

UNOFFICIAL TRANSLATION OF THE FINNISH MINUTES
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ANNUAL GENERAL MEETING OF KEMIRA OYJ 2016

Time: Monday March 21, 2016 at 1:00 pm

Place: Scandic Marina Congress Center, at the address Katajanokanlaituri 6, Helsinki

Present: Shareholders were present at the meeting, in person or represented by proxy, in accordance with the list of votes adopted at the meeting.

In addition, members of the Board of Directors, the CEO, the company's auditor, members of the company's senior management, media representatives and technical personnel were present at the meeting.

1 § Opening of the meeting

The Chairman of the Board of Directors Jari Paasikivi opened the meeting and welcomed the shareholders. The Chairman presented the members of the Board of Directors, the CEO and the auditor. The Chairman held an opening speech.

2 § Calling the meeting to order

Attorney-at-law Timo Airisto was elected as chairman of the general meeting and he called Esa Ranki to act as secretary.

The chairman stated that matters will be handled in accordance with the agenda distributed at the meeting.

It was noted that the shareholder register as of the record date of the meeting, March 9, 2016, was available at the meeting.

It was noted that the meeting was conducted in Finnish.

The chairman stated that Skandinaviska Enskilda Banken AB (publ) Helsinki Branch, Nordea Pankki Suomi Oyj and Svenska Handelsbanken AB (publ) Branch Operation in Finland had provided the chairman in advance with information concerning the number of shares and voting instructions of the nominee registered shareholders represented by them. The chairman stated that the nominee registered shareholders had instructed either to oppose or support the proposed resolution or to abstain from taking part in the decision-making under certain agenda items without demanding a vote. The chairman proposed that these voting instructions would not be presented in detail to the meeting, but that they would be attached to the minutes.

It was noted that the representative of Skandinaviska Enskilda Banken AB (publ) Helsinki Branch Hanna-Leena Holmberg, the representative of Nordea Pankki Suomi Oyj Tuuli Palokangas and the representative of Svenska

Handelsbanken AB (publ) Branch Operation in Finland Antti-Juho Nieminen accepted the procedure proposed by the chairman.

It was noted that the summary lists of the voting instructions of the shareholders represented by Skandinaviska Enskilda Banken AB (publ) Helsinki Branch, Nordea Pankki Suomi Oyj and Svenska Handelsbanken AB (publ) Branch Operation in Finland were attached to the minutes (Appendix 1, Appendix 2 and Appendix 3).

3 § Election of persons to scrutinize the minutes and to supervise the counting of votes

Juha Laakso and Teemu Salonen were elected to scrutinize the minutes.

Marika Nordlund and Timo Kokkonen were elected to supervise the counting of votes.

4 § Recording the legality of the meeting

It was noted that according to Article 12 of the articles of association, the general meeting of shareholders shall be held annually before the 31st of May.

It was noted that according to Article 13 of the articles of association, notice to the general meeting of shareholders shall be released on the company's website no earlier than two months and no later than three weeks before the general meeting of shareholders, however, at least nine days before the record date of the general meeting of shareholders. Additionally, if so decided by the Board of Directors, the company may within the same time frame publish the notice to the general meeting of shareholders in one nationwide newspaper.

It was noted that the notice to the meeting had been published as a stock exchange release and on the company's website on February 25, 2016. Furthermore, a summary of the meeting invitation was published in accordance with the decision of the Board of Directors of the company in Helsingin Sanomat on the same day. The said newspaper was available at the meeting.

The notice to the meeting was attached to the minutes (Appendix 4).

It was noted that the general meeting had been convened in accordance with the articles of association and the Companies Act and that the convening was therefore valid.

5 § Recording the attendance at the meeting and adoption of the list of votes

It was noted that according to Article 14 of the articles of association, to have the right to participate in the general meeting of shareholders, a shareholder must register with the company before the expiry of the registration period mentioned in the notice of the meeting. The registration deadline had been on March 16, 2016.

It was noted that at the beginning of the meeting 509 shareholders were present either in person, by legal representative or by proxy. It was noted that 93,231,091 shares and votes were represented at the beginning of the meeting.

The list of attendees at the beginning of the meeting and the list of votes represented at the meeting were attached to the minutes (**Appendix 5**). It was noted that the list of votes will be adjusted to correspond to the attendance at the beginning of a possible vote.

