

ANORA

Corporate
Governance Statement

2024



Corporate Governance Statement 2024

This Corporate Governance Statement of Anora Group Plc is issued for the financial year 2024.

Anora Group Plc (“Anora”, the “company” or the “Group”) is listed on Nasdaq Helsinki. Anora Group’s head office is in Helsinki, Finland.

The duties and responsibilities of Anora’s governing bodies are determined by Finnish law as well as Anora’s Articles of Association approved by the General Meeting of Shareholders and Anora Group’s Governance Principles approved by Anora’s Board of Directors.

This Corporate Governance Statement has been prepared in accordance with the Finnish Corporate Governance Code 2025 published by the Securities Market Association (the “Governance Code”). This Statement is not part of the Board of Directors’ Report. Anora complies with all Recommendations of the Governance Code.

The information required by the Finnish Corporate Governance Code is also available on the company’s website www.anora.com. An unofficial English translation of the Finnish Corporate Governance Code is available at www.cgfinland.fi/en.

Governing bodies

The management of the company is the responsibility of the General Meeting of Shareholders, the Board of Directors, and the CEO. The management and administration of the company are also based on the decisions of the General Meeting of Shareholders and the company.

General Meeting of Shareholders

The General Meeting of Shareholders is the ultimate decision-making authority of the company. At the General Meeting of Shareholders, shareholders exercise their powers in accordance with the Companies Act and the Articles of Association. The General Meeting of Shareholders decides on matters that under the Companies Act and the Articles of Association are within its purview. A General Meeting of Shareholders is convened by the Board of Directors annually within six months from the end of the previous financial year. An Extraordinary Meeting of Shareholders may be convened in the manner provided for in the Companies Act.

Matters on which the Annual General Meeting decides include the adoption of the financial statements, distribution of profits, discharge from liability, and election of the Chairperson, Vice Chairperson and other members of the Board of Directors and the auditor as well as their remuneration. The General Meeting of Shareholders adopts the company’s remuneration policy and remuneration report in accordance with the provisions of the Companies Act. Decisions to amend the Articles of Association are also taken by a General Meeting of Shareholders.

Shareholders’ Nomination Board

The Shareholders’ Nomination Board prepares proposals concerning the composition, election, and remuneration of the members of the Board of Directors annually. Pursuant to the charter of the Nomination Board approved by the General Meeting of Shareholders, the Nomination Board consists of three physical persons nominated by the three largest shareholders. The Chairperson and Vice Chairperson of the Board of Directors act as experts on the Nomination Board, but they are not members of the Nomination Board and do not have voting rights. The term of the members of the Nomination Board ends with the



appointment of the following Nomination Board. The members of the Nomination Board are not entitled to remuneration from the company based on their membership unless otherwise decided by the General Meeting of Shareholders.

The main duty of the Nomination Board is to ensure that the Board and its members represent a sufficient level of expertise, knowledge, and competence for the needs of the company and have the possibility to devote enough time to attend their duties as members of the Board. The Nomination Board shall pay attention to achieving a good and balanced gender distribution and diversity balance on the Board considering the competence of the Board as a whole. The Nomination Board considers the independence of new Board member candidates in its proposal to the General Meeting of Shareholders.

The Nomination Board has the power and authority to prepare and present a proposal to the General Meeting of Shareholders concerning the number of members and composition of the Board of Directors, the remuneration of the members of the Board of Directors and the Board committees as well as seek prospective successor candidates for the members of the Board of Directors.

The Nomination Board shall submit its proposals to the General Meeting of Shareholders, at the latest, on 31 January each year. The Proposals of the Nomination Board will be disclosed by a release issued by the company and included in the notice to the General Meeting of Shareholders.

The Board of Directors

The Board of Directors is responsible for the administration of the company and the appropriate organisation of its operations. The Board of Directors is responsible for the appropriate arrangement of the control of the company's accounts and finances. The Board of Directors also ensures that good corporate governance is complied with throughout Anora Group. The Board of Directors has approved the Corporate Governance Principles of Anora Group.

