
Corporate Governance Statement



Corporate Governance Statement of Lindex Group

In its decision-making and corporate governance, Lindex Group complies with the Finnish Limited Liability Companies Act, the Finnish Securities Markets Act, the Finnish Corporate Governance Code issued by the Securities Market Association, the rules of the company's Articles of Association, the rules and regulations of Nasdaq Helsinki Ltd, and other applicable legislation and rules. The Corporate Governance Code can be accessed on the website of the Securities Market Association at cgfinland.fi. Lindex Group complies with the Corporate Governance Code 2025 in its entirety.

Lindex Group plc's (the "company") Corporate Governance Statement for the financial year 2024 has been compiled in accordance with the Finnish Corporate Governance Code. The statement and up-to-date information on the company's corporate governance are also accessible on the company's website, lindex-group.com, under 'Corporate Governance'. This Corporate Governance Statement covers the governing bodies of the parent company Lindex Group plc, which are responsible for the Group's administration and operations. These governing bodies are the General Meeting of Shareholders, the Board of Directors and the Managing Director (the "CEO"). The Statement also deals with the election and working processes of the Board of Directors, the Board Committees' duties and responsibilities, the Shareholders' Nomination Board and Lindex Group's management structure. In addition, Lindex Group publishes a Remuneration Policy for Governing Bodies and a Remuneration Report in accordance with the Corporate Governance Code's requirements.

General Meeting of Shareholders

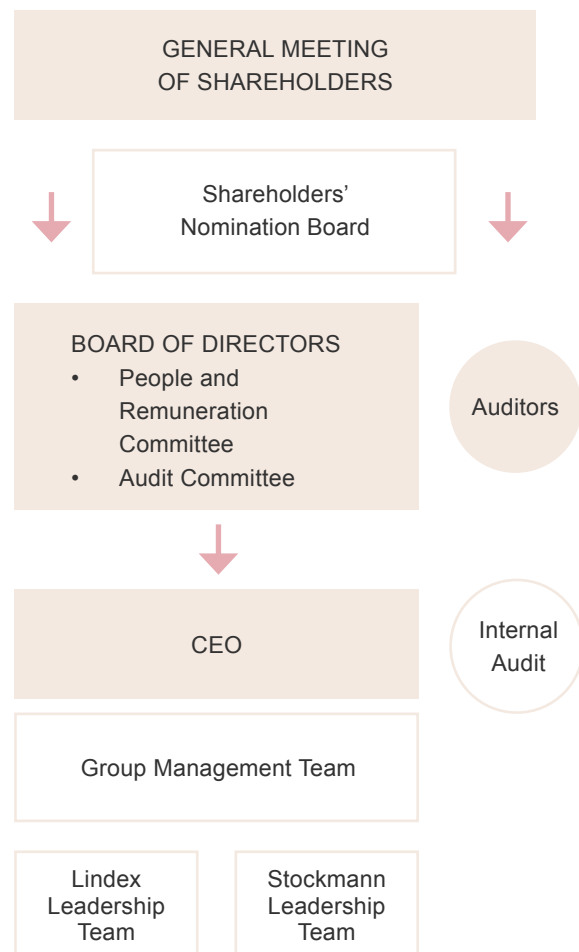
The highest decision-making body of Lindex Group plc is the General Meeting of Shareholders. Each year, the Annual General Meeting of Shareholders of the company resolves on the matters set out in the Finnish Limited Liability Companies Act and the Articles of Association of Lindex Group plc. At the General Meeting of Shareholders, the shareholders of the company are entitled to raise questions and propose resolutions regarding the issues on the meeting agenda. Lindex Group plc has a single class of shares. Each share shall carry one vote at a General Meeting of Shareholders. The company's shares belong to the book-entry system. In order to participate in a General Meeting, a shareholder who has been entered in the Shareholder Register must notify the company of his/her intention to attend the meeting at the time and place mentioned in the notice of meeting. The date of notification can be no earlier than ten (10) days before the meeting.

