

## **PROPOSALS BY ANORA'S SHAREHOLDERS' NOMINATION BOARD TO THE ANNUAL GENERAL MEETING 2026**

Anora Group Plc | Stock Exchange Release | 21 January 2026 at 13:30 PM EET

**Anora's Shareholders' Nomination Board has submitted its proposals to the Annual General Meeting, which is planned to be held on 14 April 2026. Anora's Board of Directors will summon the Annual General Meeting later.**

The Shareholders' Nomination Board proposes to the Annual General Meeting that the number of members of the Board of Directors would be seven (7), and that the current members Atle Vidar Nagel Johansen, Christer Kjos, Annareetta Lumme-Timonen, Jyrki Mäki-Kala, Florence Rollet and Rebecca Tallmark would be re-elected and that Jonas Tåhlin would be elected as a new member of the Board of Directors. The Board members' term of office lasts until the end of the next Annual General Meeting.

Jonas Tåhlin, M.Sc. (Econ.), born 1974, Swedish citizen, has an extensive and versatile background from Marketing, Sales, and Executive positions across multiple countries, most recently as President, Spirits Brands and Global Marketing Leader, Moët Hennessy at LVMH Moët Hennessy Louis Vuitton SE, the world's largest luxury goods conglomerate as of 2020. Prior to LVMH, he worked at Pernod Ricard as an executive responsible for marketing and sales in various roles across multiple geographies (the United States, the United Kingdom, and Western Europe) during 2006-2020. Before joining Pernod Ricard he worked at Procter & Gamble in various marketing and brand management roles. The Nomination Board has assessed that Jonas Tåhlin is independent of the company and its significant shareholders. CV and photo of Tåhlin is attached to this release.

Further, the Nomination Board proposes that Atle Vidar Nagel Johansen would be re-elected as Chairperson and Jyrki Mäki-Kala re-elected as Vice Chairperson of the Board of Directors.

With regard to the election procedure for the proposed composition of the Board of Directors, the Shareholders' Nomination Board recommends that shareholders take a position on the proposal as a whole at the Annual General Meeting. At Anora, the Shareholders' Nomination Board established by the General Meeting of Shareholder is, in line with good corporate governance, separate from the Board of Directors. The Shareholders' Nomination Board shall, in addition to ensuring that individual nominees for membership of the Board of Directors possess the required level of expertise, knowledge and competence, also pay attention to that the proposed Board of Directors as a whole has a good and balanced diversity and the required competences and that the composition of the Board of Directors also meets the requirements of the Finnish Corporate Governance Code for listed companies.

In addition to the Board members elected by the Annual General Meeting, 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 his/her deputy to the Board of Directors. As announced earlier, Jussi Mikkola (deputy Tero Kollanus) was elected in April 2024 and his term of office lasts until the end of the Annual General Meeting 2026. The Board member elected by Anora's employees receives a meeting fee, as determined by the Board of Directors in accordance with said agreement on employee participation.

## **Remuneration to the members of the Board of Directors**

The Shareholders' Nomination Board proposes to the Annual General Meeting that the remuneration to be paid to the Board members elected by the Annual General Meeting will be an annual fee as follows:

- EUR 75,000, Chairperson (current EUR 72,500)
- EUR 51,000, Vice Chairperson (current EUR 49,500)
- EUR 34,000, member (current EUR 33,000)

In addition to these fees, the following annual fees are proposed to Board members elected by the Annual General Meeting who are appointed by the Board as members of the Board's permanent Committees:

Audit Committee:

- EUR 10,000, Chairperson (current EUR 10,000)
- EUR 5,000, member (current EUR 5,000)

Human Resources Committee:

- EUR 8,000, Chairperson (current EUR 8,000)
- EUR 4,000, member (current EUR 4,000)

In addition to the annual fees, the Board members elected by the Annual General Meeting would receive a meeting fee for the Board of Directors and Board Committee meetings of EUR 700 (current EUR 700) per meeting and EUR 1,400 (current EUR 1,400) per meeting for members travelling to a meeting outside her/his country of residence. Travel expenses would be reimbursed in accordance with the company's travel policy.

The Shareholders' Nomination Board is of the opinion that shareholding by the Board members in Anora benefit all shareholders. Therefore, the Shareholders' Nomination Board recommends that the Board members elected by the Annual General Meeting accumulate a shareholding in Anora that exceeds his/her one-time annual remuneration.

## **Amendments to the Charter of the Shareholders' Nomination Board**

The Shareholders' Nomination Board proposes that the Annual General Meeting resolves on an amendment to the Charter of the Shareholders' Nomination Board whereby only the Chairman of the Board of Directors would serve as an expert member of the Nomination Board. Previously, the Vice Chairperson of the Board of Directors has also served as an expert member. In addition, certain updates and technical adjustments and clarifications are also proposed to the Charter.

The revised Charter is included as an appendix to this release, and it will be included in the notice to the AGM to be published later.

## **Composition of the Shareholders' Nomination Board**

As announced on 5 November 2025, the members of Anora's Shareholders' Nomination Board are:

- Stein Erik Hagen, Canica AS, Chairman of the Shareholders' Nomination Board
- Petter Söderström, Solidium Oy
- Anne Lise Ellingsen Gryte, Geveran Trading Co. Limited

In addition, Atle Vidar Johansen and Jyrki Mäki-Kala, Chairman and Vice Chairman of Anora's Board of Directors, act as expert members in the Nomination Board.

For more information on the Shareholders' Nomination Board, please refer to <https://anora.com/en/investors/governance/shareholders-nomination-board>

## **ANORA GROUP PLC**

Further information: Stein Erik Hagen, Chairman of the Shareholders' Nomination Board

Contacts: Milena Hæggström, Director, Investor Relations, [milena.haeggstrom@anora.com](mailto:milena.haeggstrom@anora.com), tel. + 358-40 5581 328

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### **About Us**

*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.*

# ANORA

## Attachments

[Jonas Tåhlin CV EN](#)

[Anora Group Plc Charter Of The Shareholders Nomination Board Proposal To AGM 2026](#)