

ANNUAL GENERAL MEETING OF KEMIRA OYJ 2025

COMPOSITION OF THE SUGGESTED KEMIRA OYJ BOARD OF DIRECTORS



Ms. 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

- Valmet Oyj, Member of the Board since 2024
- Georg Fischer, Member of the Board since 2024
- Member of the Supervisory Board of Finnish Business and Policy Forum EVA since 2024

Past positions of trust

- Varova Oy, Member of the Board 2016-2024
- Uponor Oyj, Member of the Board 2014-2018, Chair of the Board 2018 – 2023
- Oras Oy, Member of the Board 2012-2014, Deputy Chair 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



Ms. Tina Sejersgård Fanø

b. 1969, M. Sc. (Eng)

Novonesis, 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 and Industrial Biosolutions 2020-2024
- 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



Mr. 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



Mr. 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



Mr. 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 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



Mr. Mikael Staffas

b. 1965, M.Sc. (Eng) and 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

- International Zinc Association, Member of the Board since 2018, Chair since 2024
- International Copper Association, Member of the Board since 2018
- ICMM, Member of Council since 2021
- SveMin, Member of the Board since 2015, Chair 2020-2022, Deputy Chair 2018-2020 and since 2022
- GAF, Member of the Board since 2015, Chair 2018-2020 and since 2022, Deputy Chair 2020-2022
- Industrierbetsgivarna, Member of the Board 2018-2020 and Deputy Chair since 2023
- Svenskt Näringsliv, Member of the Executive Board since 2023

Past positions of trust

- Eurometaux, Chairman 2018-2022, Deputy Chairman 2022-2024
- 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 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



Ms. Susan Duinhoven

b. 1965, Ph.D. (Physical Chemistry), B.Sc. (Physical Chemistry)

Susan Duinhoven is independent of the company and its significant shareholders.

Positions of trust

- KONE Oyj, Member of the Board since 2020

Past positions of trust

- Sanoma Oyj, Member of the Board 2015-2017

Career history

- Sanoma Oyj, President & CEO, from 2015 till January 1, 2024.
- CEO of Koninklijke Wegener N.V. 2013–2015
- CEO of Western Europe / CEO Netherlands at Thomas Cook Group Plc 2010–2013
- Various roles in Reader's Digest, directory businesses in the Netherlands and Denmark, McKinsey and Unilever from 1988 onwards.



Mr. Matti Lehmus

b. 1974, M.Sc. (Chemical Technology) and eMBA

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

Past positions of trust

- Ilmarinen Mutual Pension Insurance Company, Member of the Supervisory Board 2024-2025
- Chemical Industry Federation of Finland, Member of the Board 2019-2021 (Chairman 2019-2020)
- Confederation of Finnish Industries, Member of the Board 2019-2020
- National Emergency Supply Council, Member 2018-2024
- Finnish Petroleum and Biofuel Association, Member of the Board (Chairman 2011-2012 and 2016-2018)

Career history

- Neste Corporation, President & CEO 2022 – 2024
- Neste Corporation, Executive Vice President, Renewables Platform 2019-2022
- Neste Corporation, Executive Vice President, Oil Products 2014-2019
- Neste Corporation, Executive Vice President, Oil Products and Renewables 2010-2014
- Neste Corporation, Executive Vice President, Oil Products 2009-2010
- Neste Corporation, various positions in sales, business management and development 1998-2010