

**kemira**

# Remuneration Report 2024



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The Remuneration Report describes the remuneration of Kemira Governing Bodies, i.e., the Board of Directors, the President & CEO and the CEO's Deputy of Kemira Oyj, for the financial year 2024 as required by the Finnish Securities Market Act, the Finnish Limited Liability Companies Act and the Finnish Corporate Governance Code 2025 issued by the Securities Markets Association.

The report is divided into following sections:

- Pay-for-performance during the preceding five years
- Remuneration of the Board of Directors for the preceding financial year
- Remuneration of the CEO, the CEO's Deputy and the Interim CEO for the preceding financial year
- Incentive criteria and level of achievement.

## Letter from the Chair of the Personnel and Remuneration Committee

Dear Shareholders,

I am pleased to present Kemira's Remuneration Report for the financial year 2024. Kemira's solid performance continued with strong profitability. The revenue reached EUR 2,948 million and the operative EBITDA margin was 19.9%. Kemira's long-term financial targets were updated with an aim for more than 4% organic growth on average while retaining operative EBITDA within 18–20% and operative ROCE above 16%. Further steps were taken on the profitable growth strategy execution journey with several investments and one acquisition as Kemira entered the activated carbon market for micropollutant removal.

The year 2024 was a significant period of change for Kemira. With the appointment of our new President & CEO Antti Salminen who started in February and the announcement of the new Group Leadership Team in August, groundwork was laid for the new chapter. Alongside these leadership changes, we renewed our operating model and undertook a comprehensive organizational redesign aimed at enhancing customer centricity, sharpening strategic focus, accelerating delivery, and driving growth and shareholder value. As part of this transformation, we unfortunately had to say goodbye to some colleagues who exited Kemira by the end of 2024. I want to sincerely thank them for their invaluable contributions in building the strong foundation that supports Kemira today.

We enter this new era of ambition and growth with confidence and momentum. Kemira remains committed to its profitable

growth strategy and the strategic priorities are reflected in the incentive programs. During the year, the Board of Directors launched a new Performance Share Plan. Targets set for the first performance period 2025-2027 reinforce the ambition for growth and long term value creation. Along the design of the new Performance Share Plan, the remuneration mix has been rebalanced, and slightly more weight has been put to shortterm incentive opportunities to incentivize executives for speedier strategy execution.

The Remuneration Policy for the Governing Bodies of Kemira Oyj (the "Policy") was reviewed in the end of 2023, and it came into effect as of January 1, 2024. It was presented to the Annual General Meeting in 2024, and was well received in advisory resolution. The Annual General Meeting 2024 furthermore approved the Remuneration Report 2023 in the advisory resolution. In 2024, the remuneration of the Board of Directors, the President & CEO and his deputy complied with the Policy, and no decisions deviating from the Policy were made. No clawbacks of any remuneration were carried out.

Kemira continues to follow the total remuneration approach built around the principles of pay-for-performance, competitive market-driven remuneration, and effective communication. These principles aim to align the interests of the President & CEO, operative management, employees, and shareholders. I want to thank each of the 4,746 Kemira global team members for their commitment to Kemira's continued success and our shareholders for their trust and confidence in Kemira.

### ANNIKA PAASIKIVI

The Vice Chair of the Board and the Chair of the Personnel and Remuneration Committee

## PAY-FOR-PERFORMANCE DURING THE PRECEDING FIVE YEARS

Kemira is a global company with operations and employees in multiple countries, and the market remuneration levels differ significantly between these countries. To ensure the alignment of the interests of the CEO and the shareholders, a significant portion of the CEO's total remuneration opportunity is attributed to variable components, particularly long-term incentive plans. In contrast, employee remuneration is less volatile, with a smaller portion of total remuneration consisting of variable remuneration.

The Board members do not participate in any incentive plans and thus the remuneration of the Board is more stable in nature.

The table sets out the remuneration paid during the respective year, considering that a portion of that remuneration may have been earned during the previous year.