6 § Presentation of the Annual Accounts, consolidated Annual Accounts, the report of the Board of Directors and the auditors' report for the year 2015

It was noted that the Annual Accounts consist of the Annual Accounts for the year 2015, the consolidated Annual Accounts and the report of the Board of Directors.

It was noted that the company's Annual Accounts for the year 2015 had been available on the company's website since February 25, 2016, in addition to which they were also available at the meeting.

Copies of the publication "Financial Statements 2015" comprising the said documents were distributed at the meeting.

The CEO Jari Rosendal and the CFO Petri Castrén presented a review in which they covered the company's performance in 2015 and the company's strategy and targets for the coming years.

The meeting deliberated the CEO's and the CFO's presentation.

The company's principal auditor, authorized public accountant Jukka Vattulainen, read the statement section of the auditors' report. The original auditors' report was available at the meeting.

It was noted that the Annual Accounts, consolidated Annual Accounts, the report of the Board of Directors and the auditors' report were presented to the meeting in accordance with the Companies Act and the articles of association. The Annual Accounts and the auditors' report were attached to the minutes (**Appendix 6**).

7 § Adoption of the Annual Accounts and consolidated Annual Accounts

The general meeting resolved to adopt the Annual Accounts and the consolidated Annual Accounts for the financial year 2016.

8 § Resolution on the use of the profit shown on the balance sheet and the payment of dividend

It was noted that the distributable funds of the parent company according to the balance sheet of the parent company as at December 31, 2015 were EUR 684,913,318 and that the parent company's profit for the financial year 2015 was EUR 165,155,958.

It was noted that the proposal of the Board of Directors regarding the use of the profit was included in the notice to the meeting and also in the Financial Statements distributed at the meeting.

It was noted that the Board of Directors had proposed to the general meeting that a dividend of EUR 0.53 per share be paid from the distributable funds of the parent company. According to the proposal, dividends will be paid to shareholders who on the record date of the dividend payment March 23, 2016 are recorded in the shareholders' register held by Euroclear Finland Ltd. According to the proposal, the dividend will be paid on April 6, 2016.

It was noted that the auditors had stated in their report that the proposal of the Board of Directors is in compliance with the Companies Act.

The proposal of the Board of Directors was attached to the minutes (**Appendix 7**).

The general meeting resolved to accept the payment of dividend in accordance with the proposal by the Board of Directors.

9 § Resolution on the discharge of the members of the Board of Directors, the CEO and the Deputy CEO from liability

It was noted that the discharging of liability for financial year 2015 concerned the members of the Board Wolfgang Büchele, Winnie Fok, Juha Laaksonen, Timo Lappalainen, Jari Paasikivi and Kerttu Tuomas, as well as the CEO Jari Rosendal.

It was noted that the auditor had recommended the discharge from liability.

It was noted that the members of the Board of Directors or the CEO did not participate in the making of this decision.

The general meeting resolved to discharge the members of the Board of Directors and the CEO from liability for financial year 2015.

10 § Resolution on the remuneration of the Chairman, Vice Chairman and members of the Board of Directors

The Chairman of the Nomination Board Pekka Paasikivi gave a speech in which he presented the members of the Nomination Board and, further, presented the grounds for the Nomination Board's proposals concerning the remuneration of the Board of Directors, the number of the members of the Board of Director as well as the nomination of the Chairman, Vice Chairman and the members of the Board of Directors.

It was noted that the Nomination Board had proposed that the remuneration paid to the members of the Board of Directors will remain at their current level and that the fees would be as follows: Chairman EUR 80,000 per year, Vice Chairman and Chairman of the Audit Committee EUR 49,000 per year and

other members EUR 39,000 per year and a meeting fee for Board and Committee meetings: EUR 600 per meeting for members residing in Finland, EUR 1,200 per meeting for members residing in the rest of Europe and EUR 2,400 per meeting for members residing outside Europe. Travel expenses would be paid according to the company's travel policy.

The Nomination Board had also proposed that the annual fee be paid as a combination of the company's shares and cash in such a manner that 40% of the annual fee is paid with the company's shares owned by the company or, if this is not possible, shares purchased from the market, and 60% is paid in cash. The meeting fees are to be paid in cash.

