires at the close of the first Annual General Meeting following the one in which they were elected.

Activity of the Board

The Board of Directors had a total of 15 meetings in 2021. The members' average attendance rate for meetings was 100%.

The duties and responsibilities of the Board of Directors of Scanfil plc are based on the Finnish Limited Liability Companies Act, other applicable legislation, the Articles of Association, good governance recommendations and the Board's charter. The Board carries out an annual review of its operations and regular reviews of the work of the CEO and the Management Team. The Scanfil Board of Directors has confirmed the charter, which lists the following key duties for the Board:

- confirming the company's business strategy and monitoring its implementation
- confirming the annual key business targets and monitoring Scanfil Group's performance
- deciding on strategically significant investments in the Group
- discussing and approving financial statements and interim reports
- appointing and dismissing the CEO and determining their terms of employment and remuneration
- deciding on incentive systems for managers and employees
- monitoring the company's key operational risks and their management
- confirming the company's values and operating principles.

Diversity Principles for the Board of Directors

Scanfil plc operates in the international contract manufacturing market and its customers include global companies in various industries. For the Board to be effective, its members must possess experience from several different industries, be well versed in international business and have insight into the global trends that affect the development of the contract manufacturing market. The Nomination Committee should consider the education and professional and international experience of the candidates, as well as their individual characteristics, when preparing the proposal for the Board's composition. The aim is to form a diverse Board with a sufficient number of members, who are able to take responsibility for developing the company's operations and strategy in its line of business, and who are competent to manage the duties and responsibilities of the Board. Scanfil plc aims to have a sufficiently diverse gender and age distribution of the Board of Directors.

The Annual General Meeting held on April 22, 2021, elected five (5) members to the Board, four of whom are men and one woman. Board members have either technical or business degree. In addition, the above-mentioned factors and characteristics relevant to the diversity of the Board were represented in the composition of the Board in 2021.

Board Committees

The Board of Directors has established two committees: a Nomination and Remuneration Committee and an Audit Committee.

The task of the Nomination and Remuneration Committee is to prepare matters related to the appointment and remuneration of the members of the Board of Directors and, when necessary, find suitable members for it. The Committee has three members: Harri Takanen (Chair), Jarkko Takanen and Bengt Engström. The committee convened four times in 2021. The attendance rate of its members was 100%.

The Audit Committee is responsible for monitoring the financial reporting process and the reporting of financial statements and interim reports, as well as monitoring the functionality of internal control and risk management in the company. It also evaluates the appropriateness of auditing and prepares the proposal for the appointment of an auditor. The committee has three members: Jarkko Takanen (chair), Harri Takanen and Christina Lindstedt. The committee convened four times in 2021. The attendance rate of its members was 100%.

CEO

The Board of Directors decides on the appointment and dismissal of the CEO and the terms

and conditions of his employment.

The CEO is covered by the performance and profit bonus systems decided upon separately by the Board of Directors. Petteri Jokitalo, M.Sc. (Eng.), has been the CEO of the company since April 1, 2013. Petteri Jokitalo holds (31 Dec. 2021) 312,000 shares in Scanfil plc and he has the following option rights: option program 2019(A) for 110,000 shares, 2019(B) for 120,000 shares and 2019(C) for 120,000 shares.

The CEO's duties are determined in accordance with the Companies Act. The CEO is in charge of the company's operative management in accordance with the guidelines and orders given by the Board of Directors. The CEO shall ensure that the company's accounting practices comply with legislation and that asset management is organized in a reliable manner. The CEO is the chairman of the company's Management Team.

The CEO has a separate service contract that is valid until further notice with a mutual notice period of six months. Should the company terminate the service contract made with the CEO, an amount equivalent to the monetary salary of 12 months will be paid to the CEO as a severance package in accordance with the terms and conditions of his service contract. The CEO's retirement age is the statutory retirement age.

Other management

The principal duty of the Management Team is to assist the CEO in the company's operative management. The Team's other duties include matters relating to long-term planning, the planning and monitoring of investments and the allocation of resources to key operations.

Riku Hynninen, Chief Operating Officer

Riku Hynninen (b. 1972), M.Sc. (Mech.Eng.) was responsible for factories' financial and operational performance and development, global sourcing and supply chain. Chief Development Officer as of January 1, 2022. He holds (31 Dec 2021) 26,150 shares in Scanfil plc and has the following option rights: option program 2019(A) for 20,000 shares, 2016(B) for 20,000 shares and 2019(C) for 20,000 shares.