Over the past 5-year period, the CEO's actual paid remuneration is well aligned with the Company's performance development as visualized in the table and graphs. Kemira has placed increased focus on profitable growth since 2020. Over the long-term Kemira has become a fundamentally stronger company following numerous actions to improve the Company's profitability. The operative EBITDA has grown from EUR 435 million in 2020 to EUR 585 million in 2024.

| Five-year development of remuneration and Company performance, EUR                      | 2020      | 2021      | 2022      | 2023      | 2024      |
|-----------------------------------------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|
| Chair of the Board of Directors <sup>1)</sup>                                           | 92,000    | 92,000    | 110,000   | 118,000   | 125,000   |
| Vice Chair of the Board of Directors, Chair of the Audit Committee <sup>1)</sup>        | 55,000    | 55,000    | 65,000    | 67,000    | 70,000    |
| Other members of the Board of Directors <sup>1)</sup>                                   | 44,000    | 44,000    | 50,000    | 52,000    | 54,000    |
| President and CEO, Jari Rosendal total remuneration <sup>2)</sup> (until July 31, 2023) | 1,713,058 | 1,537,148 | 1,453,573 | 1,780,946 |           |
| Interim President and CEO, Petri Castrén total remuneration <sup>3)</sup>               |           |           |           | 228,722   | 1,667,054 |
| President and CEO, Antti Salminen total remuneration <sup>4)</sup>                      |           |           |           |           | 1,843,597 |
| Average of employees remuneration <sup>5)</sup>                                         | 58,370    | 56,254    | 65,294    | 66,527    | 67,812    |
| Average headcount <sup>6)</sup>                                                         | 5,037     | 4,947     | 4,935     | 4,945     | 4,745     |
| Operative EBITDA M€                                                                     | 435       | 426       | 572       | 667       | 585       |

<sup>1)</sup> Annual Fee

<sup>2)</sup> Paid base salary, tax value of benefits, defined contribution pension, short- and long-term incentives as applicable for the period and position.

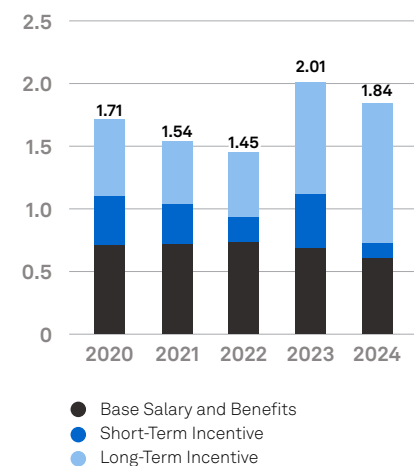
<sup>3)</sup> Based on Interim CEO position from July 18, 2023 to February 11, 2024 and the main position from February 12 to December 31, 2024.

<sup>4)</sup> Based on the previous position from January 1 to February 12, 2024 and the CEO position from February 12 to December 31, 2024.

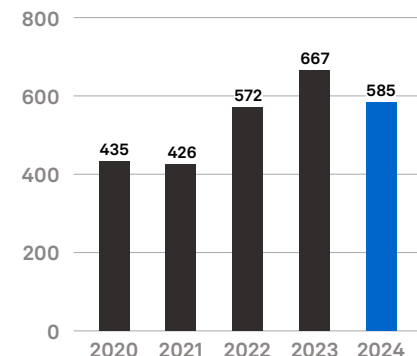
<sup>5)</sup> Average employee wages and salaries including accrued short-term incentives, excluding side costs, excluding CEO total remuneration

<sup>6)</sup> Average headcount excluding CEO

### CEO REMUNERATION EUR MILLION



### KEMIRA OPERATIVE EBITDA EUR MILLION



REMUNERATION OF THE BOARD OF DIRECTORS FOR THE PRECEDING FINANCIAL YEAR

As stated in the Policy, the Annual General Meeting may at its discretion decide to remunerate the Board with one or more types of remuneration, such as cash and shares. According to the decisions made in the Annual General Meeting 2024, the members of the Board of Directors are paid an annual fee and a fee per meeting. The members of the Board of Directors are not eligible for the short-term bonus plan or the long-term share incentive plan, or supplementary pension plans of Kemira Oyj.

The annual fees are as follows:

- the Chair will receive EUR 125,000 per year
- the Vice Chair and the Chair of the Audit Committee EUR 70,000 per year
- the other members EUR 54,000 per year.

A fee payable for each meeting of the Board of Directors and the Board Committees are paid based on the method and place of the meeting as follows:

- EUR 750 for each meeting remotely participated or in the member's country of residence.
- EUR 1,500 for each meeting participated on the same continent of the member's country of residence.
- EUR 3,000 for each meeting participated on a different continent than the member's country of residence.

