

Annual Report **2024**



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This is Oriola

Oriola, founded in 1907, is a health and wellbeing company committed to building a healthier tomorrow by ensuring the safe and reliable distribution of pharmaceuticals and health products. With a broad portfolio of services and products that meet the needs of pharmaceutical companies, pharmacies, veterinarians, other healthcare providers, retailers, and e-commerce, we aim to be the leading specialist in wholesale across the Nordics.

We believe that a sustainable future begins with health. By offering tailored solutions that enhance the availability and safe use of medicines, we have a positive impact on society and people's lives. We continuously work to minimise the environmental footprint of our business. Our values – openness, responsibility, initiative, and together – define our culture. Sustainable growth and financial profitability form the fundamentals of our business.

Our share is listed on Nasdaq Helsinki with trading codes OKDAV and OKDAB, and our headquarters is in Espoo, Finland.



6

locations in Finland
and Sweden



934

employees



162

million pharmaceutical
products delivered in
2024



Year 2024 in brief

- Steady progress in our strategy, launched at the end of 2023, with a strengthened focus on becoming the leading specialist in wholesale of pharmaceuticals and health products.
- In 2024, organic net sales growth reached 3%, driven by both distribution and wholesale. Excluding the Swedish dose dispensing business, adjusted EBIT exceeded last year's level, amounting to EUR 21.6 million.
- Key strategic projects included the harmonising of our enterprise resource planning (ERP) and warehouse management systems and processes in Finland and Sweden.
- Retained all strategic distribution accounts and signed new ones. Our wholesale portfolio in Finland and Sweden expanded with new products and suppliers.
- Continued development of our high-quality advisory services with the launch of Oriola Insights, a data-driven solution designed to address the growing demand for market insights.
- At the end of the year, a renewed operating model was presented, expected to be valid latest by the end of the first quarter 2025, to accelerate our strategy execution, enhance our growth opportunities and improve the value creation of Oriola's business.
- During 2024, the planned sales process for Oriola's dose dispensing business in Sweden to Apotekstjänst Sverige AB continued but was not finalised due to an ongoing appeal process.

Invoicing
EUR 3.77 billion
+5.1% (EUR 3.59 billion)

Net sales
EUR 1.68 billion
+12.4% (EUR 1.49 billion)

Adjusted EBIT*
EUR 21.6 million
(EUR 19.5 million)

Dividend per share**
EUR 0.07
(EUR 0.07)

* Excluding Swedish dose dispensing business

** The Board's proposal to the Annual General Meeting 2025

From the CEO:

Growth through strategy implementation

For Oriola, 2024 was a good year, marked by sales growth and improved profitability. Throughout the year we progressed well with our refined strategy.

In 2024, the value of the pharmaceutical distribution market grew at a steady pace both in Sweden and Finland. Growth was driven especially by increased demand for high-value pharmaceuticals. Challenges in the availability of pharmaceuticals continued across Europe. Cost inflation slowed down, driven by stabilised energy and fuel prices, while consumer confidence remained at a weak level.

Net sales growth and improved profitability

In 2024, Oriola's organic net sales growth reached 3%, driven by both distribution and wholesale. Excluding the Swedish dose dispensing business, adjusted EBIT exceeded last year's level, amounting to EUR 21.6 million.

In the Distribution segment, net sales grew by 14.8% to EUR 1,364.7 (1,189.0) million. The rise in net sales was supported by growth in the pharmaceutical distribution market and a customer transitioning from consignment stock to Oriola's inventory in Q3. Organic net sales growth was 2.5%. Adjusted EBIT increased to EUR 19.0 (14.5) million. Profitability improvement was supported by lower freight costs and operating expenses compared with the previous year. In 2024, a

strategic focus area within distribution was to enhance customer-centricity through close relationships with customers, applying a structured approach and increasing dialogue with them. Thanks to these efforts, we retained all strategic accounts and have new customers onboarding at the start of 2025.

