

Brief presentations of the proposed new members of Neste's Board of Directors as proposed by Neste's Shareholders' Nomination Board on 31 January 2024:

Conrad Keijzer

Born 1968

M.Sc. (Industrial Engineering)

Professional experience:

2021– Clariant, CEO, Member of the Executive Steering Committee, Switzerland

2018–2019 Imerys, CEO and Director, Member of the Executive Steering Committee, France

2013–2018 AkzoNobel, Member of the Executive Committee and Director of Performance Coatings, The Netherlands

1994–2013 AkzoNobel, Several business leadership roles in the Netherlands, Germany, Spain, the U.S. and Mexico

Position of trust:

Member of the Board and Chairman of the Nomination Committee, the European Chemical Industry Council (Cefic), 2022–

Member of the Board of Directors, American Chemistry Council (ACC), 2022–

Pasi Laine

born 1963

M.Sc. (Eng.)

Professional experience:

2014– Valmet, the President and CEO

2011– 2013 Metso, Executive Vice President, and Deputy to the CEO, President of Metso Pulp, Paper and Power

2006–2013 Metso, Member of the Executive Team

1998–2011 Metso, Several leadership roles

1996–1998 Elsag Bailey Hartmann & Braun Oy, Managing Director

1988-1996 Valmet, Various roles at Valmet in Finland, Canada, Germany and the United Kingdom

Position of trust:

Chairman of the Board at Ilmarinen Mutual Pension Insurance Company, 2020–

Vice Chairman of Konecranes Plc., 2022–

Member Board of Directors, SSAB, 2017–2022

Sari Mannonen

Born 1966

Ph.D. (Biochemistry)

Professional experience:

2024– Helen, SVP, New Business & Hydrogen

2020–2024 Helen, SVP, Solutions Business & Portfolio Development

2016–2019 UPM Biofuels, VP

2011–2016 UPM Biofuels and Living, Several leadership roles

2007–2009 Lindström, SVP Corporate sales & Customer Management

2002–2007 Biohit, VP Sales & Marketing

1995–2001 Biohit, Several management roles

Position of trust:

2023– Director's Institute Finland (DIF) – Hallitusammattilaiset ry., Member

2022– Geonova, Board Member

2022– Helen Aurinkopuisto Kalanti Oy & Kalanti Grid Oy, Board Member

2022– Korkia, Board Member

2022– World Energy Council, WEC Finland, Vice Chair of the Board

2020– LUT University, Lappeenranta & Lahti, Centre for Separation Technology (CST), Board Member

2019– Hallituspartnerit Helsinki – Board Professionals Finland, Partner