

PROPOSED NEW MEMBERS OF BOARD OF EFECTE PLC

Marc Breitfeld

Proposed new member of the Board of Directors

Independent of the company, not independent of its significant shareholders

Doctor of Philosophy (Ph.D), Operations Research, Applied Mathematics, Rutgers University; M.B.A., Operations Management, Rutgers University
Born: 1967

Career history and positions of trust:

- Matrix42, Jan 2023 - Present: CFO & Managing Director
- ATOS Gruppe, 2017 - 2022: CFO & Managing Director
- creatrade Holding GmbH, 2011 - 2017: CFO & Managing Director
- 2010 - 2011: Consultant to Private Equity firms
- Addison Software, 2006 - 2009: CFO, COO & Member of the Board of Directors
- Gómez, Inc., 2003 - 2005: Member of the Board of Directors and Audit/Compensation Committees, acting CFO
- ASK S.A., 2002 - 2005: Member of the Board of Directors and Audit Committee
- AdAstra, 2001 - 2005: Investment & Finance Director
- Dasa / EADS / Eurocopter / Helibras, 1996 - 2000: Director M&A, CFO & Member of Management Board
- A.T. Kearney, 1995 - 1996: Manager / Consultant

Shareholding in Efecte: No shareholding.

Simon Begg

Proposed new member of the Board of Directors

Independent of the company, not independent of its significant shareholders

Master of Engineering (MEng), Engineering, Economics and Management,
University of Oxford

Born: 1974

Career history and positions of trust:

- Corten Capital 2018-: Co-founder and Partner
- Warburg Pincus LLC 2008-2018: Managing Director
- Safetykleen 2012-2017: Member of the Board of Directors
- Mercator Solutions FZE 2014-2017: Member of the Board of Directors
- Apax Partners 2003-2008: Principal

Shareholding in Efecte: No shareholding.

Niilo Fredrikson

Proposed new member of the Board of Directors

Not independent of the company, independent of its significant shareholders

M.Sc. (Tech) and M.Sc. (Econ.)

Born: 1980

Career history and positions of trust:

- Efecte Plc CEO since September 2018
- Efecte Plc member of the board of directors 5/2017-9/2018
- Nokia Oyj 2017-2018: Head of Digital Intelligence at Nokia Software
- Comptel Plc 2016-2017: Member of the Executive Board and Executive Vice President
- Microsoft Corporation 2012–2016 and Microsoft Ltd. 2006–2012: global management positions and other positions
- Ch5 Finland Oy 2002–2005: Partner and Manager
- Nobman Informatics Oy (currently Proghammer Oy) 1999–2006: CEO of the company he founded •
- Chairman of the Board at Proghammer Oy since 2006; Member of the Board Finnish Software Industry and Entrepreneur Association since 2021 and previously 2002–2005

Shareholding in Efecte: 46,054