

HEIKKI MALINEN

Major Career Roles

President & CEO, Neste Corporation
President & CEO, Outokumpu Corporation
President & CEO, Pöyry PLC

Other Career Highlights

Vice Chair, EK, Confederation of Finnish Industries
Vice Chair, Technology Finland

Heikki Malinen is an experienced CEO and board-level leader with nearly three decades of leadership experience across global process and service industries. He is currently President and CEO of Neste Corporation, the world's leading producer of sustainable aviation fuel and renewable diesel leading the journey towards industrial decarbonisation. He also serves as Board member of SSAB.

Since his appointment as President and CEO of Neste in 2024, Heikki has emphasised accelerating transformation and growth across the company's renewable and sustainable fuels business as part of its global strategy. His leadership builds on a strong track record of delivering results through multi-year corporate transformations across Europe and North America, combining strategic clarity with disciplined execution.

Prior to Neste, Heikki served as President and CEO of Outokumpu (2020–2024), leading the world's largest stainless-steel producer through operational improvement and strategic repositioning. Before this, he spent seven years as CEO of Posti Group, where he led extensive restructuring, digital transformation and service portfolio renewal.

Earlier CEO roles at Pöyry further strengthened his experience in industrial consulting and engineering services. He also held senior leadership roles at biofore company UPM and worked at McKinsey & Company, advising global organisations on strategy, performance improvement and large-scale change.
Across his career, Heikki has led four major corporate transformations, with deep expertise in business repositioning, cost competitiveness and performance management, portfolio focus, and the implementation of lean processes and digitalisation. He is recognised for his ability to negotiate complex stakeholder environments, including labour unions, and for building strong leadership teams through effective talent recruitment and retention. He is known as a visionary and strategic leader with strong followership.

Alongside his executive roles, Heikki has contributed to Finland's industrial ecosystem through several high-level positions of trust, including Vice Chair of the Confederation of Finnish Industries, Vice Chair of Technology Finland, and member of the Neste Board of Directors.

Heikki brings deep cross-sector expertise in:

- Energy transition and sustainable fuels - leading global renewable fuels businesses and large-scale decarbonisation strategies within complex, regulated and capital-intensive industries.
- Corporate transformation and operational performance - delivering multi-year transformations, including restructuring, cost competitiveness programmes, lean implementation and digitalisation.
- Business repositioning, growth and value creation - refocusing portfolios, accelerating growth and increasing enterprise value through strategic repositioning and successful acquisitions.
- Senior leadership, governance and stakeholder management - building high-performing leadership teams, navigating complex stakeholder and labour environments, and contributing at board and industry-policy level.

Heikki holds an MBA from Harvard Business School and a Master's degree in Economics from the Helsinki School of Economics. He is fluent in Finnish, English and German, and was awarded the honorary title of vuorineuvos in 2024 in recognition of his contributions to Finnish industry.