In the Wholesale segment, net sales grew by 3.3% to EUR 315.6 (305.7) million. The rise in net sales was supported by growth in the wholesale business in Sweden and Finland, and advisory services. Adjusted EBIT increased to EUR 9.5 (8.9) million. During the year – in line with our refined strategy – we built the base to grow the wholesale business in Finland and Sweden by developing our capabilities and competences as well as by expanding our offering. This took somewhat longer than anticipated but we achieved a gradual increase and in the end a strong Q4 with double-digit growth in key sales channels. In advisory services, the recently launched data-driven service that provides market insights to support pharmaceutical companies in their decision-making, quickly gained traction among our customers.

During 2024, we have lowered our debt level and at the end of the period, interest-bearing net debt amounted to EUR -37.4 (-20.6) million. Cash and cash equivalents were EUR 113.5 (138.4) million.



The Board of Director's proposes to the Annual General Meeting a dividend of EUR 0.07 (0.07) per share be paid for the financial year 2024, equating to a dividend yield of around 8%.

Strategy execution for growth

During 2024, we made steady progress towards becoming the leading specialist in wholesale of pharmaceuticals and health products. In line with our refined strategy, we focused on strengthening customer-centricity and building strong partnerships, expanding our wholesale business and enhancing efficiency.

We acquired new distribution customers leveraging our wide service portfolio and our advanced logistics capabilities. We also renewed existing distribution agreements and strengthened our warehouse capabilities to better serve the growing e-commerce sales channel. Considering the upcoming deregulation of the pharmacy market in Finland, we continued to prepare and build our capabilities to increase our services to customers.

To grow our wholesale business, we introduced new products and suppliers to our portfolio. By offering a wide range of products, we better meet our customers' needs and market trends and can provide the convenience of obtaining everything they need from a single partner. We also expanded to new sales channels to ensure our products are widely accessible in Finland and Sweden. Another focus area was to develop our own brands, such as Gefilus lactic acid bacteria products and Apteekkarin, and to introduce Dexam to the Swedish market.

In response to the growing need for market data and insights, we launched Oriola Insights in 2024. This data-driven service provides insights into healthcare patterns and pharmaceutical usage, supporting pharmaceutical companies in their decision-making and market access strategies.

The process to sell Svensk dos AB to Apotekstjänst Sverige AB, as announced in October 2023, continued throughout the year. The

process was prolonged due to competition authorities' decision to prohibit the sale due to negative effects on competition in the market. Apotekstjänst Sverige has appealed the decisions, and a final ruling is expected in March 2025. Oriola's position on the tender market structure and the recovery of the dose dispensing business in Sweden remains unchanged.

We are investigating options to develop our logistics operations in Finland in the long-term. No decisions regarding this were made in 2024, whereby our options remain the same: develop the Mankkaa site to be a modern warehousing and distribution centre, find a new facility with capabilities to incorporate logistics operations, or build a completely new modern logistics centre. The timing will naturally depend on the chosen option but will be at the least three years from the decision.

Infrastructure investment progressed as planned

One of our strategic priorities throughout the year was to proceed with the investment to renew our enterprise resource planning (ERP) and warehouse management systems (WMS). We reviewed and harmonised our business processes to ensure consistency and common ways of working across the company. As planned, we completed the design phase by the end of the year.

This strategically important investment will enable us to better respond to current and future customer and business needs. Access to common data will also strengthen collaboration and improve transparency, helping us to enhance customer service.

Strong commitment to develop leadership

Last year, we actively engaged with our people, focused on building a collaborative working culture and developed leadership. As a key step in our long-term development plan, we introduced the Core Leadership Programme in 2024. Through this programme, we aim to further develop our leaders and influencers while building a culture that aligns with our refined strategy. During the

first year we involved more than 50 people in the programme and are expanding it further in 2025.

New operating model

At the end of the year, we announced plans to renew our operating model. This change aims to accelerate strategy execution, increase growth opportunities and improve efficiency. By establishing a common sales organisation and two commercial units – Services and Products, and Advisory Services – we can further enhance customer-centricity and strengthen our focus on sales growth.

"I am very pleased with our achievements and financial development in 2024 - we are well-positioned to accelerate our strategy execution in 2025."