According to the Articles of Association, the Board of Directors shall comprise a minimum of three and a maximum of eight members elected by the General Meeting of Shareholders. The General Meeting of Shareholders elects the Chairperson, the Vice Chairperson and the other members of the Board of Directors for a term expiring at the end of the next Annual General Meeting following their election. The biographical details of

the members of the Board of Directors are presented on the company's website at www.anora.com.

In addition to the Board members elected by the General Meeting of Shareholders, Anora's employees have, in accordance with the agreement on employee participation between Anora and the special negotiating body of the employees, elected one member and a deputy member to the Board of Directors.

The Board of Directors has adopted the charter of the Board of Directors, which sets forth the procedures and working principles of the Board of Directors, as well as the most important tasks and issues considered and approved by the Board of Directors. Accordingly, the Board of Directors approves the company's strategy, financial targets, budgets, major investments, and risk management principles as well as the Anora Group's sustainability strategy (roadmap) and significant sustainability investments. The Board of Directors monitor and assess the financial and sustainability reporting systems, the effectiveness of the company's internal control, internal audit, and risk management systems, and the independence of the auditor and the sustainability auditor. The Board of Directors also monitors and

evaluates transactions between the company and its related parties, and how agreements and other legal acts between the company and its related parties meet the requirements of ordinary course of business and customary terms. The Board of Directors appoints and dismisses the company's CEO. The Board of Directors considers and decides on all significant matters concerning the operations of Anora Group and its business areas. The Board of Directors has also approved the charters of the Audit Committee and Human Resources Committee.

The Board of Directors convenes in accordance with a schedule agreed on in advance and also as required. The Board of Directors receives in its meetings current information on the operations, finances and risks of the Group. Board meetings are attended by the CEO, the CFO, and the General Counsel (who acts as secretary to the Board). Members of the Executive Management Team and other representatives of the company attend Board meetings at the invitation of the Board of Directors. Minutes are kept of all meetings. The Board of Directors assesses its activities and working practices regularly.

Diversity of the Board of Directors

In Anora, the election and composition of the Board of Directors is also guided by the principle of diversity to ensure that the company has a skilled, competent, experienced, and effective Board of Directors. Diversity is an essential quality of a well-functioning Board of Directors. The Board must at all times be able to react to the requirements of the company's business and strategic objectives, and support and challenge management in a proactive and constructive manner. A diverse composition of the Board of Directors supports and caters to the current and future needs in the successful development and growth of the company. A diverse composition of the Board of Directors includes complementary education, competence, and experience of its members in different professional fields and management of business in different development phases as well as the personal qualities of each Board member, all of which add to the diversity of the Board of Directors. Diversity is also supported by relevant experience in fields and markets that are strategically significant for the company, now and in the future, by strong and relevant acumen in international environments and businesses, and by a diverse age, term of office and gender distribution.

The Board of Directors decides on the diversity principles.

Board committees

The Board of Directors of Anora has two permanent Committees, the Audit Committee and the Human Resources Committee. The Committees do not have independent decision-making powers in relation to matters falling within the competence of the Board of Directors. The Committees are preparatory bodies that assist the Board of Directors by preparing and submitting proposals to the Board of Directors on matters within their purview. Minutes are kept of Committee meetings. The Committees report regularly to the Board of Directors. The Board of Directors has approved the charters of the Committees. In its constitutive meeting, the Board of Directors appoints annually, from among its members, the members and the chairperson of the Audit Committee and the Human Resources Committee.

In addition to the Audit Committee and Human Resources Committee, the Board of Directors may appoint ad hoc committees for preparing specific matters. Such committees do not have Board-approved charters and the Board of Directors does not release information on their term, composition, number of meetings or the members'

attendance rates, unless separately decided by the Board.

