

Kemira Request for Proposal (RFP)

Master Data Governance tool

Kemira Oyj

Energiakatu 4
FI-00101 Helsinki
Finland
www.kemira.com

Europe, Middle-East and Africa
Tel +358 10 8611
North America
Tel +1 770 436 1542

South America
Tel +55 11 2189 4900
Asia-Pacific
Tel +86 21 6037 5999

23.9.2025

| | |
|--------------------------|--|
| Table of Contents | |
| 1 | RFP INTRODUCTION 3 |
| 2 | KEMIRA 3 |
| 3 | SCOPE 3 |
| 3.1 | Currently used tools 4 |
| 3.2 | Project description 4 |
| 3.3 | Kemira IT architecture..... 5 |
| 4 | REQUIREMENTS 6 |
| 4.1 | The objectives / goals 6 |
| 4.2 | Expected deliverables..... 6 |
| 4.3 | Selection criteria and expectations..... 6 |
| 5 | POSSIBLE IMPLEMENTATION PROJECT 6 |
| 5.1 | Solution implementation..... 6 |
| 5.2 | Migration of existing content 6 |
| 5.3 | Implementation methodology 7 |
| 5.4 | Technical requirements..... 7 |
| 5.4.1 | Architecture:..... 7 |
| 5.4.2 | Security and authorizations: 7 |
| 5.4.3 | Integrations 8 |
| 5.4.4 | Technical capability..... 8 |
| 5.4.5 | Maintainability 8 |
| 5.4.6 | Usability 9 |
| 5.4.7 | Supported end-user technologies..... 9 |
| 5.4.8 | QA and Testing environments..... 9 |
| 5.4.9 | Kemira acceptance testing 9 |
| 5.4.10 | Documentation..... 9 |
| 6 | RFP GENERAL GUIDELINES 10 |
| 6.1 | Kemira MySourcing platform..... 10 |
| 6.2 | Instructions on how to answer..... 10 |
| 6.3 | Terms and conditions..... 10 |
| 7 | LEGAL NOTICES..... 10 |
| 8 | ANNEXES 11 |

23.9.2025

1 RFP INTRODUCTION

You are invited to this RFP to provide information regarding your Master Data Governance tool and its capabilities. The overall goal is to implement automated Master Data Governance tool which serves also as a ITSM tool for master data service requests (alternatively MDG tool integrated with Service Now).

Detailed information about the requirements is found later in this RFP.

2 KEMIRA

Kemira serves water-intensive industries worldwide – with the focus on water treatment, fiber production and various sustainable packaging and hygiene solutions. With over 100 years of history and chemistry expertise, our products help our customers to improve their product quality, process and resource efficiency. In 2024, Kemira had annual revenue of around EUR 2.9 billion and around 5,000 employees. Sustainability is the cornerstone of Kemira's strategy and biobased products will play an important role in Kemira's future growth. Kemira shares are listed on the Nasdaq Helsinki Ltd.

Kemira business operations are divided into three units, Water Solutions, Packaging & Hygiene Solutions and Fiber Essentials. In addition, Kemira is divided into three geographical areas: Americas, Asia Pacific and EMEA.

More information about Kemira can be found from: www.kemira.com.

3 SCOPE

In Kemira, we consider below must-have scope as critical master data service which covers core master data objects and is managed centrally by MDM team. Potential future scope is currently covered by multiple tools and managed by business functions. We are exploring possibility of combining all these services into one-stop-shop.

Must have scope (Phase 1):

1. Business Partner – Customer and Vendor Master, Relationships, Bank Master
2. FICO Master – GL Accounts, Cost Centers, Profit Centers, Hierarchies
3. Material Master – selected material types, Trade Names
 1. Mass processing for all implemented MD types
 2. Data quality assurance

Potential future scope (Phase 2):

3. Material Master – all types, DMS
4. Vendor onboarding, OA
5. Customer master data – QC, Pricing, CMIR

Kemira Oyj

Energiakatu 4
FI-00101 Helsinki
Finland
www.kemira.com

Europe, Middle-East and Africa
Tel +358 10 8611
North America
Tel +1 770 436 1542

South America
Tel +55 11 2189 4900
Asia-Pacific
Tel +86 21 6037 5999

3.1 Currently used tools

1. Dynamic web form in S/4HANA – Customer and Vendor Master, automated forms, ITSM: Solution Manager
2. Sharepoint forms – FICO MD, Trade Names, Material Master, Mass requests, ITSM: Sharepoint
3. PLM tool – Mendix; Semi automated forms, managed by PLM Organization with PLM Workflow
4. iValua – vendor onboarding, connected to DWF for vendor master requests

3.2 Project description

Kemira target is to create a common platform for business users to request Master Data and to govern master data in the scope of this RFP. This common platform needs to fit Kemira IT architecture.

