



The first quarter of 2025 is coming to an end and we would like to summarize the main events of the first quarter. Kemira's silent period will start on Tuesday, April 1, and **the January-March 2025 interim report will be published on Friday, April 25, at around 8.30 am EEST**. 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

- 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 Q1 2025

March 20, 2025: **Changes to the naming of Deputy CEO**

Kemira's Board of Directors has at its meeting today decided to end the practice of appointing a Deputy CEO in advance. The decision has been made based on the prevailing market practice. The Board will appoint a Deputy CEO or an Interim CEO if the President and CEO was unable to perform his/her duties.

March 20, 2025: **Members of the Board Committee**

The Board's Audit Committee members are Kristian Pullola, Susan Duinhoven, Werner Fuhrmann and Matti Lehmus. The Audit Committee is chaired by Kristian Pullola. The Board's Personnel and Remuneration Committee members are Annika Paasikivi, Tina Sejersgård Fanø, Timo Lappalainen and Mikael Staffas. The Personnel and Remuneration Committee is chaired by Annika Paasikivi.

March 20, 2025: **Decisions of the Annual General Meeting 2025**

March, 20, 2025: Kemira invests in the expansion of paper and board chemical capacity in Thailand to serve the growing APAC market

Kemira will make a multi-million Euro investment in multiple production line expansion of strength chemical agents for paper, board and tissue at its Wellgrow site in Thailand. The implementation of the expansion project will begin in 2026. The new capacity is expected to be up and running in August, 2026.

March 12, 2025: Kemira publishes comparison figures to reflect the new organizational structure with three business units

Kemira publishes key comparison figures to reflect its new organization and operating model. As of January 1, 2025, Kemira has three business units: Water Solutions, Packaging & Hygiene Solutions and Fiber Essentials.

March 5, 2025: Kemira's Performance Share Plan - directed share issue

Altogether 451,000 Kemira shares held by the company have been conveyed on March 5, 2025 to 76 key employees participating in Kemira's performance period 2022–2024. After the share delivery, the company holds a total of 908,348 own shares.

February 21, 2025: Kemira Annual Report 2024 published

Kemira's Annual Report 2024 has been published today. The publication consists of the following modules: Annual Review, Corporate Governance Statement and Financial Statements. Kemira publishes the Sustainability Statement for the first time as a part of the Financial Statements according to the Corporate Sustainability Reporting Directive (CSRD).

January 29, 2025: Change in Kemira Oyj's Management Board: Simon Bloem appointed as Chief Operations Officer and a member of Kemira's Group Leadership Team

Simon Bloem has been appointed to lead Kemira's new centralized Operations unit and will start in his new role on May 1, 2025. He joins Kemira from Envalior where he's been VP Global Manufacturing Materials since 2023.

Other stock exchange releases

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

FREQUENTLY ASKED QUESTIONS DURING THE QUARTER

You published key comparison figures about the new business units. Why is the profitability level at Packaging & Hygiene Solutions lower than at the other two units?

Kemira has three business units: Water Solutions, Packaging & Hygiene Solutions and Fiber Essentials. The new Water Solutions business unit refers to the previous Industry & Water segment. The Packaging & Hygiene Solutions and Fiber Essentials business units were previously reported under the Pulp & Paper segment. All these three business units have different profiles, as we mentioned already at our Capital Markets Day 2024.

The profitability of the Packaging & Hygiene Solutions is lower than the Group and the operative EBITDA was around 13% in 2024. The business model differs from Kemira's Fiber Essentials business as it is more service-intensive due to the specialty nature of the products. It is also a more global business due to the larger share of APAC. Last year, the market in China was

particularly soft, which burdens the profitability of the business unit. The business unit is looking at various ways to improve profitability.

What is the possible impact of the US tariffs?

Kemira's business model is local in nature as we mostly produce locally for local customers. We have relatively little transcontinent shipments of raw materials or finished products. We do source products across borders, e.g. from Canada to the US. Overall, we expect the impact from the tariffs to be rather limited. However, the situation is changing by the day and we are following the situation closely. We have prepared mitigation plans on how to tackle tariffs, e.g. with shifting production from one site to another or by finding alternative raw material suppliers.

Is Kemira considering share buybacks to increase the valuation?

Kemira has a dividend policy stating we aim for an attractive and over-time increasing dividend and the dividend has been the preferred method of capital allocation. Currently Kemira's Board of Directors has seen such attractive growth opportunities that share buybacks have not been proposed. The Annual General Meeting held on March 20, 2025, approved an authorization to repurchase a maximum of 14,600,000 company's own shares. The authorization is double the size from the previous authorization and valid until September 20, 2026. This provides flexibility should the question of share buybacks become topical.

ANNUAL GENERAL MEETING 2025: CEO'S REVIEW AND DECISIONS

Kemira's Annual General Meeting approved the financial statements, made an advisory resolution on the remuneration report, and discharged the members of the Board of Directors, the President & CEO, and the Interim CEO from liability for the financial year 2024.

Annika Paasikivi was elected as the Chair of the Board of Directors, as the former Chair Matti Kähkönen had informed was no longer available for re-election. In addition, two new members were elected to the Board of Directors: Susan Duinhoven and Matti Lehmus.

The AGM approved the Board of Directors' proposal of EUR 0.74 per share for 2024.

Read more on the AGM decisions [here](#).

Watch CEO Antti Salminen's Review at the AGM [here](#). English subtitles to the video will be added to the video in a few days.



INVESTOR ACTIVITIES AND EVENTS DURING Q1 2025

During the first quarter Kemira is arranging roadshows in Paris, Stockholm and the US, as well as attended an investor conference in London.

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](#).

KEMIRA IN LINKEDIN

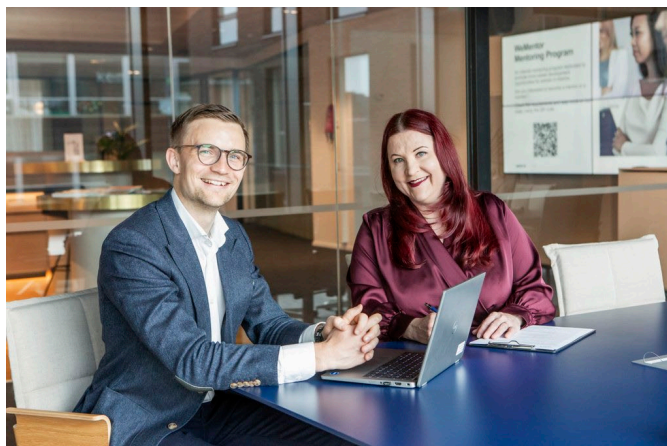
We have decided to focus on LinkedIn and kemira.com and have thus left X. Hope to stay connected!

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](#)!

Wishing you a sunny spring and see you after our Q1 publication.

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