Sustainability – key enabler of strategy

We believe that a sustainable future starts with health. Through our role as a wholesaler of pharmaceuticals and health products, we positively impact society and people's lives.

Sustainability is a key enabler of our business strategy and an integral part of our daily work. It is also increasingly important to our stakeholders. Throughout the year we engaged with customers to understand their expectations on sustainability and the need for transparent reporting.

Our sustainability agenda, which extends until 2026, drives our actions forwards and supports us in reaching our ambitious long-term sustainability goals.

We are proud of our societal role in ensuring safe and accurate deliveries of pharmaceuticals and other health products. A key indicator to measure our success is the picking quality of our deliveries, which in 2024 reached 99.8%, well above our target.

As part of advancing a sustainable people journey, we introduced a new People Policy at the end of 2024, and our leadership index reached the same level as last year at 79.

On our path to pursue net-zero impact on climate, we focus on using resources efficiently and decreasing emissions. We have reduced emissions in our own operations by 90% compared with the base year 2019. In 2024, we committed to setting science-based emission reduction targets for both our own operations and value chain, reflecting our ongoing efforts to contribute to limiting global warming to 1.5°C. We expect our targets to be validated in 2025.

Oriola's first Sustainability Statement

In 2024, Oriola received a gold rating in the EcoVadis sustainability assessment for the second consecutive year. This is a testament of our long-term sustainability efforts and the high quality of our operations.

Throughout the year, we developed our sustainability reporting to meet the extensive requirements of the EU's Corporate Sustainability Reporting Directive (CSRD). This Annual Report includes Oriola's first Sustainability Statement prepared according to the standards and assured by a third party.

A year of integration for Kronans Apotek

In 2024, the joint venture company Kronans Apotek continued to develop its network of almost 500 pharmacies and enhance its e-commerce sales. With a total market share of 21%, ranking third in size in the Swedish market and experiencing double-digit growth in the digital sales channel, the company is well-positioned to further improve its profitability and competitiveness in 2025.

The focus in 2024 remained on integrating the two companies. The integration process has been more complex and slower than expected, especially related to the ERP integration and organisation setup. Oriola expects Kronans Apotek to reach profitability level representing industry benchmark by 2027.

The year 2025 presents several opportunities to Kronans Apotek, with a focus on customer convenience and building a relevant assortment for consumers. The company will also ensure operational stability, develop its internal working culture, and complete the integration of the two companies.

Kronans Apotek is a key strategic partner for Oriola, and we will actively support its value creation as a major shareholder.

Well-positioned to accelerate strategy execution

I am very pleased with our achievements and financial development in 2024 and look forward to continuing this path in 2025.

We are well-positioned to accelerate our strategy execution to become the leading specialist in wholesale of pharmaceuticals and health products. We will continue to stay close to our customers, listen to their needs, and grow with them.

The diligent work on our infrastructure investment will continue as the first deployment in Sweden approaches. Additionally, we are committed to developing our culture and leadership, and to work as one team to generate the best possible value to our customers, shareholders and society at large.

I want to extend my sincere gratitude to all our employees for their hard work and dedication throughout the year. Your efforts have been instrumental to our achievements. I also wish to thank our customers, partners and shareholders for their continued support and trust in us.



Katarina Gabrielson
CEO

CASE: Strategy

We are part of critical infrastructure

Oriola is part of the critical infrastructure in Finland and Sweden, and we play a key role in securing the distribution of pharmaceuticals in society. We are responsible for ensuring safe, responsible and efficient distribution of pharmaceuticals to pharmacies, hospitals, medical clinics and veterinarians.

Medicines are delivered within 24 hours of ordering. We distribute pharmaceuticals in accordance with the GDP (Good Distribution Practice) quality standard. A high-quality and reliable pharmaceutical and healthcare product supply chain is the foundation of our operations.

Mikael Wegmüller, VP, Communications and Sustainability at Oriola, tells that in 2024, Oriola delivered a total of 162 million pharmaceutical products in Finland and Sweden.