Kemira Oyj

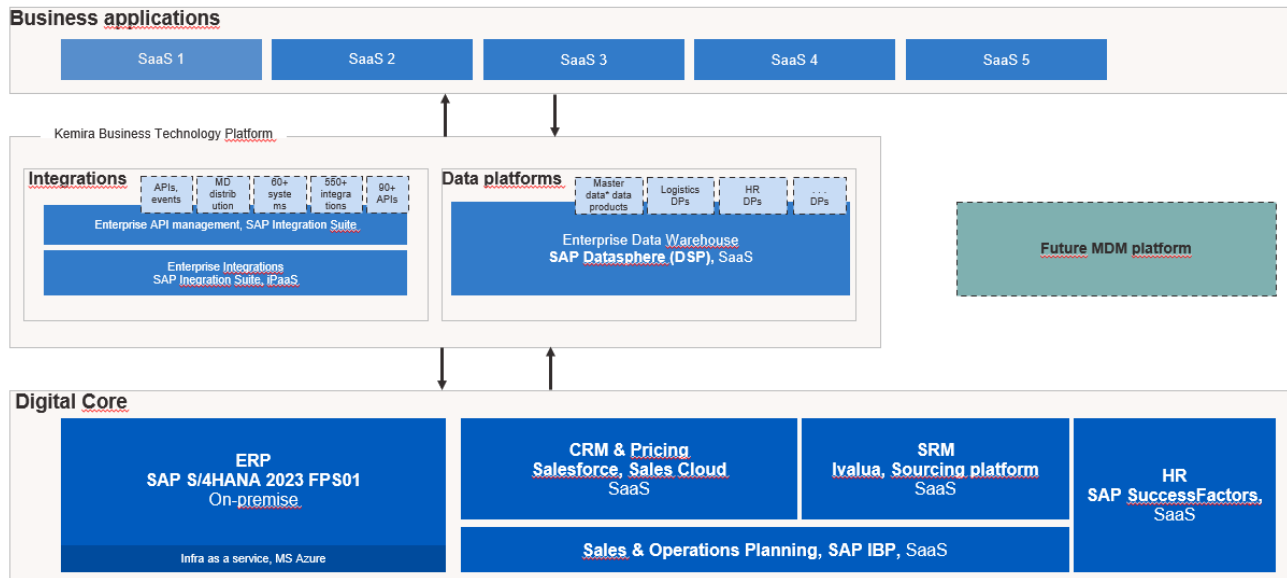
Energiakatu 4
FI-00101 Helsinki
Finland
www.kemira.com

Europe, Middle-East and Africa
Tel +358 10 8611
North America
Tel +1 770 436 1542

South America
Tel +55 11 2189 4900
Asia-Pacific
Tel +86 21 6037 5999

3.3 Kemira IT architecture

Kemira IT Core Architecture (basic)



kemira

8.9.2025

CLASSIFICATION / PRESENTATION / AUTHOR

5

1. Digital core consists:
 - a. ERP: SAP S/4HANA
 - b. CRM: Salesforce
 - c. SRM: Ivalua
 - d. Sales & Operations planning: SAP IBP
 - e. HR: SAP SuccessFactors

Global business applications:

- f. 60+ business applications
- g. Mainly SaaS solutions
2. Enterprise Integrations
 - a. Enterprise integration platform: SAP Integration Suite
 - b. Enterprise integrations are developed and run on centralized cloud integration platform
 - c. Business process integration, data integration, master data distribution, enterprise messaging, API management
 - d. API and event based integrations preferred
 - e. File based (SFTP) integrations supported
3. Enterprise data platform
 - a. Enterprise data platform: SAP Datasphere

Kemira Oyj

Energiakatu 4
FI-00101 Helsinki
Finland
www.kemira.com

Europe, Middle-East and Africa
Tel +358 10 8611
North America
Tel +1 770 436 1542

South America
Tel +55 11 2189 4900
Asia-Pacific
Tel +86 21 6037 5999

4 REQUIREMENTS

Refer to separate file with listed requirements.

