

## COMPOSITION OF THE SUGGESTED KEMIRA OYJ BOARD OF DIRECTORS

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

Exyte AG, CEO and Chairman of the Board since 2018

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

Wolfgang Büchele is independent of the Company and its significant shareholders

### Positions of trust

- KMW + Nexter Defense Systems N.V., Member of the Supervisory Board since 2020
- Wegmann Unternehmens–Holding GmbH & Co. KG, Member of the Board of Partners since 2019
- GELITA AG, Deputy Chairman of the Supervisory Board 2018–2019, Chairman of the Supervisory Board since 2019
- 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

### Past positions of trust

- Committee on Eastern European Economic Relations, Chairman, 2016–2019
- Chemical Industry Federation of Germany, Member of the Board, 2014–2016
- European Chemicals Association (Cefic), Member of the Board, 2012–2016

### Career history

- M+W Group GmbH, CEO, 2017–2018
- 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

**Shirley Cunningham**, b. 1960, MBA

Member of the Kemira Oyj Board of Directors since 2017

Shirley Cunningham is independent of the Company and its significant shareholders

Positions of trust

- Gildan Activewear, Inc., Member of the Board since 2017

Past positions of trust

- Ventura Foods, LLC, Member of the Board, 2015–2018
- Ardent Mills LLC, Member of the Board, 2014–2017

Career history

- CHS Inc., Executive Vice President and Chief Operating Officer, Ag Business & Enterprise Strategy, 2014–2018
- 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

**Werner Fuhrmann**, s. 1953, M.Sc. (Econ.)

Werner Fuhrmann is independent of the Company and its significant shareholders

Positions of trust

- EQT Partners AB, Industrial Advisor since 2017
- Ten Brinke Group, Member of the Board since 2017

Past positions of trust

- European Chemicals Association (Cefic), Member of the Board, 2013–2017
- American Chemicals Council, Member of the Board, 2013–2017
- Dutch Chemicals Association (VNCI), Chairman, 2010–2015

Career history

- AkzoNobel NV, Member of the Executive Committee  
Head of Integrated Supply Chain & Sourcing, 2011–2013  
Head of Specialty Chemicals, CEO, 2012–2018
- AkzoNobel NV, Managing Director, Industrial Chemicals, 2005–2010
- AkzoNobel NV, General Manager, Chelates and Sulphur Products, 2000–2004
- AkzoNobel NV, Director, Control and Administration, Specialty Chemicals, 1993–1999
- AkzoNobel NV, Director, Control and Administration, Salt and Basic Chemicals, 1991–1992
- AkzoNobel NV, Director, Management Information, AkzoNobel Fibers, 1989–1990
- AkzoNobel NV, various positions, Finance and Audit, 1979–1988

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

Member of the Kemira Oyj Board of Directors since 2016

Kaisa Hietala is independent of the Company and its significant shareholders

#### Positions of trust

- Tracegrow Oy, Chairman of the Board since 2019

#### Career history

- Gaia Consulting, Partner since 2019
- Neste Corporation, Executive Vice President, Renewable Products, 2014–2019
- Neste Oil Corporation, Vice President of the Renewable Fuels business, 2011–2014
- Neste Oli Singapore Pte Ltd, Vice President of Supply, 2009–2011
- Neste Oil Singapore Pte Ltd, Commercial Director in Singapore, 2008
- Neste Oil, Feedstock Manager in Renewable Fuels Business operations, 2006–2008

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

Orion Corporation, President and CEO since 2008

Member of the Kemira Oyj Board of Directors since 2014

Timo Lappalainen is independent of the Company and its significant shareholders

#### Positions of trust

- The Research Institute of the Finnish Economy ETLA, Member of the Board since 2017
- The Finnish Business and Policy Forum EVA, Member 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
- Chemical Industry Federation of Finland, Member of the Board since 2008 (Vice Chairman of the Board 2013–2014 and 2017–2018, and Chairman of the Board 2015–2016)

#### Past positions of trust

- Confederation of Finnish Industries, Member of the Board, 2015–2016
- ICC Finland, Member of the Board, 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, Orion Pharma, Executive Vice President, 2003–2005
- Orion Corporation, Orion Pharma, Senior Vice President, Business Development, Human Pharmaceuticals, 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 subsidiary, 1989–1993
- Arthur Andersen & Co. (Chicago, USA), Consultant, 1987–1988

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

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

Jari Paasikivi is independent of the Company

Positions of trust

- Oras Invest Oy, Chairman of the Board since 2018
- Kemira Oyj, Expert Member of the Nomination Board since 2014
- Varma Mutual Pension Insurance Company, Chairman of the Board since 2017
- Tikkurila Oyj, Chairman of the Board since 2010
- Finnish Business and Policy Forum EVA and Research Institute for Finnish Economy ETLA, member of the Supervisory Board since 2015

Past positions of trust

- Oras Ltd, Chairman of the Board, 2013–2019
- 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 Invest Ltd, CEO, 2006–2018
- Oras Ltd, President and CEO, 2002–2007
- Oras Ltd, Managing Director, 1994–2001
- Oras Ltd, Plant Director, 1989–1994

**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

Kerttu Tuomas is independent of the Company and its significant shareholders

Positions of trust

- Medix Biochemica Group Oy, Member of the Board since 2018
- Huhtamäki Oyj, Member of the Board since 2017
- Aamu Suomen Lasten Syöpäsäätiö sr (cancer foundation for children), Member of the Board since 2017
- 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