The Annual General Meeting is held each year before the end of June. A notice convening an Annual General Meeting of Shareholders shall be published in a newspaper which is determined by the Board of Directors and comes out in the Helsinki area or on the company's internet site, no more than three months before the record date for the Annual General Meeting of Shareholders referred in the Finnish Limited Liability Companies Act and no less than three weeks before the Annual General Meeting of Shareholders, however, at least nine days before the said record date.

2024 Annual General Meeting of Shareholders

In 2024, the Annual General Meeting was held on 21 March 2024 in Helsinki and the notice to convene the Annual General Meeting of Shareholders was published on the company's website and as a stock exchange release on 23 February 2024 and published in newspapers Helsingin Sanomat and Huvudstadsbladet on 26 February 2024. At the beginning of the Annual General Meeting there were 112 shareholders present personally or represented by proxy at the Meeting, representing 43.6% of the company's registered shares and the votes. The Notice to the Annual General Meeting 2024 including proposals by the Board of Directors, the proposals of the Shareholders' Nomination Board for the composition and remuneration of the company's Board of Directors and other meeting documents of the General Meeting were available to shareholders at least three weeks prior to the meeting at the company's headquarters and on the company's website at lindex-group.com.

Corporate Governance Model of Lindex Group



Board of Directors

Under Lindex Group's Articles of Association, the company's Board of Directors shall have a minimum of five and a maximum of nine members. Members of the Board of Directors are elected for a term of one year, starting from the Annual General Meeting in which they are elected and ending at the conclusion of the subsequent Annual General Meeting. The Board of Directors elects a Chair and a Vice chair from amongst its members. The Board of Directors is considered to have a quorum when more than half of its members are present. Decisions are made by majority vote. In the event of a tie, the Chair has the casting vote.

The members of the Board of Directors must be qualified for their duties and have sufficient time to carry out their Board work. While proposing the members of the Board of Directors to the General Meeting of Shareholders, the diversity is considered, so that the persons represent different fields and professions, international backgrounds, and varying age and gender. The majority of Board members must also be independent of the company, and at least two of these members must also be independent of the major shareholders of the company. The Board of Directors assesses its members' independence of the company and its major shareholders annually and as needed.

The Board of Directors in 2024

At the end of 2024, the company's Board of Directors was composed of six members elected by the 2024 Annual General Meeting. Stefan Björkman, Timo Karppinen, Roland Neuwald, Sari Pohjonen, Tracy Stone and Harriet Williams were re-elected to the Board of Directors of Lindex Group plc in accordance with the proposal of the Shareholders' Nomination Board to the 2024 Annual General Meeting of Shareholders. At the Board of Directors' organisational

meeting, Sari Pohjonen was elected as Chair and Roland Neuwald as Vice Chair. The members of the Board of Directors have no employment or service contract with the company.

In 2024, both genders and several nationalities were represented in the company's Board of Directors. Of the six members of the Board of Directors, three members (50%) are men, and three members (50%) are women. All members of the Board of Directors are independent of the company and five of them are independent of the company's major shareholders. Of the six members of the Board of Directors, three members (50%) are Finnish citizens, two members (33%) are British citizens, and one member (17%) is German citizen.

According to the Board of Directors' rules of procedure, Lindex Group has also two personnel representatives who are entitled to attend and speak at the meetings of the Board of Directors, however, they are not members of the Board of Directors. One of these representatives is elected by the Lindex Group plc's Council and the other by the senior salaried employees of the Lindex Group plc. At the end of 2024, the personnel representatives were Petri Leskelä and Kimmo Myllymäki.

Duties of the Board

The duties and responsibilities of the Board of Directors and its committees are determined by the Limited Liability Companies Act, the Corporate Governance Code, and other applicable legislation as well as the Articles of Association of the company and the Board of Directors' rules of procedure. The Board of Directors shall see to the administration of the company and ensures the appropriate organisation of its operations. The Board must also ensure that supervision of the company's accounting and financial management is appropriately arranged.