"The distribution of pharmaceuticals must be ensured in all situations and circumstances. Security of supply is given special attention at EU level," says Mikael Wegmüller and continues: "For our part, we have engaged in close dialogue with both Swedish and Finnish authorities and government representatives, and we will continue to promote the availability of medicines in good understanding also in 2025. In Finland, security of supply is at a good level and functional, while in Sweden, building a security of supply structure and operating method has been a topical matter in 2024."



Operating environment and market drivers

Oriola has a strong position in the health and wellbeing markets in Finland and Sweden. The pharmaceutical distribution market is valued at around EUR 8.8 billion and have historically been relatively stable during uncertain economic times. In the past three years the average annual growth rate has been around 6% in value.

In Finland, the value of the pharmaceutical distribution market grew by 5.0% in 2024, and in Sweden, by 7.0%. Oriola's estimated market share in Sweden at year-end 2024 was around 43% and in Finland around 45%.

The consumer health market value in Finland and Sweden combined is around EUR 1.5 billion. The historical market growth rate has been 3.4% 2019–2024 (CAGR%), while growth is expected to be 2.7% for 2024–2029.

OTC (over-the-counter) products are expected to see positive value growth. The consumer health market is likely to become more polarised, with one segment prioritising affordability and another seeking premium quality, convenience, and innovation.

A significant share of Oriola's business is regulated, which creates a threshold for entering the market. In addition, the possible deregulation of the Finnish pharmaceutical retail market may have a positive impact on our operations. A decision from the Finnish government on this matter is expected in 2025.

Market growth drivers



Ageing population

The ageing population in the Nordic countries is a key driver of market growth, as older individuals typically use more medicines. In 2024, 21% of the population in the Nordics was aged 65 or older, a figure projected to rise to 23% by 2030. In Finland, this proportion is expected to increase from 23% in 2024 to 26% by 2030, while in Sweden, it is forecast to grow from 21% to 22% over the same period.



Wellbeing and healthcare

Rising living standards and a growing focus on both physical and mental health and wellbeing boost demand for preventive healthcare and wellness products. The shift is particularly evident in areas such as women's health, weight control and healthy ageing. Vitamins, dietary supplements, and sports nutrition will continue to benefit from this trend.



Online pharmaceuticals and digitalisation

There is a clear shift in consumer purchasing patterns towards online channels, including in the pharmaceutical sector. In Sweden, for example, online sales accounted for over 20% of the pharmaceutical market value in 2024, underscoring the growth of e-commerce. Digitalisation and AI-driven solutions also provide opportunities to increase efficiency and optimisation in the distribution business.