Audit Committee

The task of the Audit Committee is to assist the Board of Directors by reviewing and preparing topics relating to the control of the company's operations and financial reporting and submitting resolution proposals to the Board of Directors on such topics. The Audit Committee's duties include monitoring the company's financial affairs and the financial and sustainability reporting and reporting processes, monitoring the company's reporting systems, reviewing the interim reports and financial statements and presenting them to the Board of Directors for approval, monitoring the statutory audit of the financial statements and consolidated financial statements, monitoring the assurance of sustainability reporting, monitoring the effectiveness of internal controls, internal audit and risk management systems as well as assisting the Board in overseeing the appropriate governance of sustainability and EGS within the Group and sustainability management and ESG-related risks. The Audit Committee also assists the Board in fulfilling its oversight responsibilities with regard to monitoring and

assessing how agreements and other legal acts between the company and its related parties meet the requirements of ordinary course of business and customary terms. In addition, the duties of the Audit Committee include preparatory work on the decisions on electing the auditor and sustainability auditor, the evaluation of the independence of the auditor and sustainability auditor, in particular regarding the acceptability of provision of services other than audit and sustainability report assurance to the company, and carrying out other tasks assigned to it by the Board of Directors. The Audit Committee reviews cases of fraud and severe misconduct reported by management, the auditor and internal auditor as well as other stakeholders. The Audit Committee consist of at least three members.

Human Resources Committee

The Human Resources Committee assists the Board of Directors by preparing the company's remuneration policy and remuneration report, reviewing and preparing management and personnel remuneration and issues related to management appointments and by making proposals on such matters to the Board of Directors. The Committee's

responsibilities include reviewing, evaluating and making proposals on the remuneration structure and incentive schemes of management and the personnel of Anora Group; monitoring the effectiveness of these schemes to ensure that they promote achievement of the company's short term and long term goals and are based on personal performance; reviewing and preparing other matters related to the remuneration of management and personnel, and submitting proposals on these to the Board of Directors; and considering and preparing appointments of top management to be decided by the Board of Directors. In addition, based on the proposal of the CEO, the Human Resources Committee proposes to the Board of Directors the appointment of members of the Executive Management Team and their remuneration, and the Committee evaluates the performance of the CEO and the members of the Executive Management Team and proposes to the Board of Directors their annual remuneration and other incentives. The Human Resources Committee has at least three members.

Chief Executive Officer

The Board of Directors of Anora appoints and dismisses the Chief Executive Officer (CEO)

and decides on the terms of the CEO's employment. The terms and conditions of the CEO's employment are specified in a written service contract. The CEO of the company is responsible for managing, supervising, and controlling the business operations of the company. The CEO is responsible for the day-to-day executive management of the company in accordance with the instructions and orders given by the Board of Directors. In addition, the CEO also ensures that the accounts of the company comply with Finnish law and that its financial affairs have been arranged in a reliable manner. The CEO shall provide the Board of Directors and its members with the information necessary for the performance of the duties of the Board of Directors. The CEO prepares issues for decision by the Board of Directors, develops the company in line with the targets agreed upon with the Board of Directors and ensures proper implementation of the decisions of the Board of Directors. The CEO is also responsible for ensuring that the company is managed in compliance with applicable laws and regulations. The CEO is not a member of the Board of Directors but attends the meetings of the Board of Directors and has the right to speak at the meeting

unless the Board of Directors decides otherwise with regard to a particular subject matter.

Executive Management Team

The Executive Management Team is chaired by the CEO of Anora Group Plc and comprises other senior management appointed by the Board of Directors. The Executive Management Team meets regularly to address matters concerning the entire Group. The Executive Management Team is not a decision-making body of the company. It assists the CEO in the implementation of Group strategy and in operational management. The Executive Management Team is responsible for managing the company's core business operations as a whole, which requires the planning of various development processes, Group principles and Group practices, as well as monitoring the development of financial matters and Group business plans.