The Board of Directors has adopted rules of procedure, which are available on the company's website lindex-group.com. The rules of procedure define the principles governing the Board's composition and method of election, duties of the Board of Directors and the Chair, decision-making procedure and meeting practices, the principles for evaluating the Board's performance, Board committees and basics about remuneration of the Board of Directors.

It is the Board's duty to promote the interests of the company and all of its shareholders. In order to carry out its duties, the Board:

- convenes General Meetings of Shareholders
- directs and oversees the company's operative management
- appoints and discharges the company's CEO
- approves the CEO's service contract and other benefits
- approves the salaries and other benefits of the members of the Group Management Team
- approves the company's risk management principles
- assesses and approves the company's long-term strategic and financial objectives
- approves the annual budget
- decides on significant individual investments and corporate and property acquisitions.

In accordance with its rules of procedure, the Board conducts an annual self-evaluation of its operations and working practices under recommendation 13 of the Finnish Corporate Governance Code. The results of the evaluation are used to develop the Board's working processes and main results of the self-evaluation are circulated to the Shareholders' Nomination Board.

Member	Board of Directors		Audit Committee		People and Remuneration Committee	
	Attendance	Attendance, %	Attendance	Attendance, %	Attendance	Attendance, %
Sari Pohjonen	21/21	100%	6/6	100%	4/4	100%
Roland Neuwald	20/21	95%	6/6	100%		
Stefan Björkman	15/21	71%			4/4	100%
Timo Karppinen	21/21	100%	6/6	100%		
Tracy Stone	21/21	100%			3/4	75%
Harriet Williams	19/21	91%			3/4	75%

Board meetings

The Board of Directors convenes in accordance with a pre-confirmed timetable and when necessary. The meeting timetable is based on the timetable for the company's financial reporting. In addition, the Board convenes for such occasions as a strategy meeting.

The following representatives of the company's management regularly attend Board meetings: the CEO, the CFO, and the CLO, who acts as secretary for the meeting. Members of the divisions' Leadership Teams attend as appropriate. Two personnel representatives who are not members of the Board of Directors also attend Board meetings. The Board of Directors convened 21 times in 2024. Information concerning the attendance of the members of the Board of Directors in the meetings are shown in the table above.

Since April 2020, Lindex Group has functioned in accordance with the codes of the Restructuring Act, which has meant that the supervisor Jyrki Tähtinen has participated in the Board meetings and issued directives regarding the handling of restructuring debts and payments and provided reports to the Creditors Committee.

Board committees

The Board of Directors has established an Audit Committee and a People and Remuneration Committee among its members at its organizational meeting held on 21 March 2024.

The Board committees assist the Board of Directors by preparing matters falling within the competence of the Board of Directors. Thus, the Board committees are not autonomous decision-making bodies, although they have several monitoring and oversight responsibilities. The Board committees report to the Board on the matters addressed and make proposals to the Board for decision-making as appropriate.

Audit Committee

The role and duties of the Audit Committee and the People and Remuneration Committee are available on lindex-group.com/en/lindex-group/board-of-directors/committees/

The Audit Committee is composed of at least three members of the Board of Directors who are independent of the company. In addition, at least one member must be independent of any major shareholders. The members must have sufficient expertise with respect to the

Audit Committee's area of responsibility, and at least one member must have expertise in the accounting function, bookkeeping or auditing, in particular.

The main duties of the Audit Committee consists of:

- monitoring the statutory auditing and reporting process of the financial statements and consolidated financial statements as well as overseeing their accuracy and scope
- reviewing the report of the company's financial and tax position quarterly prior to approval by the company's Board of Directors
- supervising the financial reporting process
- monitoring the efficiency of Lindex Group's internal control, internal audit and risk management systems and to monitor the Group's risks as well as the quality and scope of risk management
- evaluating the independence and work of the statutory auditor and propose a resolution on the election of the auditor and auditor's fee
- approving, in accordance with the principles approved by the Board of Directors, or authorise the CFO in advance to approve all non-audit services provided by the auditor, which are not forbidden services, including the area covered by them and the estimated fees payable.

