



As we are heading towards the end of 2024, we would like to summarize the main events of the fourth quarter. Kemira's silent period will start on Wednesday, January 1, 2025, and **the Financial Statements Bulletin for January–December 2024 will be published on Tuesday, February 11**, at around 8.30 am EET. The webcast will be held at 10.30 am EET. If you have any questions before the silent period, please reach out to our IR team mikko.pohjala@kemira.com or heidi.lehmuskumpu@kemira.com.

KEMIRA'S FINANCIAL REPORTING DATES IN 2025

- Financial Statements Bulletin for January-December 2024, on **Tuesday, February 11, 2025**
- Kemira's Annual report for 2024 will be published the week starting **February 17, 2025**
- Kemira's Annual General Meeting is scheduled to be held on **Thursday, March 20, 2025**
- Interim report for January-March 2025, on **Friday, April 25, 2025**
- Half-year financial report for January-June 2025, on **Friday, July 18, 2025**
- Interim report for January-September 2025, on **Friday, October 24, 2025**

THE MOST IMPORTANT ANNOUNCEMENTS DURING Q4 2024

December 17, 2024: Kemira Oyj: Proposals of the Nomination Board to the Annual General Meeting 2025

The Nomination Board proposes to the Annual General Meeting that eight members be elected to the Board of Directors and that the present members **Tina Sejersgård Fanø, Werner Fuhrmann, Timo Lappalainen, Annika Paasikivi, Kristian Pullola** and **Mikael Staffas** be re-elected as members and **Susan Duinhoven** and **Matti Lehmus** elected as new members of the Board of Directors. In addition, the Nomination Board proposes that Annika Paasikivi be elected as the Chair of the Board of Directors and Susan Duinhoven elected as the Vice Chair.

December 16, 2024: Kemira's Board of Directors has decided to establish a new long-term share incentive plan

The Board of Directors of Kemira Oyj has decided to establish a long-term share incentive plan directed to a group of key employees in Kemira. The aim of the plan is to combine the objectives of the shareholders and the persons participating in the plan to increase the value of Kemira, to commit the participants to Kemira, and to offer them a competitive reward plan. The long-term share incentive plan 'Performance Share Plan 2025-2029' includes three three-year performance periods: years 2025–2027, 2026–2028 and 2027–2029.

December 13, 2024: Kemira's new organization is ready to start in January 2025

In August 2024 Kemira announced changes to its operating model and leadership team to better meet its profitable growth ambitions. The design phase of the new operating model and organizational structure started in August and is now completed.

November 27, 2024: Kemira's change negotiations have concluded

Kemira's change negotiations initiated on October 14, 2024 have concluded. As a result of the negotiations 23 employees will be made redundant.

November 15, 2024: Kemira plans to build a re-activation plant for activated carbon – the pre-engineering phase is ongoing

Kemira plans to expand its Helsingborg manufacturing site in Sweden and to invest low double-digit millions of euros in building a reactivation plant for activated carbon. The pre-engineering phase of the project is currently ongoing. The new plant is expected to be operational in the second half of 2027 subject to the final investment decision and environmental permits. The expansion project plans are a part of Kemira's long-term strategy to double its water treatment business.

October 30, 2024: Kemira plans to close its manufacturing site in Vancouver, Canada

Kemira plans to consolidate some Pulp & Paper chemical production in North America, resulting in the closure of a manufacturing site in Vancouver, Canada. The Vancouver site produces process and functional chemicals for the Pulp & Paper segment. The planned consolidation is expected to impact approximately five employees.

October 25, 2024: Record and payment dates for Kemira's second dividend installment of EUR 0.34 per share

The Board of Directors of Kemira Oyj has at its meeting on October 24, 2024 decided, on the basis of the authorization by the Annual General Meeting 2024, on the record date and the payment date for the second installment of the dividend of EUR 0.34. The Annual General Meeting 2024 held on March 20, 2024 approved the Board of Directors' proposal of EUR 0.68 per share for the financial year 2023 to be paid in two installments. The first installment of the dividend of EUR 0.34 per share was paid on April 4, 2024.

October 24, 2024: Kemira announces price increase for AKD wax in APAC

Kemira will implement a price increase of up to 5-15 % for selected AKD wax-based sizing products in APAC. The adjustment will be immediately implemented or as the existing contracts allow.

October 17, 2024: Kemira's ambitious climate targets validated by the Science Based Targets initiative

Kemira's climate targets have been validated by the Science Based Targets initiative (SBTi).

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Kemira commits to reduce absolute scope 1 and 2 emissions 51.23% by 2030 from a 2018 base year. It also commits to reduce absolute scope 3 GHG emissions from purchased goods and services and upstream and downstream transportation and distribution 32.5% by 2033 from a 2021 base year.

October 14, 2024: Kemira increases prices in EMEA region as of 1st November 2024

Kemira announces price increases of up to 10% for all product lines in both Industry & Water and Pulp & Paper segments in the EMEA region as of November 1st 2024 or as contracts allow.