The meeting fees are to be paid in cash. Travel expenses are reimbursed according to Kemira's travel policy. In addition,

the Annual General Meeting 2024 decided that the annual fee shall be paid as a combination of the Company's shares and cash in such a manner that 40% of the annual fee is paid with Kemira shares owned by the Company or, if this is not possible, Kemira shares acquired from the securities market, and 60% is paid in cash.

In the financial year 2024, the following fees were paid to the members of the Board. No other fees or remuneration were paid to any member of the Board.

| Board of Directors <sup>1)</sup> | Annual fee, EUR | Remuneration for Board and committee meetings, EUR | Total 2024, EUR |
|----------------------------------|-----------------|----------------------------------------------------|-----------------|
| Kähkönen, Matti                  | 125,000         | 9,900                                              | 134,900         |
| Paasikivi, Annika                | 70,000          | 14,400                                             | 84,400          |
| Fanø, Sejersgård Tina            | 54,000          | 14,100                                             | 68,100          |
| Fuhrmann, Werner                 | 54,000          | 14,850                                             | 68,850          |
| Lappalainen, Timo                | 54,000          | 17,850                                             | 71,850          |
| Lopes Larsen, Fernanda           | 19,770          | 13,950                                             | 33,720          |
| Pullola, Kristian                | 70,000          | 12,150                                             | 82,150          |
| Staffas, Mikael                  | 54,000          | 15,750                                             | 69,750          |
| Total                            |                 |                                                    | 613,720         |

<sup>1)</sup> Fernanda Lopes Larsen was a member of the Board of Directors until July 31, 2024.

REMUNERATION OF THE CEO, THE CEO’S DEPUTY AND THE INTERIM CEO FOR THE PRECEDING FINANCIAL YEAR

As stated in the Policy, the remuneration of the CEO might comprise base salary and benefits, performance-based incentive plans, supplementary pensions, insurances and other one time payments.

Antti Salminen was appointed as the President and CEO of Kemira as of February 12, 2024. In 2024, the total remuneration paid to him amounted to EUR 1,843,597 and is based on his previous position as the President, Segment Pulp & Paper and the CEO position. Short-term incentive plan based on the 2023 performance period and long-term share incentive based on the three-year performance period 2021–2023 including the cash portion of the reward was based on Antti Salminen’s previous position.

The position of the CEO’s Deputy is held as a secondary role by Jukka Hakkila, Group General Counsel. Due to the secondary nature of the responsibilities, the Company does not pay remuneration for holding this role, instead, the holder receives the remuneration based on his primary position at Kemira.

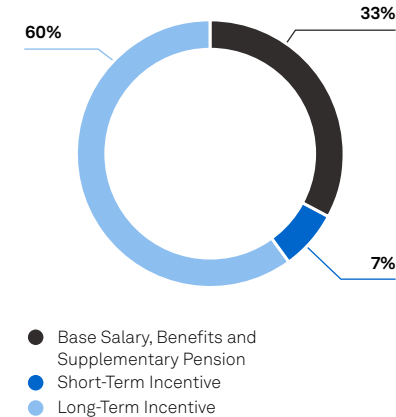
Petri Castrén acted as Interim CEO during the period from July 18, 2023 until February 11, 2024. In 2024 total remuneration paid to him amounted to EUR 1,667,054 and is based on the Interim CEO position and his primary position as the CFO. The remuneration of the Interim CEO consisted

of fixed salary and short-term incentive plan. Petri Castrén received an achievement award as one-time payment in February 2024 for his excellent performance as the Interim CEO and the CFO. Long-term share incentive plans were based on his primary position as the CFO.

|                                          | Base salary and benefits, EUR | Short-term incentive plan, EUR | Long-term share incentive plan <sup>1)</sup> , EUR | One-time payments | Total 2024, EUR |
|------------------------------------------|-------------------------------|--------------------------------|----------------------------------------------------|-------------------|-----------------|
| CEO, Antti Salminen <sup>2)</sup>        | 608,544                       | 122,738                        | 1,112,314                                          |                   | 1,843,597       |
| CEO’s Deputy, Jukka Hakkila              | 203,028                       | 80,534                         | 622,896                                            |                   | 906,458         |
| Interim CEO, Petri Castrén <sup>2)</sup> | 312,203                       | 315,000                        | 889,851                                            | 150,000           | 1,667,054       |

