



Inside information: CEO of Anora to change – Jacek Pastuszka appointed new CEO of Anora

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The Board of Directors of Anora Group Plc has today appointed M.Sc. (Econ.) Jacek Pastuszka as the new CEO of Anora Group Plc effective immediately. Anora Group Plc's Board of Directors has decided in agreement with Pekka Tennilä that he leaves the position of CEO of Anora Group Plc.

Jacek Pastuszka joins Anora after a long career at Carlsberg Breweries, a leading global brewery group. Most recently he held the position of Executive Vice President of Western Europe, serving also as a member of Carlsberg Group's Executive Committee and contributing to strategic turn-around initiatives. During his career at Carlsberg, Pastuszka has also held various other regional leadership roles, such as Executive Vice President of Eastern Europe, CEO of Ringnes in Norway and CEO of Carlsberg Polska. Prior to this, he has been in various commercial and leadership roles in AIG American International Group, Danone and Procter & Gamble.

"Jacek Pastuszka is an experienced leader with an impressive track record of driving profitable growth in blue chip multi-national companies in the global food and beverage industry. His experience from the Northern and Western European markets is an ideal match for us. He has a strong track record in business transformations, such as restructuring the Carlsberg business in Norway. The Board is convinced that Jacek Pastuszka is the right person to lead Anora towards reaching its 2030 strategic goals and that he optimally complements the broad skill set of our management team," says Michael Holm Johansen, Chairperson of Anora's Board of Directors.

"I am honoured and excited to join Anora and lead the company on the journey towards its strategic goals. I look forward to working with the Anora team to further strengthen Anora's position as a leading wine and spirits brand house in the Nordic region with a strong focus on sustainability. I would like to thank the Board of Directors of Anora for their trust and this opportunity," says Jacek Pastuszka.

"Pekka Tennilä has held the position of CEO of Anora and its predecessor Altia since 2014. On behalf of the Board, we want to thank Pekka for his valuable contribution in developing the company. Pekka has overseen a long journey with significant milestones of growing the company from a state-owned Altia Group through its IPO and its merger with Arcus to Anora of today, while almost doubling the Group's net sales. Under Pekka's leadership, Anora has strengthened its position as the leading wine and spirits house in the Nordic monopoly markets as well as in the Danish market through the acquisition of Globus Wine. Pekka has together with his team also defined Anora's growth strategy up to 2030. We wish him all the best in his future endeavours," says Michael Holm Johansen, Chairperson of Anora's Board of Directors.

"These past years at Anora and its predecessor have been a great journey. Most recently, we introduced our growth strategy last November. Anora has a great future ahead of it, and with its

sustainability roadmap the company will be among the global frontrunners in its industry. I sincerely thank all my Anora colleagues, the Board of Directors of Anora, customers and partners for their good co-operation and trust over the past years. I have thoroughly enjoyed this chapter and now is the right time for the next CEO to lead the company towards its 2030 targets”, says Pekka Tennilä.

The CV and the photo of Jacek Pastuszka are available as attachments to this stock exchange release and will be made available on Anora's website at <http://anora.com/en/about-us/executive-management-team>.

Anora Group Plc

Board of Directors

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Anora is a leading wine and spirits brand house in the Nordic region and a global industry forerunner in sustainability. Our market-leading portfolio consists of our own iconic Nordic brands and a wide range of prominent international partner wines and spirits. We export to over 30 markets globally. Anora Group also includes Anora Industrial and logistics company Vectura. In 2022, Anora's net sales were EUR 703 million and the company employs about 1,200 professionals. Anora's shares are listed on Nasdaq Helsinki.