The Audit Committee performs a self-assessment of its work once a year. The Committee Chair shall report the results to the Board of Directors.

In 2024, the Board of Directors elected Timo Karppinen as Chair of the Audit Committee, and Roland Neuwald and Sari Pohjonen were elected as the other members of the committee. Two of the three members of the Audit Committee are men and one of three members is a woman. The number of meetings and information about the attendance are described in the table on the previous page.

The People and Remuneration Committee

The People and Remuneration Committee prepares to the Board of Directors matters pertaining to the remuneration and appointment of the Chief Executive Officer and the management and evaluation of their performance, the Remuneration Policy for Governing Bodies and the Remuneration Report, as well as the remuneration principles observed by the company according to the Finnish Corporate Governance Code.

In 2024, the Board of Directors elected Stefan Björkman as Chair of the People and Remuneration Committee, and Sari Pohjonen, Tracy Stone and Harriet Williams were elected as the other members of the committee. Three of four (75%) members of the People and Remuneration Committee are women and one (25%) is a man. The number of meetings and information about the attendance are described in the table on the previous page.

Shareholders' Nomination Board

The Shareholders' Nomination Board prepares proposals for the Annual General Meeting on the composition and remuneration of the Board of Directors.

The Shareholders' Nomination Board consists of representatives appointed by each of the four largest shareholders in accordance with the rules of procedure of the Shareholders' Nomination Board available on the company's website at the address lindex-group.com/en/lindex-group/board-of-directors/committees/. In addition, the Chair of the Board of Directors will serve as an expert member. The right to appoint members to represent shareholders belongs to the four shareholders who hold the largest share of voting rights in the company based on their shareholdings registered in the shareholders' register maintained by Euroclear Finland Ltd on the first working day of September preceding the Annual General Meeting. If a shareholder does not want to use its appointment

right, it will be transferred to the next largest shareholder which would not otherwise have this appointment right. The Shareholders' Nomination Board will be convened by the Chair of the Board of Directors, and it will elect a Chair among its members. The members of the Shareholders' Nomination Board are appointed annually and their term ends when new members have been appointed.

The duties of the Shareholders' Nomination Board are as follows:

- preparing the proposals to the Annual General Meeting regarding members of the Board of Directors
- preparing the proposals to the Annual General Meeting regarding the remuneration matters of the members of the Board of Directors
- identifying successor candidates for the members of the Board of Directors and
- presenting the proposals to the Annual General Meeting on the members of the Board of Directors and their remuneration.

The Shareholders' Nomination Board is quorate when more than half of its members are in attendance. Its decisions must be unanimous. If unanimity is not achieved, the members may make their own proposals to the Annual General Meeting, either alone or together with other members of the Shareholders' Nomination Board.

In 2024, the four shareholders have appointed the following members to the Shareholders Nomination Board for the term 2024–2025:

- Stefan Björkman, Chair of the Board of Directors, Nordic Retail Partners JV LP
- Fabian Chrobog, Chief Investment Officer, North Wall Capital LLP
- Markus Aho, Chief Investment Officer, Varma Mutual Pension Insurance Company
- Björn Teir, CEO, The Society of Swedish Literature in Finland

In the term 2024–2025, the Shareholder’s Nomination Board convened twice, and the attendance rate was 100 per cent. Lindex Group plc’s Chair of the Board Sari Pohjonen has been an expert member of the Nomination Board. When including the expert member in the Shareholder’s Nomination Board, one (20%) of five members was a woman.

CEO

According to the Articles of Association of Lindex Group, the CEO is responsible for running administration in accordance with the instructions and orders issued by the Board of Directors. The CEO ensures that the accounting practices of the company comply with the law and that the company’s financial administration is arranged in a reliable manner.

The Board of Directors appoints and discharges the company’s CEO and approves the terms and conditions of CEO’s service contract and other benefits. These terms and conditions, including specification of the financial benefits of the service, are set forth in a written CEO’s service contract. The CEO is appointed for the service until further notice. M.Sc. Econ. Susanne Ehnåge is Lindex Group’s CEO since 12 May 2023.