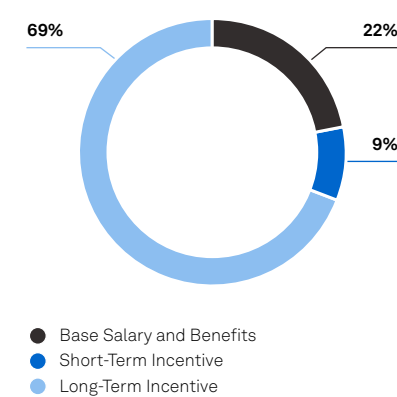
Individual figures presented in the table have been rounded to the nearest exact figure. Therefore, the sum of the individual figures may deviate from the total figure.  
<sup>1)</sup> Including cash portion of the reward intended for taxes.  
<sup>2)</sup> Total remuneration in 2024: Antti Salminen as the President Segment P&P until February 11, 2024 and the CEO as of February 12, 2024. Petri Castrén as the Interim CEO until February 11, 2024 and the CFO as of February 12, 2024.

CEO<sup>1)</sup> REMUNERATION SPLIT IN 2024



<sup>1)</sup> Antti Salminen

CEO’S DEPUTY REMUNERATION SPLIT IN 2024



## INCENTIVE CRITERIA AND LEVEL OF ACHIEVEMENT

The objective of the incentive programs is to drive the short- and long-term objectives and priorities of the Company, ensuring alignment with the Company strategy and the shareholders' interests. For more details of the Incentive programs see [kemira.com](https://kemira.com)

### CEO, CEO's DEPUTY AND INTERIM CEO SHORT-TERM INCENTIVE CRITERIA AND LEVEL OF ACHIEVEMENT

| Performance Period | Paid in | Incentive Criteria                                   | Weight | Level of Achievement       |
|--------------------|---------|------------------------------------------------------|--------|----------------------------|
| 2023 STI           | 2024    | Group Operative Cash Flow after investing activities | 30%    | At maximum                 |
|                    |         | Group Operative EBIT in EUR                          | 30%    | At maximum                 |
|                    |         | Group Organic Revenue Growth in EUR                  | 20%    | Below threshold            |
|                    |         | Group Safety KPI                                     | 5%     | Below threshold            |
|                    |         | Role Specific KPI                                    | 15%    |                            |
| 2024 STI           | 2025    | Group Operative Cash Flow after investing activities | 30%    | At maximum                 |
|                    |         | Group Operative EBIT in EUR                          | 35%    | Between target and maximum |
|                    |         | Strategic Revenue Growth in EUR                      | 30%    | At target                  |
|                    |         | Group Safety KPI                                     | 5%     | Below threshold            |
| 2025 STI           | 2026    | Group Operative Cash Flow after investing activities | 20%    |                            |
|                    |         | Group Operative EBIT in EUR                          | 25%    |                            |
|                    |         | Group Organic Revenue Growth %                       | 30%    |                            |
|                    |         | Strategic Revenue Growth in EUR                      | 20%    |                            |
|                    |         | Group Safety KPI                                     | 5%     |                            |

### CEO, CEO's DEPUTY AND INTERIM CEO LONG-TERM INCENTIVE CRITERIA AND LEVEL OF ACHIEVEMENT (PERFORMANCE SHARE PLAN 'PSP' WITH 3-YEAR PERFORMANCE PERIOD)

| Performance Period | Paid in | Incentive Criteria                                                 | Weight | Level of Achievement |
|--------------------|---------|--------------------------------------------------------------------|--------|----------------------|
| PSP2021–2023       | 2024    | Average Intrinsic Value p.a.                                       | 80%    | At maximum           |
|                    |         | Average Organic Revenue Growth % p.a.                              | 20%    | At maximum           |
| PSP2022–2024       | 2025    | Average Intrinsic Value p.a.                                       | 80%    | At maximum           |
|                    |         | Average Organic Revenue Growth % p.a.                              | 20%    | At maximum           |
| PSP2023–2025       | 2026    | Average ROCE-% p.a.                                                | 60%    |                      |
|                    |         | Average Organic Revenue Growth % p.a.                              | 20%    |                      |
|                    |         | Kemira CO <sub>2</sub> emission reduction from Scope 1 & 2 by 2025 | 10%    |                      |
|                    |         | Revenue Growth of Renewable products by 2025                       | 10%    |                      |
| PSP2024–2026       | 2027    | Average ROCE-% p.a.                                                | 60%    |                      |
|                    |         | Average Organic Revenue Growth % p.a.                              | 20%    |                      |
|                    |         | Kemira CO <sub>2</sub> emission reduction from Scope 1 & 2 by 2026 | 10%    |                      |
|                    |         | Revenue Growth of Renewable products by 2026                       | 10%    |                      |
| PSP2025–2027       | 2028    | Average ROCE-% p.a.                                                | 40%    |                      |
|                    |         | Average Organic Revenue Growth % p.a.                              | 40%    |                      |
|                    |         | Kemira CO <sub>2</sub> emission reduction from Scope 1 & 2 by 2027 | 10%    |                      |
|                    |         | Revenue Growth of Renewable products by 2027                       | 10%    |                      |



