

Voluntary share-purchasing program for Kemira's Management Board members

Kemira's Strategic Management Board members are being given the opportunity to participate in a voluntary share-purchasing program. Program participants use their own resources to buy Kemira shares at around the value of their gross annual salary or less from the stock exchange. Share purchases will be performed in a centralized manner and completed before the end of March 2009.

The voluntary share-purchasing program aims to align the goals of shareholders and key personnel in increasing the value of the company as well as ensuring the dedication of key personnel to the corporation. In order to achieve this, Kemira's single largest shareholder, Oras Invest Oy, offers loan guarantees to participating Management Board members to ensure possible loan arrangement capabilities for the share purchases. The guarantee is a maximum of 30% of the value of the loan, and participants pay a market-rate premium on the guarantee.

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Kemira is a focused company, best in water and fiber management chemistry.

In 2008, Kemira recorded revenue of approximately EUR 2.8 billion and had a staff of 9,400. Kemira operates in 40 countries.

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