

**Annika Paasikivi**

Member of the Board and Vice Chair 2022-2025, Chair since 2025

Chair of the Personnel and Remuneration Committee

An expert member of the Nomination Board

Independent of the Company but not of its significant shareholder

Born 1975, B.A., M.Sc. (Global Politics)

Main occupation

- Oras Invest Oy, Executive Chair of the Board

Career history

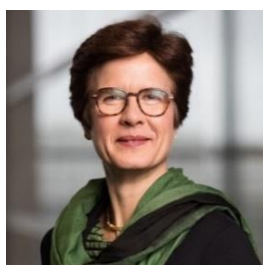
- Oras Invest Oy, President & CEO 2018-2025
- Oras Invest Oy, Chief Operating Officer 2011-2018
- Friitala Fashion Oy, Chief Operating Officer 2009-2010
- Varova Oy, various positions 2003-2005

Positions of trust

- Valmet Oyj, Vice Chair of the Board since 2025
- Finnish Foundation for Share Promotion, Member of the Board since 2025
- Georg Fischer, Member of the Board since 2024
- Member of the Supervisory Board of Finnish Business and Policy Forum EVA since 2024
- Finow Oy, Chair of the Board since 2023

Past positions of trust

- Varova Oy, Member of the Board 2016-2024
- Uponor Oyj, Member of the Board 2014-2018, Chair 2018-2023
- Oras Oy, Member of the Board 2012-2014, Deputy Chair 2014-2022
- Directors' Institute Finland, Member of the Board 2016-2019

**Susan Duinhoven**

Member of the Board and Vice Chair since 2025

Member of the Audit Committee

Independent of the Company and its significant shareholders

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

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

Positions of trust

- KONE Oyj, Member of the Board since 2020

Past positions of trust

- Sanoma Oyj, Member of the Board 2015-2017



Tina Sejersgård Fanø

Member of the Board since 2022
 Member of the Personnel and Remuneration Committee
 Independent of the Company and its significant shareholders
 Born 1969, M. Sc. (Eng)

Main occupation

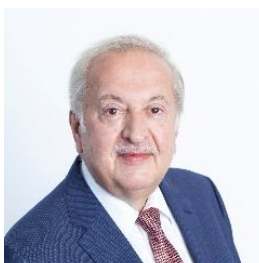
- Novonosis, Executive Vice President, Planetary Health Biosolutions

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

Past positions of trust

- DLF Seeds & Science A/S, Member of the Board 2017-2025
- 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



Werner Fuhrmann

Member of the Board since 2020
 Member of the Audit Committee
 Independent of the Company and its significant shareholders
 Born 1953, M.Sc. (Econ.)

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

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 of the Board 2010-2015



Matti Lehmus

Member of the Board since 2025

Member of the Audit Committee

Independent of the Company and its significant shareholders

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

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

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 (Chair 2019-2020)
- Confederation of Finnish Industries, Member of the Board 2019-2020
- National Emergency Supply Council, Member 2018-2024
- Finnish Petroleum and Biofuel Association, Chair of the Board 2011-2012 and 2016-2018



Kristian Pullola

Member of the Board since 2021

Chair of the Audit Committee

Independent of the Company and its significant shareholders

Born 1973, M.Sc. (Econ.)

Main occupation

- Elisa Oyj, Chief Financial Officer

Career history

- Finnair Oyj, CFO 2022-2025
- Nokia Oyj, CFO 2017-2020
- Nokia Corporation, several executive and managerial positions in finance and treasury, most recently Senior Vice President, Corporate Controller 1999-2016
- Citibank International, Associate, Corporate Bank 1998-1999
- Interbank Osakepankki, Financial Analyst 1997

Positions of trust

- FinanceKey Oy, Chair of the Board since 2022
- Terveystalo Plc, Member of the Board and Chair of the Audit Committee since 2021

Past positions of trust

- Eduhouse Oy, Chair of the Board 2021-2025
- 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

**Mikael Staffas**

Member of the Board since 2023

Member of the Personnel and Remuneration Committee

Independent of the Company and its significant shareholders

Born 1965, M.Sc. (Engineering), MBA

Main occupation

- Boliden AB, President & CEO

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

Positions of trust

- SNS, Member of the Board since 2025
- Svenskt Näringsliv, Member of the Executive Board since 2023
- ICMM, Member of Council since 2021
- International Zinc Association, Member of the Board since 2018, Chair since 2024
- Industrierbetsgivarna, Member of the Board 2018-2020, Deputy Chair since 2023
- International Copper Association, Member of the Board since 2018
- 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

Past positions of trust

- Eurometaux, Chair 2018-2022, Deputy Chair 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