## REMUNERATION ELEMENTS

Remuneration elements and incentive opportunities have followed the applicable Kemira Remuneration Policy in force at the time of the decision-making.

| REMUNERATION ELEMENT                                                                              | CEO REMUNERATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | CEO's DEPUTY REMUNERATION                                                                                                                                                                                                                                                                                                                                                                             | INTERIM CEO REMUNERATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Base Salary and Benefits</b>                                                                   | The annual base salary was EUR 608,544 including mobile phone benefit.                                                                                                                                                                                                                                                                                                                                                                                                                          | The annual base salary was EUR 203,028 including mobile phone benefit.                                                                                                                                                                                                                                                                                                                                | The annual base salary was EUR 312,203 including car and mobile phone benefit.                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Supplementary Pension</b>                                                                      | No supplementary pension was offered to the CEO.                                                                                                                                                                                                                                                                                                                                                                                                                                                | No supplementary pension was offered to the CEO's Deputy.                                                                                                                                                                                                                                                                                                                                             | No supplementary pension was offered to the Interim CEO.                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Short-Term Incentives (STI)</b><br>The performance criterion described in the table on page 6. | <b>Performance period 2023</b><br>The maximum STI opportunity was 60% of the annual base salary. The total weighted outcome of the performance criterion was 63%. Short-term incentives based on performance period 2023 was EUR 122,738 which was paid in 2024. The STI for the performance period 2023 was based on his previous position as the President, Segment Pulp & Paper.                                                                                                             | <b>Performance period 2023</b><br>The maximum STI opportunity was 60% of the annual base salary. The total weighted outcome of the performance criterion was 71%. Short-term incentives based on performance period 2023 was EUR 80,534 which was paid in 2024.                                                                                                                                       | <b>Performance Period 2023</b><br>The maximum STI opportunity was 80% of the annual base salary. The total weighted outcome of the performance criterion was 75%. Short-term incentives based on performance period 2023 was EUR 315,000, which was paid in 2024. In addition, an achievement award EUR 150,000 was paid to Petri Castrén as an one-time payment in February 2024.                                                                                                                                 |
|                                                                                                   | <b>Performance period 2024 and due payment</b><br>The maximum STI opportunity is 80% (the CEO position) and 60% (previous position) of the annual base salary. The total weighted outcome of the performance criterion was 79% and 72%, respectively. Due short-term incentives based on performance period 2024 is EUR 355,208 and will be paid in 2025.                                                                                                                                       | <b>Performance period 2024 and due payment</b><br>The maximum STI opportunity is 60% of the annual base salary. The total weighted outcome of the performance criterion was 79%. Due short-term incentives based on performance period 2024 is EUR 91,330 and will be paid in 2025.                                                                                                                   | <b>Performance period 2024 and due payment</b><br>The maximum STI opportunity for the Interim CEO position is 80% of the annual base salary. The total weighted outcome of the performance criterion with pro rata was 79%. Due short-term incentives based on performance period 2024 with pro rata until February 11, 2024 is EUR 37,854 and will be paid in 2025.                                                                                                                                               |
| <b>Long-Term Incentives (LTI)</b><br>The performance criterion described in the table on page 6.  | <b>Performance period 2021–2023</b><br>The maximum reward opportunity for the PSP2021–2023 performance period was 27,500 shares and cash portion intended to cover taxes and the tax-related costs arising from the reward. The reward opportunity for the CEO was based on his previous position as the President, Segment Pulp & Paper. The outcome of the reward was 100%, reflecting 27,500 number of shares. The reward EUR 1,112,314, including the cash portion, was paid in March 2024. | <b>Performance period 2021–2023</b><br>The maximum reward opportunity for the PSP 2021–2023 performance period for the CEO's Deputy was 15,400 shares and a cash portion intended to cover taxes and the tax-related costs arising from the reward. The outcome of the reward was 100% reflecting 15,400 number of shares. The reward EUR 622,896 including the cash portion, was paid in March 2024. | <b>Performance Period 2021–2023</b><br>The maximum reward opportunity for the PSP2021–2023 performance period for the Interim CEO was based on his main position as the CFO. The maximum reward opportunity for the PSP2021-2023 performance period was 22,000 shares and a cash portion intended to cover taxes and tax-related costs arising from the reward. The outcome of the reward was 100% reflecting 22,000 number of shares. The reward EUR 889,851, including the cash portion, was paid in March 2024. |
|                                                                                                   | <b>Performance period 2022–2024 and due payment</b><br>The maximum reward opportunity for the PSP 2022–2024 performance period for the CEO is 44,000 shares and a cash portion intended to cover taxes and the tax-related costs arising from the reward. The outcome of the reward is 100% reflecting 44,000 number of shares. The reward will be paid in 2025.                                                                                                                                | <b>Performance period 2022–2024 and due payment</b><br>The maximum reward opportunity for the PSP 2022–2024 performance period for the CEO's Deputy is 15,400 shares and a cash portion intended to cover taxes and the tax-related costs arising from the reward. The outcome of the reward is 100% reflecting 15,400 number of shares. The reward will be paid in 2025.                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

