

CURRICULUM VITAE

Teppo Paavola

Year of birth: 1967

Nationality: Finnish

Professional experience

Adecco Group (2019–2024)

EVP, Chief Digital Officer – Led global digital transformation initiatives, driving innovation and new business models across the group.

BBVA Group (2014–2018)

EVP, Chief Development Officer & CEO, New Digital Businesses – Oversaw corporate development and spearheaded BBVA's digital ventures, establishing new fintech operations worldwide.

PayPal (2012–2014)

Vice President, Head of Global Business Development, M&A and Developer Relations – Managed strategic partnerships, acquisitions, and developer ecosystem growth.

Nokia (2004–2012)

CEO, Mobile Financial Services (2009–2012) – Built and scaled Nokia's mobile payments and financial services business.

Vice President, Corporate Business Development (2008–2009) – Led strategic growth initiatives.

Director, Strategy & Business Development, Nokia Research Center (2004–2007) – Focused on innovation and emerging technologies.

Board & Advisory Roles

Vice Chair, 3StepIT Oy

Board Member, BNP Paribas 3StepIT S.A.

Independent Board Member, Fortum (since 2020)

Education

MBA, INSEAD

M.Sc. (Economics), Helsinki School of Economics