4.1 The objectives / goals

- Get understanding about available tools on the market
 - for the future IT architecture for master data management
 - a scalable solution which allows to take new functionalities into use easily and in cost efficient way
 - data quality management tool for master data objects in scope
- Later phase: the aim is to implement new master data management tool as the current tool is coming to the end of its lifecycle. (Dynamic Web Form and Solution Manager)
- Get understanding about MD tool implementation projects and possible implementation partner

4.2 Expected deliverables

- Answers to Requirements Questionnaire
- Technical documentation
- Relevant tool design document

4.3 Selection criteria and expectations

- Requirement fit
- Architecture fit
- Product lifecycle
- Cloud solution public / private
- Pricing model
- Tool service model

5 POSSIBLE IMPLEMENTATION PROJECT

5.1 Solution implementation

Include to your proposal an example of implementation approach. Please indicate if you handle the implementation process by yourself or do you use partner for the work.

5.2 Migration of existing content

Migration not needed.

5.3 Implementation methodology

Kemira expects the supplier to present their methodology for the implementation project in their response to the RFP. A common project plan between the different project parties will be agreed upon prior to work start.

5.4 Technical requirements

5.4.1 Architecture

- The Solution can be scaled if the number of users or amount of data increases or decreases.
- The Solution should be designed and built in such a way that it is able to utilize added processing and memory capacity when needed.
- The Solution should be built in a way that the organization (including subsidiaries), business processes and logic can be changed without code changes.
- The Solution must provide the functionality for the proposed scope as a seamlessly integrated package.
- Production and development/test environments need to be separated. For example servers are located on different subnetwork and both environments have separate credentials.
- The solution should be built with a current and broadly accepted technology. Selected technologies are verified to support desired functionalities. Best practices are being followed.
- Solution utilizes technologies, standards and protocols which enable shorter time to market (TTM) for new products.

5.4.2 Security and authorizations:

- The Solution has a centralized method for user access management and supports Single Sign-On (SSO) against Azure AD
- Access rights are defined with roles. Roles are configured to initially be as strict as possible to reduce misuse.
- The solution must be in compliance with the data privacy clauses, national legislation in the target countries and the European Union General Data Protection Regulation (GDPR).
- The solution must maintain and assure the accuracy and consistency of information managed by the solution over its entire life-cycle i.e. changes in information must not occur in an undetected manner.
- Within Solution the information which is required to be collected for auditing purposes is logged and archived.
- Audit records need to be accessible for Kemira at least five years.
- The cloud service provider has to be ISO/SOC certified.

5.4.3 Integrations

- The Solution should be integrable via an open application programming interface (APIs).
- The Solution's published APIs should be available to allow third party development of additional functionalities and applications. Kemira should be able to consume your system's APIs.
- Solution's communication with other systems is handled with common language (such as XML, json).
- Solution must be able to push basic data for operative, analysis and reporting purposes from the solution in common formats (e.g. XML, XLS) without vendor support.
- The Solution should have the capability to integrate in batch mode for extracting / importing specific data. The batch integration should be supported using standard file format (csv, txt, xml, etc.) or inbound/outbound database predefined structure.
- Solution should support standardized inbound and outbound data access points to be used in communication with external stakeholders.
- Solution should have the ability to be opened from another system (e.g. Salesforce Sales Cloud).

5.4.4 Technical capability

- Solution
 - has use case based Disaster Recovery (DR) and Business Continuity (BC) plans before deployed to production
 - has quality control on functionalities to prevent erroneous use of the solution
 - errors are handled and logged
 - mandatory fields are enforced and field input/syntax is validated against correct formats
 - can withstand common and short error situations (such as network shortages) without resulting in a crash
 - has defined SLAs for responding to and resolving issues
 - has guidance on how to identify if a part of the solution is not responding. Needed actions to resolve the issue are documented per use case
- The overall solution must not include any open source products/components published under so called viral/copyleft licenses.

5.4.5 Maintainability

- The solution has a Test automation strategy; Regression tests executed regularly, covering at least the critical paths of the system.
- The possible custom code implemented into the solution will not interfere with any future version updates. This means when the platform itself updates, the custom functionality will not break, or at least it is known which parts of the solution's custom functionality will break.
- The solution's hardware and operating system maintenance window is defined (includes security updates). For example every months last week (non-production environments on workdays, production on weekends).

