

Proposed new member to the Board of Directors:**Timo Lappalainen**

Born 1962, Finnish citizen

Education: M.Sc. (Industrial engineering and management), Helsinki University of Technology, Finland 1987

Primary work experience: Several leadership positions at Orion Corporation as of 1999 incl. President & CEO 2008–2022; Senior Vice President, Proprietary Products and Animal Health 2005–2007 and member of the Group management team 2006–2007; Orion Pharma, Executive Vice President 2003–2005 and Senior Vice President, Business Development 1999–2005. Prior to Orion, several leadership positions at Leiras Ltd. 1994–1999 and Finvest Ltd. 1989–1993 and as a consultant at Arthur Andersen & Co in Chicago, USA 1987–1988.

Current board memberships and positions of trust: Professor of Practise, Pharmaceutical Industry, University of Turku, 2024–; The Finnish Fair Foundation, Chair 2023–; Kemira Oyj, member 2014–; Finnish Foundation for Cardiovascular Research, member 2010–

Previous board memberships: Chemical Industry Federation of Finland, member 2008–2022 (vice chair 2013–2014 and 2017–2018, and chair 2015–2016); The Research Institute of the Finnish Economy ETLA, member 2017–2022; The Finnish Business and Policy Forum EVA, member 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 2015–2016; ICC Finland, member 2014; Vaisala Corporation, member 2011–2014

Based on the information given during the evaluation process, Timo Lappalainen has been evaluated to be *independent of the company and of significant shareholders*.