Markku Kosunen, Chief Technology Officer

Markku Kosunen (b. 1967), technology undergraduate, was responsible for ICT, ERP, Quality processes and systems, production technology and investments. Chief Procurement Officer as of January 1, 2022. He holds (31 Dec. 2021) 52,763 shares in Scanfil plc and has the following option rights: option program 2016(C) for 20,000 shares, 2019(A) for 20,000 for shares,

2091(B) for 20,000 shares and 2091(C) for 20,000 shares.

Timo Sonninen, Vice President, Sales and Business Development

Timo Sonninen (b. 1966), BSc (Eng.) was in charge of sales and business development until 17 January 2022. Chief Operating Officer as of January 1, 2022. He holds (31 Dec. 2021) 140,500 shares in Scanfil plc and he has the following option rights: option program 2019(A) for 20,000 shares, 2019(B) for 20,000 shares and 2019(C) for 20,000 shares.

Kai Valo, Chief Financial Officer

Kai Valo (b. 1965), MSc (Economics), Group's Chief Financial Officer. He holds (31 Dec. 2021) 20,000 shares in Scanfil plc, and has the following option rights: option program 2016(C) for 20,000 shares, 2019(A) for 20,000 shares, 2019(B) for 20,000 shares and 2019(C) for 20,000 shares

Christina Wiklund, Chief Commercial Officer (as of January 17, 2022)

Christina Wiklund (b. 1971), BSc (Soc.) responsible for sales and marketing activities and customer relations as of 17 January 17, 2022. Did not hold any shares not option rights on December 31, 2021.

Kristoffer Askilöv, who was in charge of business development and sales in Central Europe left the company on August 31, 2021.

DESCRIPTIONS OF INTERNAL CONTROL PROCEDURES AND THE MAIN FEATURES OF RISK MANAGEMENT SYSTEMS RELATED TO THE FINANCIAL REPORTING PROCESS

Risk Management

The Board of Directors of Scanfil plc is responsible for ensuring the appropriate organization of the Group's risk management and internal control and audit. Risk management is based on a risk management policy approved by the Board, aimed at managing risks in a comprehensive and proactive manner. The assessment of risks is part of the annual strategy and business planning process. There is no separate risk management organisation; risk management is incorporated into the business processes and the management system and it is coordinated by the Group's CFO.

Risk management aims to observe and analyse factors that might have a negative impact on the achievement of the company's goals and to take measures to mitigate or completely eliminate the risks. The operative units report on business risks in accordance with the management and reporting system.

Internal Control

Scanfil plc's internal control is a continuous process used to ensure profitable and uninterrupted operation. The control function aims to minimize risks by ensuring the reliability of reporting and compliance with laws and regulations.

Internal control is based on the Group's shared values, ethical guidelines and industry legislation, from which the operating principles and guidelines are derived. The guidelines cover procedures for core operations. Group and unit management hold the responsibility for the company's internal control system. Internal control forms an active part of the company's management and administration. The Group's operational management holds the responsibility for developing the harmonized business processes included in the control system. The Group's financial administration coordinates the financial management of the Group.

The controls included in Scanfil's operating processes form the basis of the company's financial control. They enable the company to swiftly identify and react to any deviations. The management's monthly reporting is a fundamental part of financial control. It includes producing a rolling forecast, the result of business operations carried out and an analysis of the differences between the forecast and the actual result. The indicators monitored in monthly reporting have been set so as to support the achievement of shared Group-level and unit-specific targets, and to identify issues that require control measures. An auditing firm supports the performance of financial control.

The interpretation and application of accounting standards are carried out centrally by the Group's financial administration. These standards form the basis for the Group's shared recognition principles and reporting and accounting standards. In order to ensure reliable financial reporting, core functions are conducted using a globally harmonized ERP system and shared reporting tools. The use of standardized tools enables continuous control and successful change management.