Sustainability governance

The Board of Directors approves Anora's sustainability strategy and significant sustainability investments and oversees the appropriate governance of sustainability and ESG and ESG-related risks. The Audit Committee assists the Board in overseeing the appropriate

governance of sustainability and ESG within the Group, and sustainability management and ESG-related risks. The Executive Management Team is responsible for the implementation of the sustainability strategy, approving sustainability actions and targets within the sustainability strategy and preparing sustainability investment proposals for the Board of Directors. The Sustainability Director of the Group coordinates the implementation of the sustainability strategy and leads the reporting and communication of ESG topics. The position of Sustainability Director was vacated in June 2024, after which Anora's CEO, supported by the sustainability team, has held the overall responsibility for sustainability management at Anora.

Control

Internal audit

The internal audit monitors and evaluates the operation of processes as well as the appropriateness and effectiveness of the internal controls and the financial reporting of the company in an independent manner. The audit areas and audit plan of the internal audit are decided annually by the Audit Committee. The internal audit is implemented in accordance with a charter of the internal audit approved by the Board of Directors.

The internal auditor reports to the Chairperson of the Audit Committee.

Internal auditing is an independent and objective assurance activity designed to support the organisation in accomplishing its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes, as well as to assist members of the management, the Audit Committee and ultimately the Board in the effective discharge of their responsibilities.

The Board of Directors has appointed Deloitte Oy as the company's internal auditor.

Sustainability reporting assurance

The sustainability auditor is elected annually by the Annual General Meeting for a term that expires at the end of the next Annual General Meeting following the election. The sustainability auditor submits its assurance report on the company's sustainability reporting. PricewaterhouseCoopers Oy is Anora Group Plc's sustainability auditor.

Statutory audit

According to the Articles of Association, Anora Group Plc has one auditor. The auditor must be a firm of authorised public accountants. The auditor is elected annually by the Annual General Meeting for a term that expires at the end of the next Annual General Meeting following the election. The task of the auditor is to audit the consolidated financial statements, the financial statements of the parent company, the accounting of the Group and the parent company and the administration of the parent company. The company's auditor submits the auditors' report to the shareholders in connection with the annual financial statements, as required by law, and submits regular reports on its findings to the Audit Committee of the Board of Directors. PricewaterhouseCoopers Oy, a firm of authorised public accountants, is Anora Group Plc's auditor, with Markku Katajisto, authorised public accountant, as the principal auditor.

Related party transactions

The Board has defined the principles for monitoring and evaluating related party transactions. The company evaluates and monitors transactions concluded between the company and its related parties and ensures that any conflicts of interest are taken into account appropriately in the decision-making process of the company. The company maintains a list of its related parties.

Approval of related party transactions in the ordinary course of business and on customary commercial terms is subject to the company's normal approval policies and processes. Approval of a related party transaction that is not in the ordinary course of business or not on customary terms is subject to Board approval.

The company's finance and legal functions monitor related party transactions as a part of the company's normal reporting and control procedures and reports related party transactions to the Audit Committee. The Audit Committee regularly evaluates the reported related party transactions and the appropriateness of the company's process and policies on related

party transactions. Information on transactions concluded between the company and its related parties is disclosed, as required, annually in the notes to the company's consolidated financial statements. Material related party transactions are disclosed in accordance with the requirements of the Securities Markets Act.

Conflicts of interest

In addition to the Policy on Conflicts of Interest approved by the Board of Directors and the company's principles for monitoring and evaluating related party transactions, the company's process and efforts to identify and prevent conflicts of interest are supported by the Board members' continuous evaluation of potential conflicts of interest situations pursuant to the Companies Act as well as the disclosure of the results of evaluation by the Board of Directors of its members' independence in accordance with the requirements and recommendation of the Corporate Governance Code and disclosure of material related party transactions in accordance with the requirements of the Securities Markets Act.

Internal control procedures and main features of risk management systems

Internal control

Internal control ensures that the company's business objectives can be achieved. Through efficient control, deviations from objectives can be prevented or detected as early as possible, so that corrective measures can be taken. The purpose of internal control is to ensure the profitability, efficiency, continuity, and freedom from disruptions of operations and that the Group's financial and operating reporting both externally and internally is reliable and compliant, and that internal principles, policies and guidelines are followed.