Information on the CEO’s remuneration is available in the 2024 Remuneration Report.

Group Management Team

The Board of Directors appoints the members of the Group Management Team. Headed by the CEO, the Group Management Team is responsible for directing operations and for preparing strategic and financial plans. The Group Management Team’s main duties are drawing up and implementing the Group strategy and the divisions’ strategies, financial forecasts, earnings development and

investments. The Group Management Team members report to the CEO.

At the end of 2024, the company’s Group Management Team was composed of four members: Susanne Ehnåge, CEO of Lindex Group and Lindex division; Henrik Henriksson, Chief Financial Officer (CFO); Riku Lyly, Chief Operating Officer (COO) of the Stockmann division and Jukka Naulapää, Chief Legal Officer (CLO) and the secretary of the Group Management Team. Of the four members of the Group Management Team, 75% are men and 25% are women.

In addition, both divisions, Stockmann and Lindex, have their own Leadership Teams.

Internal control and risk management

The arrangement of internal control is the responsibility of the Board of Directors and its Audit Committee. The objective of internal control is, among other things, to ensure the efficiency and profitability of operations, the reliability of information and compliance with rules and regulations. Internal control is a part of day-to-day management and the company’s administration.

Risk management

The goal of risk management is to secure the Group’s earnings development and to ensure that the company operates without any disturbances by controlling risks in a cost efficient and systematic manner in all divisions. The Board of Directors has approved the company’s risk management principles, which concern all of Lindex Group’s divisions and areas of business.

Lindex Group’s Board of Directors and the Group Management Team regularly evaluate the risk factors to which business operations are exposed and the sufficiency of risk management actions as part of the strategy process.

Risk management is supported by internal control systems and guidelines. Risk management guidelines have been drawn up separately for the following areas, among others: IT and information security, finance operations, responsibility issues, misconduct, security and insurance.

Lindex Group’s business is exposed to various risks that may have an adverse effect on the company’s operations. The divisions’ management is responsible for making financial and strategic plans in their own units; identifying and analysing business risks and evaluating treatment actions is a part of strategy planning. Business risks are also analysed outside the strategic process, especially in connection with significant projects and investments, and are reported to the Board of Directors as needed.

The task of the Group’s risk management is to support business operations in recognising and managing such risks that may endanger or prevent Lindex Group from achieving its strategic goals. The risk map on Group level is updated yearly in connection with the strategy work, and additional risks on operative level are recognised, followed up and managed in different units and projects.

Risk factors

Business risks comprise all the factors that may jeopardise or prevent the achievement of the strategic goals of the Group or an entity belonging to it. Lindex Group’s key risks are divided into three risk areas:

Business environment risks, which refer to risk factors that are external to the company. Should they materialise, they may have a major impact on the company’s ability to operate and on profitability. Such risk factors include fundamental and unexpected changes in the market development and consumer purchasing behaviour, decreasing purchasing power, risks related to the Group’s subtenants and the country-specific risks.

Operative, safety and accident risks, which refer to risks related to the company's functions. Should they materialise, they may lead to an interruption of business operations, inefficiency and unprofitability. Such risks include personnel, misconduct, ICT and information security risks, supply chain, as well as risks related to the information used in decision-making.

Financial risks, which, should they materialise, would adversely affect the Group's profit, balance sheet and liquidity. Financial risks, including risks arising from exchange rate and interest rate fluctuations, are managed in accordance with the risk policy confirmed by the Board of Directors.

Risk factors and sources of uncertainty are explained in further detail in the Report by the Board of Directors.

Main features of the risk management systems and internal control pertaining to the financial reporting process

The Board of Directors and its Audit Committee are responsible for the implementation of internal control in regard to financial reporting. The Group's Chief Financial Officer and the Finance Department are responsible for the Group's financial reporting. Lindex Group's financial reporting complies with Group-level directions. The reporting is based on information from commercial and administrative processes and data produced by the financial management systems. The Group's Finance Department determines the control measures applied to the financial reporting process. These control measures include various guidelines, process descriptions, reconciliations, and analyses used for ensuring the validity of the information used in the reporting and the validity of the reporting itself.