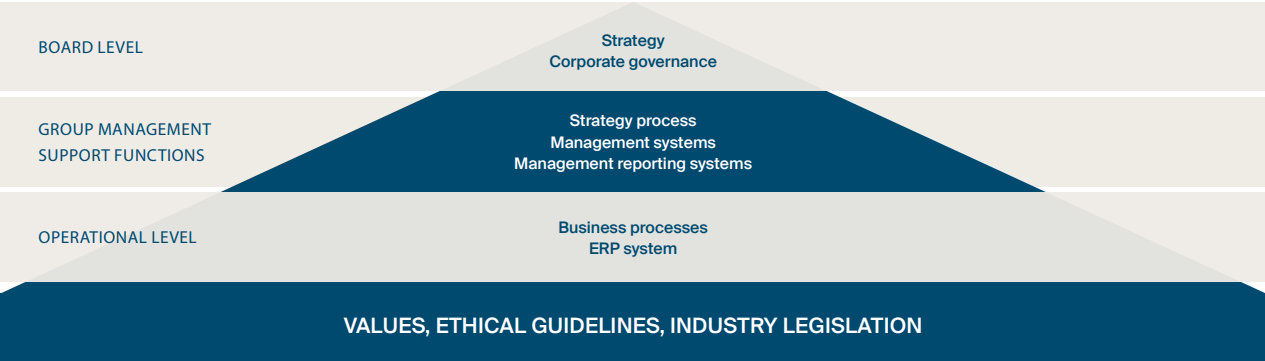
Internal Audit

The company uses internal auditing that, in co-operation with other Group functions, handles internal auditing duties and makes regular reports to the CEO and the Board.

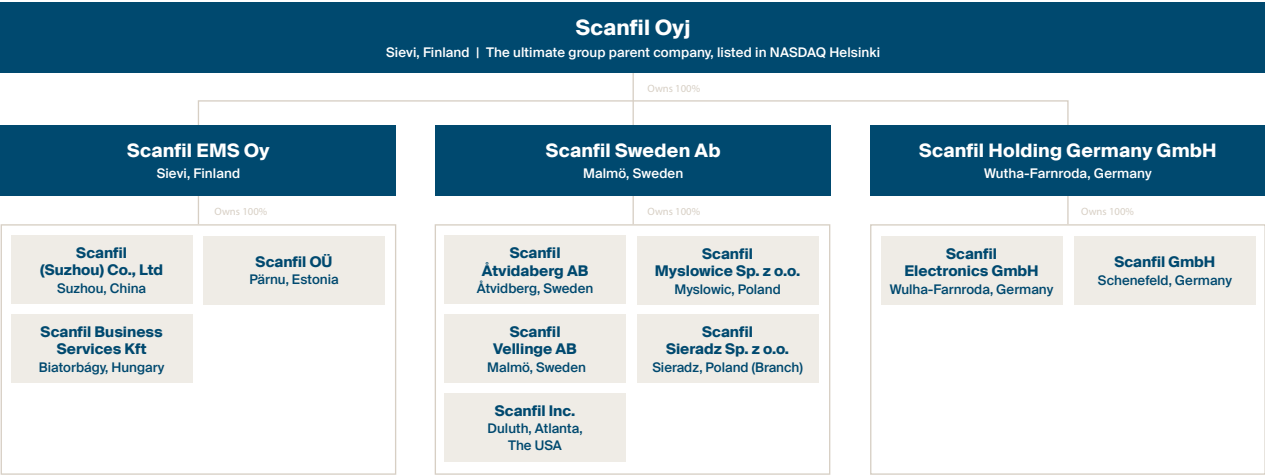
Changes in Group's structure in 2021

Scanfil plc did not have any changes in the group structure in 2021.

DESCRIPTION OF THE INTERNAL CONTROL AT SCANFIL PLC



SCANFIL PLC GROUPS STRUCTURE IN 2021



OTHER INFORMATION TO BE PROVIDED IN THE STATEMENT

Company insiders and insider administration

In its operations, the company complies with regulation EU No. 596/2014 on market abuse (MAR) and the Finnish Securities Markets Act, as well as related regulations and guidelines issued by the European Securities and Markets Authority (ESMA), the Finnish Financial Supervisory Authority and Nasdaq Helsinki.

The company's Board of Directors has confirmed the company's insider guidelines based on Nasdaq Helsinki's guidelines for insiders. The insider guidelines define certain practices and decision-making procedures to ensure that the company's insider administration is organized consistently and reliably.