Further, internal control ensures compliance with laws and agreements. Internal control measures cover all Group levels and functions. Information systems are of vital importance for effective internal control. The planning of the control measures begins with the definition of business objectives and the identification and assessment of the risks that threaten the objectives. Control measures are targeted based on risks, and control measures are selected as appropriate to keep the risks under control.

The Board of Directors and the CEO are responsible for organising internal control. The financial performance of the Group is monitored monthly in the Executive Management Team and in the management teams of the business areas. Each business area must ensure effective control of its own operations. The business areas and the Group's finance function are responsible for the financial reporting processes. The Audit Committee assesses the financial reporting processes and internal controls. In addition, the financial situation of the Group is also monitored in the meetings of the Audit Committee and the Board of Directors.

Risk management

The objective of risk management in Anora Group is to support the implementation of the strategy, the identification of risks and methods for reducing the probability and impacts of risks as well as ensuring business continuity. Risks may arise from internal or external events. The Board has approved the Group Risk Management Policy, which describes the objectives, principles, and responsibilities of risk management in the Group and also the principles of reporting. Accordingly, the company's risk management function supports and co-ordinates risk

management as part of the Group's planning and steering processes. It also regularly reports the key risks to the management and the Audit Committee. The Board regularly discusses the Group's most significant risks and uncertainties and reports them to the market annually in the Board of Directors' Report. The business areas are responsible for risks related to their operations and their identification, prevention and key mitigation means. The finance function supports the business areas in identifying business-related financial risks and their management. The company's Internal Audit evaluates the efficiency of the company's risk management system.

Insider administration

In its insider administration, the company follows the Guidelines for Insiders issued by Nasdaq Helsinki, complemented by the company's own Insider Policy adopted by the Board of Directors. The company maintains its own insider registers. The company does not have permanent insiders. Persons in managerial positions are prohibited to conduct transactions (on their own account or for the account of a third party), directly or indirectly, in the financial instruments of the company during

a closed period of 30 calendar days before the announcement of each of the quarterly financial reports or the year-end report (financial statements release). The company applies the closed period after the end of each calendar quarter until the day after the announcement of the interim report or financial statements release, as the case may be (the "Closed Window"). The Closed Window shall, however, always include at least 30 calendar days immediately preceding the announcement of the interim report or financial statements release, as the case may be, and the day of publication of such report. The prohibition is in force regardless of whether such a person holds any inside information at that time. A project-specific insider register is also maintained when required by law or regulations. Project-specific insiders are prohibited from trading in the company's securities until the termination of the project. Persons in managerial positions (and their closely associated persons) are obligated to report transactions in the company's financial instruments in line with applicable EU and domestic laws and regulations. The members of the Board, the CEO and the CFO are designated as persons with an obligation to disclose their transactions.

Corporate Governance in 2024

Annual General Meeting

Anora's Annual General Meeting (the "AGM") was held in Helsinki on 17 April 2024.

The AGM adopted the financial statements for the financial year 2023. The members of the Board of Directors and the CEO were discharged from liability for the financial year 2023. The Annual General meeting elected the members of the Board of Directors and decided on their remuneration. The AGM also elected the auditor and sustainability auditor of the company and adopted the remuneration policy and remuneration report for the governing bodies of the company.

The AGM approved the proposal by the Board of Directors to pay a dividend of EUR 0.22 per share in total for the financial year 2023. The dividend was paid on 26 April 2024. The AGM authorised the Board of Directors to resolve on the repurchase of the company's own shares as well as on the issuance of shares for the purposes of financing or carrying out corporate acquisitions or other arrangements as well as for remuneration purposes.

The decisions taken by the Annual General Meeting 2024 are available at anora.com.