The financial reporting results are monitored and any anomalies in relation to forecasts or in comparison with the previous year's figures are analysed on a regular basis.

Such analyses are used to detect any reporting errors and to produce materially accurate information on the company's finances.

The divisions and the Group's Finance Department are responsible for the effectiveness of internal control within their own sphere of responsibility. The Group's Finance Department is responsible for assessments of the reporting processes. The risk management process includes assessment of the risks pertaining to financial reporting, and the related treatment measures are determined as a part of the risk management process.

Internal Audit

An essential part of internal control is the Internal Audit, which operates independently under the CEO and reports its observations to the Board of Directors. The Internal Audit supports the Group's management in directing operations by assessing the efficiency of business activities, risk management and internal control, and by providing management with information and recommendations for enhancing efficiency in these areas. The Internal Audit also audits the business and financial reporting processes. The Internal Audit Charter has been approved by Lindex Group's Board of Directors. Internal Audit's operations are based on risk assessment and an emphasis on the development of business operations.

Insiders

Lindex Group plc complies with Market Abuse Regulation (EU) No. 596/2014, including its amendments, and regulations issued under it, instructions issued by the authorities as well as the insider guidelines prepared by the Nasdaq Helsinki Ltd.

As a result of the EU's Market Abuse Regulation (EU) No. 596/2014 that entered into force on 3 July 2016, Lindex Group has no longer public insiders. The company maintains a list of project-based insiders who have access

to insider information. The company has appointed a person in charge of insider issues, who is responsible for maintaining insider lists, handling trading restrictions and managing obligations to notify and disclose transactions, internal communications related to insider issues, training on insider issues and supervision. Lindex Group has procedures for publishing insider information, possible delayed disclosure of insider information and maintaining project-specific insider lists.

Lindex Group plc has determined managers whose transactions shall be notified including members of the Board of Directors, the CEO and the other members of the Group Management Team and auditors. The afore-mentioned persons, the persons discharging material duties, and their closely associated persons are required to notify the company and the Finnish Financial Supervisory Authority of every transaction conducted on their own account relating to the shares, debt instruments, derivatives or other financial instruments of Lindex Group plc.

Lindex Group's Board of Directors has decided that the restriction on trading in the financial instruments issued by the company by persons discharging managerial duties is 30 days before the publication of an interim report or the financial statements (closed window).

Related party transactions

The Board of Directors of Lindex Group plc has defined the principles for monitoring and evaluating related party transactions. Lindex Group plc has identified its related parties and maintains the related party list to identify transactions that involve a person considered a related party to Lindex Group plc. The related parties include the Board of Directors and the Group Management Team and their closely associated persons as well as the companies under the control of the managers. All related transactions must fall within the company's normal business operations and be in line with the purpose of the company

and executed on market or market equivalent terms and practices generally observed and accepted within the industry in question.

The Board of Directors processes any significant related party transactions. The company's Board of Directors decides on significant transactions carried out with Lindex Group's management and its related parties. The Board of Directors also decides on possible related party transactions that do not fall within the company's regular business or are not carried out on regular market terms.

In 2024, Lindex Group plc had no related party transactions that were significant to the company or deviated from its regular business or were carried out on other than normal market terms.

Auditors

According to the articles of association of Lindex Group, the company shall have a minimum of one and a maximum of three auditors and they shall have a minimum of one and a maximum of three deputies. Insofar as a firm of auditors authorized by the Finland Chamber of Commerce is elected as the auditor, a deputy auditor does not need to be elected. The term of office of the auditors shall begin from the General Meeting at which they were elected and end at the close of the next Annual General Meeting.

The Annual General Meeting of 2024 elected the audit firm Ernst & Young Oy as the company's auditor. Terhi Mäkinen, APA, acts as the responsible auditor.

In 2024, the fees relating to the auditing process amounted to EUR 0.5 million, the fees relating to other assurance services based on legal requirements amounted to EUR 0.2 million and the fees for other services to EUR 0.1 million.

