

Press Release

Hempel appoints Anne Ernst as Executive Vice President, Head of Strategy & Execution

In her new role, Anne Ernst becomes part of Hempel's Executive Group Management, bringing deep expertise in strategy, transformation and stakeholder engagement.

Key messages:

- Anne Ernst joins Hempel as Executive Vice President, Head of Strategy & Execution and becomes a member of the Executive Group Management, which is expanded to nine members.
- Anne will lead the newly established Strategy & Execution function, driving alignment across strategic priorities and shareholder value creation.
- Anne will join Hempel on 1 September 2025 from McKinsey & Company, where she is a Partner.
- Anne brings extensive international leadership experience and a strong track record in strategy, transformation and execution.

Copenhagen, 20 June 2025: Hempel A/S is pleased to announce the appointment of Anne Ernst as Executive Vice President, Head of Strategy & Execution. Effective 1 September, Anne will report directly to Michael Hansen, Group President & CEO, and join the Executive Group Management, which has now expanded to nine members.

"With a proven track record in leading large-scale transformations and translating strategy into measurable impact, Anne brings a unique blend of analytical rigor, execution excellence and stakeholder engagement," says **Michael Hansen, Group President & CEO at Hempel**. "Her ability to cut through complexity, align diverse teams and drive results at scale will be instrumental in advancing our strategic agenda."

Anne joins Hempel from her role as Partner at McKinsey & Company, bringing extensive international experience and a strong strategic background. A German national, her previous roles include General Manager, China at LEGO Education and Head of Strategy and Group Development at LEGO Brand Group.

"I am really excited to be joining Hempel at such an important time in its growth journey," says **Anne Ernst**. "With a strong foundation and bold ambitions for the future, the company is well-positioned to accelerate impact across its strategic agenda. I look forward to working closely with the Executive Group Management, the Board of Directors and colleagues across the organisation to help turn vision into real impact."

Michael Hansen adds that "this role strengthens our ability to execute our strategy effectively and ensures that we remain focused on our long-term growth ambitions. We are delighted to welcome Anne and look forward to the impact her leadership will bring."

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About Hempel

As a world-leading supplier of trusted coating solutions, Hempel is a global company with strong values, working with customers in the decorative, marine, infrastructure and energy industries. Hempel factories, R&D centres and stock points are established in every region.

Across the globe, Hempel's paints and coatings can be found in almost every country of the world. They protect and beautify buildings, infrastructure and other assets, and play an essential role in our customers' businesses. They help minimise maintenance costs, improve aesthetics and increase energy efficiency.

At Hempel, our purpose is to shape a brighter future with sustainable coating solutions. We firmly believe that we will succeed as a business only if we place sustainability at our heart. Not only is it the right thing to do, it will strengthen our competitive position, make ourselves more resilient and reduce our risk.

Hempel was founded in Copenhagen, Denmark in 1915. It is majority owned by the Hempel Foundation, which ensures a solid economic base for the Hempel Group and supports cultural, social, humanitarian and scientific purposes around the world.

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