



# Changes in Anora Group's Executive Management Team: The Head of Anora's Spirits segment to change

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Anora has appointed Imre Avalo (MBA, born 1980) as Senior Vice President of the Anora's Spirits segment as of 19 May 2025. Anora Group's recently appointed CEO Kirsi Puntila has been acting in this role until the appointment of her successor.

Imre Avalo has been with Anora and its predecessor Altia since 2017 in various roles, most recently as Vice President, Baltics & Expansion Markets since 2023. Before joining Anora, Imre served as Sales Director at a wine and spirits company in Estonia, where he gained extensive experience collaborating with well-known global partners. Prior to this, he acquired comprehensive experience from sales and project management positions at Carlsberg A/S.

"On behalf of the Management Team and all our Anora colleagues, I am happy to have Imre Avalo take the lead of the Anora's Spirits segment and join the Executive Management Team. Under his leadership, Anora has expanded its Baltic operations to Lithuania in line with our strategy. Imre's background in the beverage business will strongly support our success over the coming years," says Kirsi Puntila, CEO of Anora.

"I'm excited about this opportunity. I am honored to continue executing our strategy with our strong own spirits brands, while bringing the best brands of the world to the Nordics together with our key partners. I'm looking forward to continuing my work with the Spirits team in my new role," says Imre Avalo.

Imre Avalo's CV and photo are available as attachments to this stock exchange release and will be made available on Anora's website at <https://anora.com/en/about-us/executive-management-team>.

Anora Group Plc

Kirsi Puntila, CEO

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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 close to 30 markets globally. Anora Group also includes Anora Industrial and logistics company Vectura. In 2024, Anora's net sales were EUR 692.0 million and the company employs about 1,200 professionals. Anora's shares are listed on Nasdaq Helsinki.*