The company divides insiders into two categories: a) managers with a reporting obligation; and b) project-specific insiders. Managers with a reporting obligation include members of the Board of Directors, the CEO and members of the group's Management Team. Managers with a reporting obligation cannot trade in the company's financial instruments during a period before the publication of the company's interim reports and financial statements releases, starting 30 days before the publication of the interim reports and financial statements releases ("closed window"). Project-specific insiders cannot trade in the company's financial instruments before the project in question has ended.

In addition, the company has decided that persons who are party to the preparation and drawing up of the company's interim reports and financial statements releases cannot trade in the company's financial instruments during a period before the publication of the company's interim reports and financial statements releases, starting 30 days before the publication of the interim reports and financial statements releases ("expanded closed window"). The expanded closed window also applies to persons who, as a result of their work-related tasks, have access to the group's sales figures or to sales figures of a business unit that is significant for the total results of Scanfil Group as a whole.

As a result of the entry into force of MAR, the company no longer has any public insiders. From July 3, 2016, the company will publish, in a stock exchange release, all business activities carried out by managers with a reporting obligation and their related parties in the company's financial instruments in accordance with MAR.

Related party transactions

Principles of monitoring and assessing Scanfil plc's related party transactions

The principles of Scanfil plc's related party transactions define the principles and processes by which the company identifies its related parties and monitors related party transactions, assesses the nature and terms of business transactions, and ensures that any conflicts of interest are addressed appropriately in the company's decision-making processes. The Board of Directors monitors and assesses related party transactions continuously and regularly.

The company's related parties

The company's related parties cover individuals and entities close to the Group's companies as defined in the International Financial Reporting Standards (IFRS), approved in accordance with the IAS Regulation referred to in Chapter 1, Section 4 d of the Finnish Accounting Act.

The company's related parties include its subsidiaries and the company's key management employees, consisting of the Board of Directors, the CEO and the Group's Management Team, as well as their family members. Related parties also include companies in which the aforementioned individuals hold control.

List of related parties

The company maintains a list of individuals and entities regarded as its related parties to identify related party transactions. The company ensures that the company's management is provided with sufficient related party guidelines.

The company's internal related parties are identified by maintaining and updating the list of related parties. Each individual and entity identified as a related party is entered in the list of related parties, including details of their connection to the company as a related party, such as shareholdings in other entities. Each related party is required to report or otherwise bring, on their own initiative, potential conflicts of interests to the attention of the executive management.

Identifying related party transactions

Related party transactions are identified, and a register of agreed activities is maintained. The following procedures apply to the identification of related party transactions:

- The company maintains a list of entities regarded as related parties.
- The person who approves related party transactions on the company's behalf verifies that assessments and decision-making processes regarding related party transactions are in compliance with defined criteria.
- If it becomes apparent in connection with the preparation of a related party transaction that the related party transaction is not related to the company's ordinary course of business or it is not carried out on arm's-length terms, the preparation of the transaction is handled by the Group Administration.
- In addition to the identification procedures followed by the company, individuals and entities regarded as related parties must ensure that related party transactions are entered in the register of related party transactions and carried out following the appropriate decision-making process.

Monitoring related party transactions

The company monitors and assesses how agreements and other legal transactions between the company and its related parties comply with the requirements set for the ordinary activities and for arms-length terms. Information on related party transactions will be requested regularly from related parties, at least in conjunction with regular reporting.

Assessing related party transactions and decision making

The company's main criterion for related party transactions is that it is sufficiently ensured that related party transactions comply with market terms and are favorable for the company's business operations.

When preparing decisions on related party transactions, it must be considered that (a) decisions are based on particularly careful preparations and appropriate clarifications and assessments; (b) preparations, decision-making and the assessment and approval of individual transactions are arranged considering provisions of conflicts of interests regulations and the appropriate decision-making body; and/or (c) the identification, reporting and control related to transactions have been arranged appropriately, for example, so that the company's related party transactions are monitored in accordance with the reporting practices followed by the company.

Related party transactions are assessed according to the categories to which each transaction belongs. These include:

(1) ORDINARY RELATED PARTY TRANSACTIONS

As a rule, ordinary related party transactions must be part of the company's regular business operations, and they must be carried out following arms-length terms. Related party transactions are entered in the register of related party transactions so that the company can report its related party transactions as required in IFRS.