| REMUNERATION ELEMENT | CEO REMUNERATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | CEO's DEPUTY REMUNERATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | INTERIM CEO REMUNERATION |
|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
|                      | <p><b>Ongoing LTI Plans:</b></p> <ul style="list-style-type: none"> <li>The maximum reward opportunity for the ongoing PSP 2023–2025 performance period for the CEO is 44,000 shares and a cash portion intended to cover taxes and the tax-related costs arising from the reward. The possible reward is paid in 2026.</li> <li>The maximum reward opportunity for the ongoing PSP 2024–2026 performance period for the CEO is 44,000 shares and a cash portion intended to cover taxes and the tax-related costs arising from the reward. The possible reward is paid in 2027.</li> <li>The maximum reward opportunity for the ongoing PSP 2025–2027 performance period for the CEO is 250% of the annual salary, at maximum, at grant. The possible reward is paid in 2028.</li> </ul> | <p><b>Ongoing LTI Plans:</b></p> <ul style="list-style-type: none"> <li>The maximum reward opportunity for the ongoing PSP 2023–2025 performance period for the CEO's Deputy is 15,400 shares and a cash portion intended to cover taxes and the tax-related costs arising from the reward. The possible reward is paid in 2026.</li> <li>The maximum reward opportunity for the ongoing PSP 2024–2026 performance period for the CEO's Deputy is 15,400 shares and a cash portion intended to cover taxes and the tax-related costs arising from the reward. The possible reward is paid in 2027.</li> <li>The maximum reward opportunity for the ongoing PSP 2025–2027 performance period for the CEO's Deputy is 125% of the annual base salary, at maximum, at grant. The possible reward is paid in 2028.</li> </ul> | not applicable           |
| <b>Termination</b>   | A mutual termination notice period of 6 months applies to the CEO. He is entitled to a severance pay of 12 months' salary in addition to the salary earned during the notice period, in case the Company terminates his service.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | A mutual termination notice period of 6 months applies to the CEO's Deputy. He is entitled to a severance pay of 6 months' salary in addition to the salary earned during the notice period, in case the Company terminates his service.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | not applicable           |
| <b>Insurance</b>     | The CEO is entitled to insurances such as life and permanent disability, private accident, business travel, and directors' and officers' liability insurance. He participates in the Company sickness fund.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | The CEO's Deputy is entitled to insurances such as life and permanent disability, private accident, business travel, and directors' and officers' liability insurance. The CEO's Deputy participates in the Company sickness fund.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | not applicable           |



**KEMIRA** is a global leader in sustainable chemical solutions for water-intensive industries. We deliver tailored products and services to improve the product quality, processes, and resource efficiency of our diverse range of customers. Our focus is on water treatment, as well as on fiber and renewable solutions – enabling sustainability transformation for our customers. In 2024, Kemira reported annual revenue of EUR 2.9 billion with a global team of some 4,700 colleagues. Kemira is listed on the Nasdaq Helsinki.

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