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**Change in Kemira Oyj's Group Leadership Team: Ulrika Dunker appointed as the new EVP People & Culture – Eeva Salonen to retire by the end of 2025**

Ulrika Dunker has been appointed as Kemira's new Executive Vice President People & Culture and a member of the Group Leadership team, and will start in her new role in the beginning of 2026. She will report to the President & CEO Antti Salminen. She will join Kemira from Alleima where she has been the EVP HR and a member of the Executive Management team. Prior to Alleima she was the EVP HR in Ramirent and has worked in various HR leadership roles at Stockholm Opera and Sandvik among others. Kemira's current Executive Vice President People & Culture, Eeva Salonen, has decided to retire by the end of Q4 2025. She has been leading Kemira's People & Culture team and has been a member of the Kemira's Group Leadership Team since 2008.

**Antti Salminen**, President & CEO, Kemira Oyj: " I am happy to welcome Ulrika to Kemira and the Group Leadership team and look forward to taking Kemira's transformation to the next level with her and her team. I also want to warmly thank Eeva for leading Kemira's transformation to align with our business strategy, as well as enhancing the culture and employee experience in Kemira. Eeva has been instrumental in redefining the People & Culture function and has supported both the CEO and the rest of the Leadership Team. I wish her all the best in this next chapter."

**Eeva Salonen**, EVP People & Culture Kemira Oyj: "It's been a privilege to be part of Kemira team and to work alongside such talented and dedicated colleagues. I'm proud of what we've accomplished together and confident that the team is in great hands for the future. As I look ahead to this next chapter, I do so with deep gratitude and many memories."

**Ulrika Dunker,** EVP People & Culture Kemira Oyj (from 1/2026): "I'm truly honored to step into this role and build on the strong foundation that Eeva has created. I look forward to working with the team to continue driving Kemira forward with energy and curiosity."

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**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 **www.kemira.com**

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