

Personal questionnaire
in connection with performing functions in bodies of the Company
DO OK S.A. (hereinafter referred to as Company and/or Issuer)

addressed to:

- a) members of the Management Body of the Company,
- b) supervisory authorities of the Company.

wording on in accordance with §10 20) Exhibit 1 to the Alternative Trading System Rules.

SPECIFICATION	PERSONAL DATA
First name and surname	Janne Kalliola
Position or functions at the issuer, and the expiry date for which the person has been appointed	Member of Supervisory Board
Description of qualifications and professional experience	<p><i>Qualifications:</i></p> <p>Software development experience from 1983. First commercial software packages in 1988 in Finland, and first global commercial software package in 1992.</p> <p>Deep experience in software development, business management, HR management, strategy, client and partner relationships, sales, and brand development.</p> <p>Partner in a software development company since 1999, first own company founded on 2001.</p> <p>Current company, Exove, is the 12nd best workplace in Finland, as measured by the Great Place to Work Institute early 2020.</p> <p>Known speaker in open source events around the world. Special focus on combining business and open source. Speaking and training on GDPR related matters.</p> <p>Volunteer for DrupalCon, DrupalCamp, and Drupal Europe organiser. Chairman and board member in several IT related volunteer organisations.</p> <p>Education:</p> <p>Helsinki University of Technology, Licentiate of Science, Engineering, 2000</p> <p>Helsinki University of Technology, Master of Science, Engineering, 1999</p> <p>9 patents.</p>



SPECIFICATION	PERSONAL DATA
	<p><i>Professional experience:</i></p> <p><i>CEO, Exove, 2006 –</i></p> <p><i>Chairman of the board, Exove Design, 2011 –</i></p> <p><i>Partner, Hohde Consulting, 2001 – 2013</i></p> <p><i>Helsinki University of Technology, Lecturer, 1997 – 2010</i></p> <p><i>Director of Product Development, Continuent, 2004 – 2005</i></p> <p><i>Director, Product Development, First Hop, 2000 – 2004</i></p> <p><i>Head Software Architect, First Hop, 1999 – 2000</i></p> <p><i>Senior Software Engineer, First Hop, 1998 – 1999</i></p> <p><i>Software Engineer, SSH Communications Security, 1997 – 1998</i></p>
<p>Information about activities performed by the person outside the issuer where such activities are significant for the issuer</p>	<p>Code from Finland association, chairman of the board</p> <p>Drupal Finland association, board member</p> <p>Drupal Estonia association, board member</p> <p>Drupal CEO Network, founder</p>
<p>Information about all commercial law companies and partnerships in which, within at least the last three years, the person was a member of managing or supervisory bodies or a partner, indicating whether the person still performs functions on such bodies or is still a partner</p>	<p>Exove Oy (Finland), CEO & board member, business code 2040509-9</p> <p>Exove Design Oy (Finland), chairman of the board, business code 2381776-9</p> <p>Exove Ventures Oy (Finland), CEO & board member, business code 2342104-3</p> <p>Exove OÜ (Estonia), CEO & board member, business code 12014409</p> <p>Exove Ltd (England & Wales), Director, company number 8098062</p>
<p>Information on final judgments under which a person has been convicted of fraud offenses over the past five years and an indication of whether the person has received a court ban on acting as a member of the management or supervisory bodies of commercial law companies over the last five years</p>	<p>No judgments.</p>
<p>Information about all cases of bankruptcy, receivership or liquidation, over a period of at least the last five years, in relation to entities where the person was a member of the management or supervisory body</p>	<p>No cases.</p>
<p>Information whether the person performs activities competitive to the activities of the issuer or is a partner in a competitive civil partnership or commercial law</p>	<p>No competitive activities.</p>

SPECIFICATION	PERSONAL DATA
company or partnership or a member of a body of a joint-stock company or a member of a body of any competitive legal person	
Information whether the person has a record in the register of insolvent debtors maintained pursuant to the Act of 20 August 1997 on the National Court Register	No.

I consent to the processing of my personal data contained in this survey.

Helsinki, April 8th 2020

Place, date



signature of the person completing the survey