The ordinality and arm's-length terms of the transaction shall be assessed and documented for such ordinary related party transactions that are not performed on standard terms or at a standard pricing, or for transactions with value exceeding EUR 5,000. Ordinary commercial terms may vary in different situations.

The ordinary nature of related party transactions in relation to Scanfil Group's business operations are assessed on the basis of the company's purpose, and the industry and other provisions listed in the company's Articles of Association, and the company's actual operations.

Related party transactions that are associated with the company's standard agreements or agreements provided generally for customers within the framework of standard pricing, and related party transactions that have a value of less than EUR 5,000 can be approved following the one-over-one principle. Other ordinary related party transactions must be approved by the CEO unless they are significant related party transactions, or unusual or far-reaching considering the scope and quality of the activities. However, any events involving the CEO's related parties must always be approved by the chairman of the company's Board of Directors.

(2) SIGNIFICANT RELATED PARTY TRANSACTIONS

Related party transactions that are not part of the company's ordinary business operations or that are not carried out in accordance with arms-length terms are regarded as significant related party transactions.

cant related party transactions.

The company's Board of Directors decides on significant related party transactions, including agreements or other legal transactions that the company is engaged in with related parties, are not part of the company's ordinary business operations, and do not follow arms-length terms.

Members of the Board of Directors or the company's shareholders cannot participate in the approval of a decision or voting regarding a decision if they or their related parties are party to significant related party transactions.

Reporting related party transactions

When preparing and carrying out related party transactions, the company complies with specific reporting and disclosure obligations regarding related party transactions.

Auditors

The Annual General Meeting held on April 22, 2021 selected the auditing firm KPMG Oy Ab to be the company's auditor, and they named Authorized Public Accountant Kirsi Jantunen as the main auditor. The audit fees for the Finnish companies of the Group for the 2021 accounting year were EUR 87,745 in total, and the parent company's share was EUR 57,745. The audit fees for the foreign companies of the Group were EUR 234,826 in total. For services unrelated to auditing, the auditing company was paid EUR 25,343.

SCANFIL PLC BOARD OF DIRECTORS



Harri Takanen

Chair of the Board of Directors

Harri Takanen (born 1968), Member of Board since 2013, Professional Board Member and CEO of Jussi Capital Oy as of December 14, 2021. Harri Takanen has worked for Sievi Capital plc as CEO 2007–2011 and as the CEO of Scanfil plc and Scanfil EMS Ltd. 2012–2013. He has served Scanfil Group since 1994, e.g. as Director of operations in China, Scanfil (Hangzhou) Co., Ltd's Managing Director, Technology Director, Director of Customer Relations, Customer Service Manager and Plant Manager of Sievi mechanics. Harri Takanen holds Master's degree in Engineering. Not independent of the company and major shareholders.

- Holds 9,913,146 shares in Scanfil plc (31 December 2021)
- Chair of the Board of Directors: Titanium Oyj WellO2 Oy
- Member of the Board of Directors: Jussi Capital Oy



Jarkko Takanen

Jarkko Takanen (1967) a member of Board of Directors since 2012, Chief Investment Officer of Jussi Capital Pte. Ltd. (Singapore) as of beginning of 2022. Jarkko Takanen has worked as the CEO of Jussi Capital Oy since 2008 until December 13, 2021. He has worked for Sievi Capital Group during 1995–2004. CEO of the Belgian subsidiary Scanfil N.V. 2003–2004. Jarkko Takanen holds a Bachelor's Degree in Production Engineer and a Commercial College Diploma in Management Accountancy. Independent of the company, not independent of major shareholders.

- Holds 8,596,169 shares in Scanfil plc (31 December 2021)



Bengt Engström

Bengt Engström (born 1953), Member of the Board since 2015. Bengt Engström has held a number of executive positions at several companies, both in Sweden and globally, for example at Whirlpool, Bofors AB, Duni AB and Fujitsu. Bengt Engström holds a Mechanical Engineer's degree. Independent of the company and major shareholders.

