

## COMPOSITION OF THE SUGGESTED KEMIRA OYJ BOARD OF DIRECTORS

**Wolfgang Büchele**, b. 1959, Dr. rer.nat.

M+W Group GmbH, CEO since March 1, 2017

Member of the Kemira Oyj Board of Directors in 2009-2012 and since 2014

### Positions of trust

- Committee on Eastern European Economic Relations, Chairman since 2016
- Chemical Industry Federation of Germany, Member of the Board since 2014
- Cefic, Member of the Board since 2012
- Merck KGaA, Member of the Supervisory Board 2009–2014 and Chairman of the Supervisory Board since 2014
- E. Merck KG, Member of the Board of Partners since 2009

### Career history

- Linde AG, Chief Executive Officer, 2014–2016
- Kemira Oyj, President and CEO, 2012–2014
- BorsodChem Zrt., Member of the Board and Chief Executive Officer, 2009–2011
- Permira Beteiligungsberatung GmbH., Senior Advisor, 2008–2011
- Blackstone Group LLP, Project Advisor, 2008
- BASF AG, various positions, 1987–2007:
  - President Fine Chemicals Division, 2005–2007
  - President Performance Chemicals Division, 2003–2005
  - President Eastern Europe, Africa, West Asia Regional Division, 2001–2003
  - Group Vice President Business Management Fine Chemicals Europe, 1999–2001
  - Director Global Marketing Cosmetic Raw Materials, 1997–1999
  - Director Regional Marketing Catalysts Asia, 1993–1997
  - Head of Research Group Industrial Catalysts, 1990–1993
  - Research Chemist, 1987–1993

*Wolfgang Büchele is considered to be independent of the major shareholders of the Company under the rules of the Finnish Corporate Governance Code. He is not considered to be independent of the Company because he has been the Managing Director of Kemira Oyj as of April 1, 2012 until April 30, 2014.*

**Shirley Cunningham**, b. 1960, Master's Degree in Business Administration

CHS Inc., Executive Vice President and Chief Operating Officer, Ag Business & Enterprise Strategy since 2014

### Positions of trust

- TEMCO, LLC, Member of the Board since 2016
- Ventura Foods, LLC, Member of the Board since 2015
- Ardent Mills, LLC, Member of the Board since 2014

### Career history

- CHS Inc., Executive Vice President, Enterprise Strategy & CIO, 2013–2014
- Monsanto Company, Chief Information Officer, 2008–2013
- Monsanto Company, Vice President IT, 2003–2008
- Monsanto Company, Vice President EMEA IT, 1998–2003

*Shirley Cunningham is considered to be independent of the Company and the major shareholders of the Company under the rules of the Finnish Corporate Governance Code.*

**Kaisa Hietala**, b. 1971, M.Sc.(Physics) and M.Sc.(Env.Sc.)

Neste Corporation, Executive Vice President, Renewable Products since 2014

Member of the Kemira Oyj Board of Directors since 2016

#### Career history

- Neste Oil Corporation, Vice President of the Renewable Fuels business, 2011–2014
- Neste Oil Singapore Pte Ltd, Vice President of Supply, 2009–2011
- Neste Oil Singapore Pte Ltd, Commercial Director in Singapore, 2008
- Neste Oil, Feedstock Manager in the Renewable Fuels Business operations, 2006-2008

*Kaisa Hietala is considered to be independent of the Company and the major shareholders of the Company under the rules of the Finnish Corporate Governance Code.*

**Timo Lappalainen**, b. 1962, M.Sc. (Eng)

Orion Corporation, President and CEO since 2008

Member of the Kemira Oyj Board of Directors since 2014

#### Positions of trust

- Chemical Industry Federation of Finland, Member of the Board since 2008 and Chairman of the Board 2015–2016, Vice Chairman of the Board since 2017
- Finnish Foundation for Cardiovascular Research, Member of the Board since 2010
- The Finnish Fair Corporation, Member of the Supervisory Board since 2009
- The Helsinki Region Chamber of Commerce, Member of the Council since 2008

#### Past positions of trust

- Confederation of Finnish Industries, Member of the Board, 2015–2016
- ICC Finland, Member of the Board, 2014
- Chemical Industry Federation of Finland, Vice Chairman of the Board, 2013–2014
- Vaisala Oyj, Member of the Board, 2011–2014

#### Career history

- Orion Corporation, Senior Vice President, Proprietary Products and Animal Health, 2005–2007
- Orion Corporation, Executive Vice President, Orion Pharma, 2003–2005
- Orion Corporation, Senior Vice President, Business Development, 1999–2003
- Leiras Oy, Vice President, International Marketing and Business Development, 1994–1999

- Finvest Ltd., Vice President, Business Development and General Manager of Finvest's German unit, 1989–1993
- Arthur Andersen & Co. (Chicago, USA), Consultant, 1987–1988

*Timo Lappalainen is considered to be independent of the Company and the major shareholders of the Company under the rules of the Finnish Corporate Governance Code.*

**Jari Paasikivi**, Chairman, b. 1954, M.Sc. (Econ.)

Oras Invest Ltd, CEO since 2006

Member of the Kemira Oyj Board of Directors since 2012 (Deputy Chairman of the Board 2012–2014, Chairman of the Board since 2014)

#### Positions of trust

- Kemira Oyj, Expert Member of the Nomination Board since 2014
- Varma Mutual Pension Insurance Company, Chairman of the Board since 2017
- Oras Ltd, Chairman of the Board since 2013
- Tikkurila Oyj, Chairman of the Board since 2010
- Finnish Business and Policy Forum EVA, member of the Supervisory Board since 2015

#### Past positions of trust

- Technology Industries of Finland, Chairman of the Board, 2012–2015
- Confederation of Finnish Industries, Member of the Board and the Executive Committee, 2013–2015
- Uponor Corporation, Chairman of the Board, 2008–2014
- Varma Mutual Pension Insurance Company, Member of the Supervisory Board, 2012–2014
- Kemira Oyj, Member of the Nomination Board 2009–2012
- Finland Central Chamber of Commerce, Member of the Board 2004–2011 and Deputy Chair 2007–2011
- Rauma Chamber of Commerce, Member of the Board 1995–2007 and Chairman 2005–2007

#### Career history

- Oras Ltd, President and CEO, 2002–2007
- Oras Ltd, Managing Director, 1994–2001
- Oras Ltd, Plant Director, 1989–1994

*Jari Paasikivi is considered to be independent of the Company under the rules of the Finnish Corporate Governance Code. He is not considered to be independent of the major shareholders, because he is the CEO of Oras Invest Oy and Oras Invest Oy owns over 10% of Kemira Oyj's shares.*

**Kerttu Tuomas**, Vice Chairman, b. 1957, B.Sc. (Econ.)

Member of the Kemira Oyj Board of Directors since 2010 (Vice Chairman of the Board since 2014)

#### Positions of trust:

- Finnish National Opera and Ballet, Member of the Board since 2016

Career history:

- KONE Corporation, EVP, Human Resources and Member of the Executive Board, 2002-2017
- Elcoteq Network Corporation, Group Vice President, Human Resources, 2000–2002
- Masterfoods Oy, Personnel & Organization Manager, 1994–1999
- Mercuri Urval, Consultant, 1987–1993

*Kerttu Tuomas is considered to be independent of the Company and the major shareholders of the Company under the rules of the Finnish Corporate Governance Code.*