The proposal of the Nomination Board was attached to the minutes (**Appendix 7**).

The general meeting resolved to accept the proposal of the Nomination Board.

11 § Resolution on the number of members of the Board of Directors and election of the Chairman, Vice Chairman and members of the Board of Directors

It was noted that the Nomination Board had proposed that seven (7) members be elected to the Board of Directors. The Nomination Board had proposed that the present members Wolfgang Büchele, Winnie Fok, Juha Laaksonen, Timo Lappalainen, Jari Paasikivi and Kerttu Tuomas be re-elected as members of the Board of Directors and Kaisa Hietala be elected as a new member. The Nomination Board had also proposed that Jari Paasikivi be elected as the Chairman of the Board of Directors and Kerttu Tuomas as the Vice Chairman.

It was recorded that the proposed persons had expressed their consents.

Kaisa Hietala addressed the meeting.

The general meeting resolved, in accordance with the proposal of the Nomination Board, that seven (7) members be elected to the Board of Directors and that the following persons will be elected as members of the Board of Directors:

Wolfgang Büchele,
Winnie Fok,
Kaisa Hietala,
Juha Laaksonen,
Timo Lappalainen,
Jari Paasikivi, and
Kerttu Tuomas.

The general meeting elected Jari Paasikivi as the Chairman of the Board of Directors and Kerttu Tuomas as Vice-Chairman.

12 § Resolution on the remuneration of the auditor

It was noted that the Board of Directors had proposed, on the recommendation of the Audit Committee, that the auditor's fee will be paid against an invoice approved by the company.

The proposal of the Board of Directors was attached to the minutes (**Appendix 7**).

The general meeting resolved, in accordance with the proposals of the Board of Directors, that the auditor's fee will be paid against an invoice approved by the company.

13 § Election of auditor

It was noted that the Board of Directors had proposed, on the recommendation of the Audit Committee, that Deloitte & Touche Ltd. be elected as the company's auditor with Jukka Vattulainen, APA, acting as the principal auditor.

The general meeting resolved, in accordance with the proposal of the Board of Directors, that Deloitte & Touche Ltd. be elected as the company's auditor, Jukka Vattulainen, APA acting as the principal auditor.

14 § Authorizing the Board of Directors to decide on the repurchase of own shares

It was noted that the Board of Directors had proposed that the Board of Directors be authorized to decide on the repurchase of a maximum of 4,800,000 company's own shares.

The proposal of the Board of Directors was attached to the minutes (**Appendix 7**).

The general meeting authorized the Board of Directors to decide on the repurchase of the company's own shares in accordance with the proposal of the Board of Directors.

15 § Authorizing the Board of Directors to decide on the issuance of shares

It was noted that the Board of Directors had proposed that the Board of Directors be authorized to decide to issue a maximum of 15,600,000 new shares and to transfer a maximum of 7,800,000 company's own shares held by the company.

The proposal of the Board of Directors was attached to the minutes (**Appendix 7**).

The general meeting authorized the Board of Directors to decide on the issuance of shares and on the transfer of company's own shares in accordance with the proposal of the Board of Directors.

16 § Closing of the meeting

It was noted that the minutes of the meeting would be available to the shareholders on the company's website within two weeks after the meeting.

It was recorded that all items on the meeting notice had been addressed.

The chairman announced the meeting closed at 2:25 pm.

In fidem:

Timo Airisto
Timo Airisto
Chairman

Esa Ranki
Esa Ranki
Secretary

Minutes reviewed and confirmed by:

Juha Laakso
Juha Laakso

Teemu Salonen
Teemu Salonen

APPENDICES

- Appendix 1 Voting instructions of nominee registered shareholders represented by Skandinaviska Enskilda Banken AB (publ) Helsinki Branch
- Appendix 2 Voting instructions of nominee registered shareholders represented by Nordea Pankki Suomi Oyj
- Appendix 3 Voting instructions of nominee registered shareholders represented by Svenska Handelsbanken AB (publ) Branch Operation in Finland
- Appendix 4 Notice to the meeting
- Appendix 5 List of votes
- Appendix 6 Annual Accounts 2015 and auditors' report
- Appendix 7 Proposals of the Board of Directors and the Nomination Board