- Holds 12,929 shares in Scanfil plc (31 December 2021)
- Chair of the Board of Directors: Nordic Flanges, QleanAir AB, Qlosr AB, BEngström AB and BEngström Förvaltning AB
- Member of the Board of Directors: KTH Executive School, Bure Equity AB, ScandiNova Systems AB, Real Fastigheter AB and Scandinavian Chemotech AB



Christina Lindstedt

Christina Lindstedt (born 1968), Member of the Board since 2016. CEO in QleanAir Scandinavia AB. Christina Lindstedt has held a number of executive positions at AB Electrolux, Sony Ericsson and Sony, both in Sweden and globally. Primarily she has served as a Business/Product area head for businesses such as e.g. smartphones, washing machines, automatic lawn mowing and New Business Areas. In addition, she has been responsible for establishing global sourcing operations in China. Christina Lindstedt holds a Master's Degree of Business Administration and Commercial law. Independent of the company and major shareholders.

- Holds 6,000 shares in Scanfil plc (31 December 2021)
- Member of the Board of Directors: XPlorebiz AB



Juha Räisänen

Juha Räisänen (1958), Member of Board since 2020, Managing Partner at Valuenode GmbH. Juha Räisänen has held a number of executive positions globally at ICL-Fujitsu, Nokia, SanDisk, KONE and Aliaxis. He has been responsible for sales, manufacturing, supply chain, sourcing & procurement, quality and safety. Juha Räisänen holds a Master's Degree of Industrial Engineering & Management. Not independent of the company in 2021, independent of the major shareholders.

- Do not hold any shares in Scanfil plc
- Member of the Board of Directors: LumiDental Ltd, Bluefors Oy and Coolbrook Oy

SCANFIL PLC MANAGEMENT TEAM



Petteri Jokitalo

CEO

Petteri Jokitalo (1963), company's CEO since April 1, 2013. Earlier Petteri Jokitalo has worked in Scanfil EMS Oy as Director of Sales and Marketing 2012–2013, in Meka Pro Oy as Managing Director during 2007–2011, in Scanfil Oyj in management tasks of sales and business development during 2003–2007 and in international tasks in Nokia Networks during 1998–2003. Petteri Jokitalo holds Master's Degree in Engineering.



Christina Wiklund

CCO (as of January 17, 2022)

Christina Wiklund (1971) is responsible for sales and marketing activities and customer relations. She started in her position on January 17, 2022. Before joining Scanfil she worked at GE Additive as Vice President and Head of Sales for EMEA 2018–2021. Prior to this, she worked at Flex as Vice President of Sales and Account Management 2006–2018. Before that she worked at Solectron 2002–2006 and Ericsson 2000–2002 in business development and account management roles. Christina Wiklund hold a Bachelor's Degree in Sociology.



Riku Hynninen

COO

Riku Hynninen (1972) was responsible for factories' financial and operational performance and development, global sourcing and supply chain. Chief Development Officer as of January 1, 2022. He has previously worked at Nokia Corporation 1995–2018, in charge of e.g. developing the production technology for mobile network business, creating new product delivery capability, and product portfolio lifecycle management 2014–2018. Prior to that he has been responsible among others the technical functions of the Nokia Suzhou factory and the creation and management of the delivery capability of several different mobile network product families Riku Hynninen holds Master's degree in Industrial Economics and Engineering.



Markku Kosunen

CTO

Markku Kosunen (1967) was responsible for ICT, ERP, Quality processes and systems, production technology and investments. Chief Procurement Officer as of January 1, 2022. Before joining Scanfil Group he worked at Mecanova Oy as Vice President of Business Development 2005–2007, Director of Operations during 2008–2010 and in different management positions at mechanics plants of Flextronics and Ojala-yhtymä in Finland during 1993–2005. Markku Kosunen is a technology undergraduate.



Timo Sonninen

Vice President, Sales and Business Development

Timo Sonninen (b. 1966) was in charge of sales and business development until January 1 2022. Chief Operating Officer as of January 1, 2022. Previously he has worked at Efore Oyj as Vice President, Operations, in Suzhou, China 2006–2013. Prior to that he has worked at Incap Oyj during 1991–2006 among others as Director of Operations, Business Director of Electronics Production and Plant Director of Vuokatti Plant. Timo Sonninen holds a Bachelor's Degree in Engineering.



Kai Valo

CFO

Kai Valo (1965) is the Group CFO. During 2015–2016 Kai was the CFO for Norpe Group. Prior to that he was at Lite-On Mobile Group Director of Finance and Control in Beijing, China 2009–2015. In 1999–2008 he held several finance related management positions at Perlos plc. Kai Valo holds a Master's Degree in Economics.