Kemira Oyj

Energiakatu 4
FI-00101 Helsinki
Finland
www.kemira.com

Europe, Middle-East and Africa
Tel +358 10 8611
North America
Tel +1 770 436 1542

South America
Tel +55 11 2189 4900
Asia-Pacific
Tel +86 21 6037 5999

5.4.6 Usability

- The solution's graphical user interfaces (GUIs) must be responsive. This means the user interfaces will scale automatically correctly for all screen sizes, screen aspect ratios and screen resolutions.
- The solution uses cohesive visual design, terminology, iconography, logic, workflows and user aids across the whole solution. The resulting experience should be similar for internal personnel and for other user groups.
- The solution's graphical user interface (GUI) can be modified to reflect Kemira's brand with or without coding (e.g. logo, theme, colors, font).
- The solution can be used in multiple browser tabs simultaneously, different modules in different tabs.
- The solution's design should strive to minimize the needed steps to complete most frequent tasks.
- The solution should avoid unnecessary dialogs and pop-ups
- The solution should save draft versions of work files to minimize loss of work. Solution should ask confirmation to save over the original to prevent overwriting existing data without user's knowledge. The solution should ask to save the work when user is exiting edit mode.
- Solution can handle temporary session breaks. The solution will retain user's input on error situations.

5.4.7 Supported end-user technologies

- The solution should support workstations (desktop & laptops) as well as mobile devices (phones & tablets).
- The solution should work with all the main browsers (Edge, Chrome, Firefox, Safari etc.).
- The solution should run on MS Windows, Android and iOS Operating Systems.

5.4.8 QA and Testing environments

On top of the production environment, the supplier should provide QA and UAT test environments.

5.4.9 Kemira acceptance testing

Towards the end of the implementation project, the selected partner is expected to support the Kemira project team in acceptance testing planning and offer user support during the actual acceptance testing of the solution.

5.4.10 Documentation

The selected partner is expected to provide adequate documentation of the technical solution. Specifics will be agreed upon during the implementation project.

23.9.2025

6 RFP GENERAL GUIDELINES

6.1 Kemira MySourcing platform

Kemira is using an electronic tendering process and communication is handled via Kemira's MySourcing Portal hosted by iValua. This will ensure the highest possible transparency and traceability. It will also ensure best possible equal opportunity for all suppliers through a fair and like-for-like evaluation.

6.2 Instructions on how to answer

Please reply to all the annexes. Please return them in the same format (xlsx). Kindly note these annexes are the main source of information for Kemira when evaluating your response. We appreciate short but informative answers that are tailored according to Kemira's scope.

A meeting will be scheduled with selected suppliers to view a demo of your solution, specific to the requirements outlined here.

Schedule

| PHASE | SCHEDULE |
|--|--|
| Phase 1. RFP Launch | 25 th of September 2025 |
| Phase 2. Deadline to send RFP Response | 9 th of October 2025 |
| Phase 3. Demo presentations | To be agreed separately if/when needed |
| Phase 4. Kemira continues discussions with the shortlisted suppliers | To be decided |

6.3 Terms and conditions

For possible implementation a Kemira Purchase Agreement template will be used. Templates will be sent to shortlisted suppliers. Regarding possible SaaS agreement, please send your contract template with your response.

7 LEGAL NOTICES

Please note that this RFP and the information contained herein are strictly confidential and is provided solely to assist supplier candidates in preparing a Proposal. The disclosure of this RFP or any information held in this RFP, or associated materials, to any third party without prior written consent of Kemira is prohibited. This RFP remains the property of Kemira and shall not be duplicated or distributed to any third party without the prior written consent of Kemira. Any information held in this RFP or associated materials may be used only for the purpose of preparing and submitting a Proposal to Kemira. All material submitted becomes the property of Kemira and Kemira shall have no obligation to return any Proposals and related materials received.

Kemira Oyj

Energiakatu 4
FI-00101 Helsinki
Finland
www.kemira.com

Europe, Middle-East and Africa
Tel +358 10 8611
North America
Tel +1 770 436 1542

South America
Tel +55 11 2189 4900
Asia-Pacific
Tel +86 21 6037 5999

23.9.2025

Please note that this RFP nor disclosure or receipt of any information by Kemira shall constitute or imply any agreement, commitment or promise by Kemira of any kind.

Any costs incurred by the supplier for responding to this RFP, including but not limited to, costs for preparation, transmittal or presentation of any Proposals or other material submitted in relation to this RFP are entirely the responsibility of the supplier and shall not be chargeable in any manner to Kemira.

Kemira reserves the right to accept the Proposal of its choice, or to reject all submitted Proposals, and to modify and change the requirements for the Project and any associated materials. In addition, Kemira reserves the right to negotiate the terms and conditions applicable to the Project.

8 ANNEXES

- Annex 1: Kemira Code of Conduct
- Annex 2: Pricing Template
- Annex 3: Service Provider Security Assessment

Kemira Oyj

Energiakatu 4
FI-00101 Helsinki
Finland
www.kemira.com

Europe, Middle-East and Africa
Tel +358 10 8611
North America
Tel +1 770 436 1542

South America
Tel +55 11 2189 4900
Asia-Pacific
Tel +86 21 6037 5999