The Board of Directors

The AGM re-elected the following seven members to the Board of Directors: Michael Holm Johansen, Jyrki Mäki-Kala, Kirsten Ægidius, Christer Kjos, Annareetta Lumme-Timonen, Florence Rollet, and Torsten Steenholt.

In addition to the above-mentioned Board members elected by the AGM, Anora's employees have, in accordance with the agreement on employee participation between Anora and the special negotiating body of the employees, elected one member, Jussi Mikkola, and a deputy member, Tero Kollanus, to the Board of Directors.

In accordance with the agreement on employee participation, the term of the employee-elected Board members lasts until the end of the Annual General Meeting 2026.

The Board of Directors have assessed that all members of the Board of Directors are independent of the company with the exception of Jussi Mikkola. Jussi Mikkola is employed by Anora Group. Furthermore, all members of the Board of Directors, except for Christer Kjos and Annareetta Lumme-Timonen, are independent of the company's significant shareholders. Christer Kjos is the CEO of Canica Holding AG and Annareetta Lumme-Timonen is an Investment Director at Solidium Oy.

Number of Board and Committee meetings in 2024 and attendance rates

	Board	Audit Committee	Human Resources Committee
Michael Holm Johansen	13/13		5/5
Jyrki Mäki-Kala	13/13	6/6	
Kirsten Ægidius	13/13		5/5
Christer Kjos	13/13	6/6	
Annareetta Lumme-Timonen	13/13	6/6	
Florence Rollet	12/13		5/5
Torsten Steenholt	9/13	6/6	
Jussi Mikkola	12/12		
Arne Larsen (until 17 April 2024)	2/2		
Total attendance rate	95.2%	100%	100%

The Board of Directors of Anora convened thirteen times in 2024, with an average attendance rate of 95.2%.

Audit Committee

The members of the Audit Committee of the Board of Directors are

- Mr Jyrki Mäki-Kala, Chairperson,
- Mr Christer Kjos,
- Ms Annareetta Lumme-Timonen, and
- Mr Torsten Steenholt.

In 2024, the Audit Committee convened six times, with an average attendance rate of 100%.

Human Resources Committee

The members of the Human Resources Committee of the Board of Directors are

- Mr Michael Holm Johansen, Chairperson,
- Ms Kirsten Ægidius, and
- Ms Florence Rollet.

In 2023, the Human Resources Committee convened five times and the average attendance rate of the Committee's members was 100%.

Diversity of the Board of Directors

After the AGM of 2024, the Board of Directors of Anora consisted of eight members, seven of whom were elected by the shareholders and one by the employees of Anora. The shareholder-elected members of the Board of Directors have international work experience in executive and Board positions in listed and unlisted companies, especially in the beverage industry. The experience and competence of the member elected by the employees of Anora complement the diversity of the Board of Directors, in particular through work experience and knowledge of Anora's industrial operations. In 2024, three out of the seven members elected by the shareholders are women. The Board member elected by the employees is a man. Of the eight Board members in total, five (62.5%) are men and three (37.5%) are women. In terms of age, the members of the Board of Directors are between 40 and 65 years of age. The members of the Board of Directors have served on the Board of Directors since 2017, 2020, 2021, 2022 and 2023.

The composition and diversity of the Board of Directors are in line with the company's diversity principles for the Board of Directors.

Sustainability reporting

The Audit Committee has during 2024 in its meeting regularly reviewed updates on the sustainability reporting and assurance as well as monitored the sustainability reporting procedures and the implementation of the assurance of sustainability reporting.

Chief Executive Officer

Mr Jacek Pastuszka, b. 1963 M.Sc. (Economy), served as CEO of Anora Group Plc.

Executive Management Team

The members of the Executive Management Team of Anora were at year-end: Jacek Pastuszka, CEO; Stein Eriksen, CFO; Risto Gaggl, SVP, Industrial; Janne Halttunen, SVP, Wine; Thomas Heinonen, General Counsel; Mikkel Pilemand, Chief Growth Officer (CGO); Kirsi Puntila, SVP, Spirits; Johanna Sundén, Chief People and Communications Officer (CPCO).

