

ANNUAL GENERAL MEETING OF KEMIRA OYJ 2021

COMPOSITION OF THE SUGGESTED KEMIRA OYJ BOARD OF DIRECTORS



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

Exyte GmbH (formerly part of M+W Group GmbH), 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 in 2019, Chairman of the Board of Partners since 2020
- 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

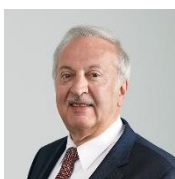
- Gildan Activewear, Inc., Member of the Board since 2017

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, b. 1953, M.Sc. (Econ.)

Member of the Kemira Oyj Board of Directors since 2020

Werner Fuhrmann is independent of the Company and its significant shareholders

Positions of trust

- Oraxys, Strategic Partner since 2019
- 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, 2011–2018
- AkzoNobel NV, Managing Director, Industrial Chemicals, 2005–2010
- AkzoNobel NV, General Manager, Chelates and Sulphur Products, 2000–2004
- AkzoNobel NV, Group Controller, Specialty Chemicals, 1993–1999
- AkzoNobel NV, Finance and Audit, 1979–1992



Matti Kähkönen, b. 1956, M.Sc. (Eng)

Matti Kähkönen is independent of the Company and its significant shareholders

Positions of trust

- Neste Oyj, Member of the Board 2017–2018, Chairman of the Board since 2018
- Neste Oyj, Chairman of Personnel and Remuneration Committee since 2018
- Ilmarinen Mutual Pension Insurance Company, Member of the Supervisory Board 2012–2017, Chairman of the Supervisory Board 2017–2021

Past positions of trust

- Research Institute of the Finnish Economy (EVA/ETLA), Member of the Board, 2017–2019
- TT Fund of the Confederation of Finnish Industries, Chairman of the Board, 2017–2019

Career history

- Metso Corporation, Senior Advisor, 2017–2019
- Metso Corporation, President and CEO, 2011–2017
- Metso Corporation, Executive Vice President and Deputy to the CEO, 2010–2011
- Metso Corporation, President, Mining and Construction Technology, 2008–2011
- Metso Minerals, President, 2006–2008
- Metso Automation, President, 2001–2006
- Metso Automation, President, Field Systems, 1999–2001



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

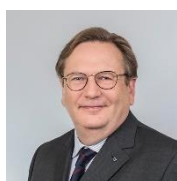
- The Finnish Fair Corporation, Board of Directors, personal vice member since 2020
- The Finnish Fair Corporation, Member of the Supervisory Board 2009–2020, Vice Chairman of the Supervisory Board since 2020
- The Research Institute of the Finnish Economy ETLA, Member of the Board since 2017
- The Finnish Business and Policy Forum EVA, Member of the Board since 2017
- Finnish Foundation for Cardiovascular Research, Member of the Board since 2010
- The 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



Kristian Pullola, b. 1973, M.Sc. (Econ.)

Timo Lappalainen is independent of the Company and its significant shareholders

Positions of trust

- Antilooppi Real Estate Investment Company, Member of the Board since 2020
- Ilmarinen Mutual Pension Insurance Company, Member of the Board since 2010

- Terveystalo Oyj, proposed Member of the Board starting 2021

Career history

- Nokia Corporation, Executive Vice President and CFO, 2017–2020
- Nokia Corporation, Senior Vice President, Corporate Controller, 2011–2016
- Nokia Corporation, multiple executive and managerial positions in finance and treasury, 1999–2011
- Citibank International, Associate, Corporate Bank, 1998–1999
- Interbank Osakepankki, Financial Analyst, 1997