

Director nominees 2022



Björn Wahlroos

- Chair and member since 2008
- Chair of the Nomination and Governance Committee
- Independent of the Company and significant shareholders
- Born 1952, Finnish citizen
- Ph.D. (Econ.)
- UPM shares 270,700

President and CEO of Sampo plc 2001–2009. Chair of the Board of Mandatum Bank plc 1998–2000, CEO and Vice Chair of the Board of Mandatum & Co. Ltd. 1992–1997. Executive Vice President and member of the Executive Committee of the Union Bank of Finland 1989–1992.

Chair of the Board of Sampo plc. Board member of the Finnish Business and Policy Forum EVA and the Research Institute of the Finnish Economy ETLA. Board member of the Mannerheim Foundation.



Henrik Ehrnrooth

- Chair of the Remuneration Committee
- Independent of the Company and significant shareholders
- Born 1969, Finnish citizen
- M.Sc. (Econ.)
- UPM shares 12,719

President and CEO of KONE Corporation since 2014 and KONE Corporation's Chief Financial Officer and Executive Board member 2009–2014. Previously worked for Goldman Sachs International 1998–2009, most recently as a Managing Director in the Investment Banking Division. Prior to this, various positions at UBS Limited 1994–1998. Member of the Foundation Board of the International Institute for Management Development (IMD, Switzerland) and member of the European Round Table for Industry (ERT).



Emma FitzGerald

- Member of the Audit Committee and Remuneration Committee
- Independent of the Company and significant shareholders
- Born 1967, British citizen
- MBA, D.Phil., MA (Surface Chemistry/Solid-State Physics)
- UPM shares 8,213

CEO and Executive Director of Puma Energy Ltd. 2019–2021. Executive Director responsible for water and waste service businesses and member of the Board of Severn Trent plc. 2015–2018, CEO of Gas Distribution Networks for the UK National Grid 2013–2015, Vice President, Global Retail Network, Shell International Ltd. 2010–2013, Vice President, Downstream Strategy and Consultancy, Shell International Ltd. 2007–2010, Managing Director, Shell China/Hong Kong 2004–2007 and Shell Gas Ltd. 2001–2004, Shell International Ltd., Global R&D, sales and marketing roles 1992–2001. Board member of Seplat Energy plc and Newmont Corporation. Portfolio Advisor of Oxford Sciences Enterprises, Mentor of Creative Destruction Lab - Climate work stream. Expert Advisor of World Economic Forum supporting acceleration of energy transition in developing markets.



Jari Gustafsson

- Member of the Audit Committee
- Independent of the Company and significant shareholders
- Born 1958, Finnish citizen
- M.Sc. (Political Science)
- UPM shares 1,405

Ambassador of Finland to Greece and Albania since 2020. Permanent Secretary of the Ministry of Economic Affairs and Employment, Finland 2015–2020. Ambassador of Finland to the People's Republic of China and Mongolia 2013–2015. Ambassador of Finland to Japan 2009–2013. Board Director at the European Bank for Reconstruction and Development (EBRD) UK 2007–2009. Deputy Director General, Ministry for Foreign Affairs of Finland 2003–2006. Deputy Director General, Ministry of Trade and Industry, Finland 1998–2003. Counsellor (Industry, Energy, Trade), Finnish Mission to the OECD, France 1995–1998. Head of the Foreign Trade Division, Senior Advisor and Commercial Secretary, Ministry of Trade and Industry, Finland 1987–1995.



Piia-Noora Kauppi

- Member of the Nomination and Governance Committee
- Independent of the Company and significant shareholders
- Born 1975, Finnish citizen
- LL.M.
- UPM shares 22,604

Managing Director of Finance Finland (FFI) since 2009. Member of the European Parliament and member of various parliamentary committees 1999–2008, Head of the Finnish Delegation in the EPP-ED Group 2004–2008. Legal advisor for the Parliamentary Group of the National Coalition Party Kokoomus 1997–1999. Board member of Gofore plc. Chair of the Board of the SOS-Children's Villages Foundation. Board member of the Finnish Financial Ombudsman Bureau. Member of the Supervisory Board of Helsinki Deaconess Institute and Helsinki School of Economics Support Foundation. Member of the EBF Executive Committee.



Topi Manner

- New director nominee
- Independent of the company and significant shareholders
- Born 1974, Finnish citizen
- M.Sc. (Econ.)
- UPM shares 0

President & CEO of Finnair Plc since 2019. Various positions at Nordea during 2006–2018: Head of Personal Banking 2016–2018, CEO of Nordea Bank Finland Plc 2015–2016, Head of Banking Finland and Baltics, EVP 2012–2015, Head of Segments, EVP 2008–2012, Head of Northern Capital Branch Region in Finland 2006–2008, Head of Management Secretariat in Finland 2005–2006, Head of Planning & Control 2003–2005. Board member of Elisa Corporation and Service Sector Employers PALTA. Member of the IATA Board of Governors and Chair of the IATA Audit Committee.



Marjan Oudeman

- Member of the Audit Committee
- Independent of the Company and significant shareholders
- Born 1958, Dutch citizen
- LL.M., MBA
- UPM shares 8,163

President of the Executive Board of Utrecht University 2013–2017. Executive Committee member of AkzoNobel NV., responsible for HR and organisational development 2011–2013. Executive Director of Strip Products Division and Executive Committee member in Tata Steel Europe (previously Corus Group plc.) 2007–2010. Managing Director positions in Corus Group plc. 2000–2007, most recently Executive Director responsible for Corus Strip Products business and CEO of Corus Nederland BV. Various positions in Hoogovens Group NV. 1982–1999, most recently Managing Director of Hoogovens Packaging Steel business. Board member of SHV Holdings NV., Solvay SA., Novolipetsk Steel PJSC and Koninklijke Luchtvaart Maatschappij N.V. (KLM).



Martin à Porta

- Member of the Remuneration Committee
- Independent of the Company and significant shareholders
- Born 1970, Swiss citizen
- M.Sc. (Eng.)
- UPM shares 20,413

President and CEO of Pöyry plc. 2015–2019, most recently EVP of ÅF Pöyry AB.'s Management Consulting Division until 2019, various positions in Switzerland, China, Hong Kong and Qatar with Siemens companies 2001–2015, most recently as CEO of Siemens Building Technologies Division Europe, Head of Engineering Section and Project Manager, Electrowatt Engineering Ltd., 1996–2000. Board member of Stantec Inc.



Kim Wahl

- Chair of the Audit Committee
- Independent of the Company and significant shareholders
- Born 1960, Norwegian citizen
- MBA (Harvard)
- BA (Business Econ.)
- UPM shares 24,518

Chair of the Board of Strømstangen AS. since 2009. Deputy Chair and CoFounder of the European private equity firm IK Investment Partners 1989–2009. Associate, Corporate Finance, Goldman, Sachs & Co. 1987–1989. Board member of DNB Bank ASA. and Civita AS. Chair of the Board of Voxtra AS. and Voxtra Foundation.