Hannu Vähämurto, b. 1972, M. Sc. (Industrial Engineering and Management), was appointed SVP Industrial and member of the Executive Management Team as of 1 January 2025.

Remuneration

The Annual General Meeting 2024 adopted the Remuneration Policy for the governing bodies of Anora Group. The remuneration policy sets the principles for the remuneration of the Board of Directors and the CEO of Anora. The Remuneration Report on the materialised remuneration of the Board of Directors and the CEO for 2023 was adopted by the Annual General Meeting 2024.

Shares and share-based rights

At the end of 2024, the number of issued shares of Anora Group Plc was 67,553,624.

The shareholdings of the members of the Board of Directors, the CEO, and the members of the Executive Management Team, and the corporations over which they exercise control, at the end of 2024, are presented in the following tables.

None of the members of the Board of Directors, the CEO, or the members of the Executive Management Team nor corporations over which any of them exercise control have any share-based rights in Anora or its Group companies.

Shareholders' Nomination Board

On 16 September 2024, the company announced that its three largest shareholders have nominated the following representatives to the Shareholders' Nomination Board:

- Stein Erik Hagen, Canica AS
- Petter Söderström, Solidium Oy
- Tone Østensen, Geveran Trading Co. Limited

The Nomination Board elected Mr Stein Erik Hagen as its Chairperson. The Chairperson and Vice Chairperson of Anora's Board of Directors, Michael Holm Johansen and Jyrki Mäki-Kala, respectively, act as experts in the Nomination Board.

External audit

As elected by the AGM, PricewaterhouseCoopers Oy, a firm of authorised public accountants, is Anora Group Plc's auditor, with Markku Katajisto, authorised public accountant, as the principal auditor. The fees for the audit proper paid to PwC in 2024 totalled EUR 1.3 million. In addition, EUR 0.2 million was paid for non-audit services provided to Anora Group companies.

Board of Directors' shareholdings per 31 December 2024

	Position	Year of birth	Gender	Education	Number of shares
Michael Holm Johansen	Chairperson	1959	Male	MS in Management, B.Sc. (Business Administration)	80,000
Jyrki Mäki-Kala	Vice Chairperson	1961	Male	M.Sc. (Econ.)	13,600
Kirsten Ægidius	Member	1963	Female	M.Sc. (International Economics, Strategy)	6,100
Christer Kjos	Member	1984	Male	B.S. (Finance)	0
Annereetta Lumme-Timonen	Member	1967	Female	M.Sc. (Eng.), D.Sc (Tech.)	4,600
Florence Rollet	Member	1966	Female	M.Sc. (Business & Commerce)	4,620
Torsten Steenholt	Member	1969	Male	M.Sc. (Pharmacy), M.Sc. (Chemical Research), Master Brewer, EVP	20,000
Jussi Mikkola	Member	1983	Male		100
Total					129,020
% of total shares					0.19%

Anora total # of shares	67,553,624
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Managements' shareholdings per 31 December 2024

	Position	Year of birth	Gender	Education	Number of shares
Jacek Pastuszka	CEO	1963	Male	M.Sc. (Economy)	0
Stein Eriksen	CFO	1974	Male	M.Sc. (Economy)	0
Risto Gaggl	SVP, Industrial	1968	Male	Master's degree in production	0
Janne Halttunen	SVP, Wines	1970	Male	M. Sc. (Business Administration)	9,300
Thomas Heinonen	General Counsel	1970	Male	Master of Laws	4,375
Mikkel Pilemand	CGO	1971	Male	M. Sc. (International Business)	6,000
Kirsi Puntila	SVP, Spirits	1970	Female	M.Sc. (Economics)	6,666
Johanna Sundén	CPCO	1973	Female	M.Sc., Communications	0
Total					26,341
% of total shares					0.04%

Anora total # of shares	67,553,624
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