This Corporate Governance Statement has been issued as a separate report in conjunction with the Report by the Board of Directors for 2024.

Approved by the Board of Directors of Lindex Group plc on 6 March 2025.

Board of Directors



Sari Pohjonen

*b. 1966, Finnish citizen
M.Sc. (Econ.)*

Chair of the Board
Member of the Board 2022–

Member of the People and Remuneration
Committee and the Audit Committee

Independent of the company and major
shareholders

Relevant work experience

Oriola, CFO 2021–2022
Fiskars Group, CFO 2017–2021
Deputy to the CEO 2018–2021
Interim CEO 2020
President SBU Functional 2019–2020
Several senior positions 2008–2013
Reima Group, CFO 2013–2016,
deputy to the CEO 2015–2016
Sanoma WSOY, several senior positions
2001–2008

Principal positions of trust

Kalmar Corporation, Member of the Board 2024–
Aktia Bank plc, Member of the Board 2022–2025
Oilon Group Oy, Member of the Board 2021–
Jane and Aatos Erkkö foundation,
Member of the Board 2021–
VR-Group plc, Member of the Board 2019–

LINDEX shares

23 432



Roland Neuwald

b. 1964, German citizen

Vice Chair of the Board
Member of the Board 2021–

Member of the Audit Committee

Independent of the company and major
shareholders

Relevant work experience

Management Consultant 2019–
Galeria Kaufhof, CEO 2017–2019
Advent International, Operating Partner 2013–2014
real,- Holding GmbH, CEO 2010–2012
real,- Holding GmbH, COO 2007–2010
Metro Group, Chief Integration Officer, CEO
Walmart Germany 2006–2007
Extra Verbrauchermärkte GmbH, CEO 2003–2006

Principal positions of trust

Leder & Schuh AG,
Member of the Supervisory Board 2023–
Reischmann GmbH & Co.Kg aA,
Chair of the Supervisory Board 2024–

LINDEX shares

48 490



Stefan Björkman

*b. 1963, Finnish citizen
M.Sc.(Tech.)*

Member of the Board 2019–

Chair of the People and Remuneration Committee

Independent of the company

Relevant work experience

Föreningen Konstsamfundet rf.,
Managing Director 2018–
Ilmarinen, Deputy Managing Director,
Acting Managing Director 2018
Etera, Managing Director 2014–2018
Aktia, Deputy Managing Director and CFO
2008–2014
Aktia, Deputy Managing Director 2006–2008

Principal positions of trust

Nordic Retail Partners JV LP,
Chair of the Board 2023–
Hufvudstadsbladet Ab, Member of the Board 2023–
Amos Rex, Chair of the Board 2023–
JM AB, Member of the Board 2023–
Alandia Försäkringsbolag Abp,
Chair of the Board 2021–
CorGroup, Chair of the Board 2023–
Coronaria Oy, Chair of the Board 2007–

LINDEX shares

51 928



Timo Karppinen

*b. 1964, Finnish citizen
M.Soc.Sc.*

Member of the Board 2022–

Chair of the Audit Committee

Independent of the company and major
shareholders

Relevant work experience

Posti Group Corporation, CFO 2021–
DNA plc, CFO 2012–2020
Ponsse plc, Executive Director,
corporate planning and strategy 2010–2012
Nokia North America, CFO 2008–2010
Nokia APAC, CFO 2006–2008
Nokia China, CFO 2000–2005

Principal positions of trust

IPK Hockey Oy, Member of the Board 2020–

LINDEX shares

16 706

Board of Directors



Tracy Stone

b. 1962, British citizen

Member of the Board 2018–

Member of the People and Remuneration Committee

Independent of the company and major shareholders

Relevant work experience

Away That Day, Managing Director 2024–
Polly King & Co, CEO 2017–2024
Perry Ellis International,
Interim Managing Director Europe 2017
LK Bennet, Commercial Director 2015–2017
Gant AB, Interim COO 2013–2015
Gant AB, Global Sales Director 2012–2013
Gant UK, Managing Director 2006–2012