October 9, 2024: Kemira plans new operating model and organization – change negotiations start in Finland

Kemira announced in August the plans for the new operating model and organization to enable profitable growth and sustainability transformation. Negotiations will start on October 14, 2024 and are expected to take six weeks. During the negotiations, the planned changes and their reasons, impacts and alternatives will be discussed. The planned changes may lead to the reduction of a maximum of 40 employees.

October 8, 2024: Kemira increases prices for all Pulp & Paper segment product lines in Americas region

Kemira announces a 4-8% price increase for all product lines in Pulp & Paper, Americas effective November 1, 2024 or as contracts allow. Continued inflationary pressures in the value chain including raw materials and transportation make this price adjustment necessary.

Other stock exchange releases

All releases, including manager's transaction releases, can be found in [Kemira's newsroom](#).

FREQUENTLY ASKED QUESTIONS DURING THE QUARTER

How has the soft pulp and paper market impacted Kemira?

The pulp & paper market slowed down clearly during the third quarter across regions. Softer market in China and weaker consumer sentiment and consumption have led to lower market demand and lower prices for pulp and paper products. Kemira's customers have announced several production curtailments across regions to balance the supply and demand situation. Despite the market softness, Kemira performed well in Q3 2024 with sales volumes and sales prices being rather stable on a sequential basis. Kemira continues to monitor the market closely.

What is Kemira's view on 2025?

Kemira's outlook for 2025 will be published in conjunction with full-year results in February 2025. After the Q3 results, we pointed out factors to watch in 2025. The factors are summarized in the slide below.

Factors to watch in 2025

FACTORS EXPECTED TO IMPACT THE OPERATIVE EBITDA DEVELOPMENT IN 2025		
<div style="text-align: center; font-size: 24px; margin-bottom: 10px;">+</div> <p>SUPPORTING</p> <ul style="list-style-type: none"> • Solid end-market demand in water treatment • Contribution from the upcoming ASA capacity expansion in China • Competitive advantage from energy backward-integration in electricity in Finland 	<div style="text-align: center; font-size: 24px; margin-bottom: 10px;">+ / -</div> <p>UNCERTAINTIES</p> <ul style="list-style-type: none"> • Global economic uncertainty and its impact on Pulp & Paper market • FX and raw material price development 	<div style="text-align: center; font-size: 24px; margin-bottom: 10px;">-</div> <p>POSSIBLE NEGATIVE FACTORS</p> <ul style="list-style-type: none"> • Fixed cost pressure following strong inflation

Kemira’s has planned a new operational model and organization to support the updated growth strategy. What is the situation with the changes now?

In August 2024, Kemira announced changes to its operating model and leadership team to better meet its profitable growth ambitions. The design phase of the new operating model and organizational structure started in August and is now completed. The number of Kemira employees will remain approximately the same even if many roles and responsibilities will change.

Kemira will move to three externally reported business units: Water Solutions, Packaging & Hygiene Solutions and Fiber Essentials. The centralized Operations unit will be established and it includes Kemira’s manufacturing network, Sourcing and Supply Chain Management to further strengthen Kemira’s operational backbone, enabling stronger cooperation and optimizing efficiency. Kemira’s new organization and the new Group Leadership Team will start in January 2025.

KEMIRA 30 YEARS AS A LISTED COMPANY

In November 2024, it is exactly 30 years since Kemira was listed at Nasdaq Helsinki. The official date of our listing was November 10, 1994. Today, Kemira looks very different compared to our early days, with water and renewable solutions at the heart of our strategy. In fact, water is expected to be the key contributor for revenue growth going forward, and our new long-term ambition is to double revenue in water.

Kemira was invited to ring the bell at Nasdaq Helsinki to open the trading day on November 11, 2024. In the picture (from the left): Petri Castrén (CFO), Antti Salminen (President & CEO), Annika Paasikivi (Vice Chair, Board of Directors) and Matti Kähkönen (Chair, Board of Directors).



INVESTOR ACTIVITIES AND EVENTS DURING Q4 2024

During Q4, Kemira has held face-to-face roadshows in Oslo, Chicago, New York, Toronto, Paris, Zürich and London with good investor interest across cities.

Capital Markets Day was held earlier in September, and the webcast, as well as the presentations can be found at www.kemira.com/cmd

See [Kemira's Investor Calendar](#) for the upcoming events.

CONSENSUS

Take a look at the latest [Vara consensus](#).

KEMIRA IR VIDEO GALLERY

You will find all videos published by Kemira's IR in the [IR video gallery](#).

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KEMIRA'S IR TEAM

Kemira's IR team is at your disposal and happy to help you with any questions. Do reach out to [Mikko](#) or [Heidi](#)!

Kemira's IR team wishes you happy holidays and a joyful start for the year 2025! See you at our events after the publication of our Financial Statements Bulletin.

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