

ANNUAL GENERAL MEETING OF KEMIRA OYJ 2024

COMPOSITION OF THE SUGGESTED KEMIRA OYJ BOARD OF DIRECTORS



Matti Kähkönen, b. 1956, M.Sc. (Eng)

Member of the Kemira Oyj Board of Directors since 2021 (Vice Chair)

Chair of the Board of Directors since 2022

Matti Kähkönen is independent of the company and its significant shareholders.

Positions of trust

- Neste Oyj, Member of the Board 2017–2018, Chair of the Board since 2018
- Neste Oyj, Chair of Personnel and Remuneration Committee since 2018

Past positions of trust

- The Finnish Fair Corporation, Chair of the Board 2021- 2023
- Ilmarinen Mutual Pension Insurance Company, Member of the Supervisory Board 2012–2017, Chair of the Supervisory Board 2017–2021
- Research Institute of the Finnish Economy (EVA/ETLA), Member of the Board 2017–2019
- TT Fund of the Confederation of Finnish Industries, Chair 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



Annika Paasikivi, b. 1975, B.A., M.Sc. (Global Politics)

Oras Invest Oy, President & CEO since 2018

Finow Oy, CEO since 2007

Member of the Kemira Oyj Board of Directors since 2022 (Vice Chair)

Annika Paasikivi is independent of the company but not of its significant shareholders.

Positions of trust

- Varova Oy, Member of the Board since 2016
- Proposed for election to the Valmet Oyj Board of Directors 2024
- Proposed for election to the Georg Fischer Board of Directors 2024

Past positions of trust

- Uponor Oyj, Member of the Board 2014-2018, Chair of the Board 2018-2023
- Oras Oy, Member of the Board 2012-2014, Deputy Chairman of the Board 2014-2022
- Directors' Institute Finland, Member of the Board 2016-2019

Career history

- Oras Invest Oy, Chief Operating Officer 2011-2018
- Friitala Fashion Oy, Chief Operating Officer 2009-2010
- Varova Oy, various positions 2003-2005



Tina Sejersgård Fanø, b. 1969, M. Sc. (Eng)

Novonosis, Executive Vice President, Planetary Health Biosolutions since 2024
Member of the Kemira Oyj Board of Directors since 2022

Tina Sejersgård Fanø is independent of the company and its significant shareholders.

Positions of trust

- DLF Seeds & Science A/S, Member of the Board since 2016

Past positions of trust

- Innovationsfonden, Chair of the Board 2019-2022
- EuropaBio, Member of the Board 2015-2019
- DTU, Member of the Advisory Board 2015-2018
- PPS A/S, Member of the Board 2011-2017

Career history

- Novozymes A/S, EVP, Agriculture & Bioenergy 2016-2020
- Novozymes A/S, VP, Business Operations, EMEA 2013-2016
- Novozymes A/S, number of positions in applied research, marketing and business development 1993-2013



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

- Evonik Industries AG, Member of the Supervisory Board since 2021
- 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), Chair, 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



Timo Lappalainen, b. 1962, M.Sc. (Eng)
Member of the Kemira Oyj Board of Directors since 2014

Timo Lappalainen is independent of the company and its significant shareholders.

Positions of trust

- Professor of Practise (Pharmaceutical Industry), University of Turku since 2024
- The Finnish Fair Foundation, Board of Directors, Member of the Board since 2023
- Finnish Foundation for Cardiovascular Research, Member of the Board since 2010

Past positions of trust

- Chemical Industry Federation of Finland, Member of the Board 2008–2022 (Vice Chair of the Board 2013–2014 and 2017–2018, and Chair of the Board 2015–2016)
- The Research Institute of the Finnish Economy ETLA, Member of the Board 2017–2022
- The Finnish Business and Policy Forum EVA, Member of the Board 2017–2022
- The Helsinki Region Chamber of Commerce, Member of the Council 2008–2022
- The Finnish Fair Corporation, Member of the Supervisory Board 2009–2020, Vice Chair of the Supervisory Board 2020–2021
- 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, President and CEO, 2008–2022
- 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 Sales 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



Kristian Pullola, b. 1973, M.Sc. (Econ.)
Finnair Oyj, Chief Financial Officer since 2022
Member of the Kemira Oyj Board of Directors since 2021

Kristian Pullola is independent of the company and its significant shareholders.

Positions of trust

- Eduhouse Oy, Chair of the Board since 2021
- Terveystalo Oyj, Member of the Board and Chair of the Audit Committee since 2021

Past positions of trust

- Antilooppi Real Estate Investment Company, Member of the Board 2020-2021, Chair of the Board 2021-2023
- Ilmarinen Mutual Pension Insurance Company, Member of the Board 2010-2021

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



Fernanda Lopes Larsen, b. 1974, M.Sc. (Eng), MBA from IESE Business School, Spain
Yara International, Executive Vice President Africa & Asia since 2020
Member of the Kemira Oyj Board of Directors since 2023

Fernanda Lopes Larsen is independent of the company and its significant shareholders.

Career history

- Yara International, multiple executive and managerial positions 2012-2020
- Procter & Gamble (P&G) and GSK (GlaxoSmithKline), manufacturing and procurement positions 2001-2012



Mikael Staffas, b. 1965, M.Sc. (Eng), MBA
President & CEO, Boliden AB since 2018
Member of the Kemira Oyj Board of Directors since 2023

Mikael Staffas is independent of the company and its significant shareholders.

Positions of trust

- Eurometaux, Member of the Management Committee since 2018, Chair 2018-2022, Deputy Chair since 2022
- International Copper Association, Member of the Board since 2018

Kemira

- International Zinc Association, Member of the Board since 2018
- ICMM, Member of Council since 2021
- SveMin, Member of the Board since 2015, Chair of the Board 2020-2022, Deputy Chair 2018-2020 and since 2022
- GAF, Member of the Board since 2015, Chair of the Board 2018-2020 and since 2022, Deputy Chair 2020-2022
- Industriarbetsgivarna, Member of the Board 2018-2020 and since 2022 (Deputy Chair)
- Svenskt Näringsliv, Member of the Board since 2020

Past positions of trust

- SJ AB, Member of the Board 2013-2018
- Spectra Collection AB, Member of the Board 2006-2014
- Sun Pine AB, Member of the Board 2008-2011, Chair of the Board 2010-2011

Career history

- Boliden AB, President BA Mines 2015-2018
- Boliden AB, CFO 2011-2015
- Södra Skogsägarna, CFO 2005-2011
- McKinsey & Company, Partner in 1999-2004 and various other positions in 1990-1999