LINDEX shares

53 950



Harriet Williams

*b. 1980, British citizen
M.Sc.(Nat.)*

Member of the Board 2021–

Member of the People and Remuneration Committee

Independent of the company and major shareholders

Relevant work experience

The LEGO Group,
VP Global Ecommerce & Retail Operations 2023–
VP Global Ecommerce 2019–
The Body Shop, Chief Digital Officer 2015–2018
LLX GBS (JAB Holding),
Group Multichannel Director 2013–2015
Gucci, Associate Worldwide Digital Director 2012
Debenhams Retail PLC, Head of Digital 2007–2012
Marakon Associates, Strategy Consultant
2003–2007
Caterpillar Finning, Business Analyst 2001–2003

Principal positions of trust

Gear4Music PLC, Non-Executive Director 2021–

LINDEX shares

26 038

Board of Directors

Personnel Representatives



Petri Leskelä

b. 1970, Finnish citizen

Chief shop steward, Stockmann

Personnel representative, elected by Stockmann's Group Council



Kimmo Myllymäki

b. 1978, Finnish citizen

Head of Operational Services & Store Digitalization, Stockmann

Personnel representative elected by Stockmann's senior salaried employees

Details of the Board of Directors on 31 December 2024. Up-to-date information on the Board of Directors is available on the company's website lindex-group.com.

Group Management Team



Susanne Ehnåge

*b. 1979, Swedish citizen
M.Sc.(Econ.)*

CEO, Lindex Group 2023–
CEO, Lindex division 2018–

Joined Lindex Group in 2018

Relevant work experience

NetOnNet Group, CEO 2016–2018
Interim CEO 2015–2016
SIBA AB, Managing Director 2014–2017
Interim Managing Director 2011–2014
Marketing Manager 2008–2011

Principal positions of trust

Komplett Group, Member of the Board 2023–
Ahlseil, Member of the Board 2018–

LINDEX shares

18 000



Henrik Henriksson

*b. 1977, Swedish citizen
M.B.A*

CFO, Lindex Group and Lindex division 2024–

Joined Lindex Group in 2024

Relevant work experience

Eton Shirts,
COO 2024
CFO 2019–2024
H&M New Business, Head of Controlling
2018–2019
H&M Weekday, Brand Controller / CFO 2017–2018
H&M COS, UK, Brand Controller / CFO 2014–2017
H&M US, Country Controller / CFO 2010–2014
H&M Sweden, Country Controller / CFO 2009–2010
H&M Expansion, Project Manager 2006–2009
XLBygg Fresks, CFO 2004–2006
H&M Buying Office, Business Controller 2002–2004
H&M Stockholm, Business Area Controller
2000–2002

Principal positions of trust

Sjöstrand Coffee, Chair of the Board 2024–



Riku Lyly

*b. 1984, Finnish citizen
M.Sc.*

Chief Operating Officer
of the Stockmann division 2024–

Joined Lindex Group in 2021

Relevant work experience

Stockmann division,
Interim Chief Operating Officer 2024
Chief Offering and Experience Officer 2023–2024
Category Director – Men's Fashion, Children,
Sports 2021–2023
Adidas,
Director, Omnichannel Activation 2020–2021
Sports Marketing Director 2018–2020
Senior Manager, Brand Activation & Omnichannel
2016–2018
XXL Sports & Outdoor,
eCommerce Manager XXL.fi 2015–2016



Jukka Naulapää

*b. 1966, Finnish citizen
LL.M.*

Chief Legal Officer, Lindex Group 2006–

Joined Lindex Group in 1998

Relevant work experience

Lindex Group plc,
Secretary of the Board of Directors and
Management Team 2001–
Company Lawyer 1998–2006
Law Firm Hepo-Oja & Lunnas Oy,
Attorney 1991–1998

Principal positions of trust

Lindex division, Member of the Board 2018–

Details of the Group Management Team on 31
December 2024. Up-to-date information of the
Management Team is available on the company's
website lindex-group.com.