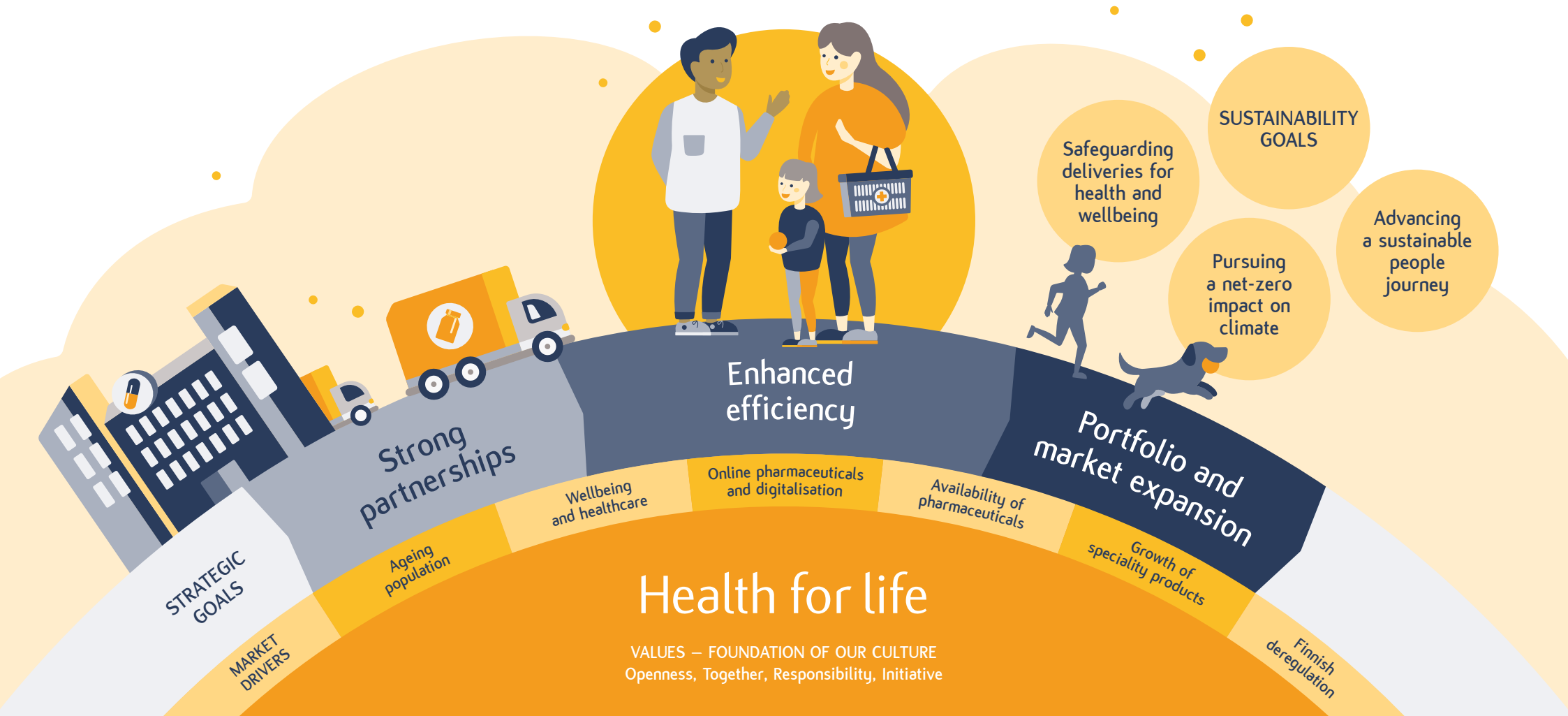


Growth of specialty products

The increasing need for personalised medical treatments and vaccines is driving demand for advanced logistics services. For example, sensitive products such as vaccines must remain cold or frozen throughout the supply chain. Additionally, ongoing challenges related to medicine shortages increase the importance of special licensed medicines importing services.

Our strategy

In 2024, we continued implementing our refined strategy with a strengthened focus on becoming the leading specialist in wholesale of pharmaceuticals and health products. The strategy aims to capture the full value of our operations, strengthen our position in the markets and create long-term shareholder value. To drive the strategy forward, we have three strategic goals.



Strong partnerships

Our first strategic goal puts the customer at the heart of everything we do. We improve customer value through commercial focus and excellence, and by developing a more efficient, sustainable and collaborative working culture. We develop data and insight driven business, including forward looking data management.

Enhanced efficiency

Our second strategic goal consists of actions to increase warehouse capacity and efficiency by investing in both infrastructure and technology. With business driven digital solutions and an infrastructure fit for purpose, we improve our speed in implementation and operational excellence. Additionally, the activities include supporting organic profitable growth that is focused on large yet efficient volumes and customer segments.

Portfolio and market expansion

To reach our third strategic goal, we grow the wholesale business by developing existing brands and new brands, product categories and customer segments. The plan is also to expand our business through acquisitions. In addition, activities include investments in specific differentiating and digital services.

Furthermore, Oriola supports Kronans Apotek to complete the integration and realise the synergies and value creation of the joint venture company.

Sustainability is part of strategy

The sustainability agenda is a key part of our business strategy. We are committed to incorporating environmentally and socially responsible practices into our daily operations and decision-making. Together with our customers, we are exploring possible ways to leverage our collective expertise and resources to drive sustainable development.

A clear direction forward

Our strategy and financial targets provide a clear direction forward and a deeper understanding of shared priorities, bringing clarity, alignment and commitment across the organisation. By leveraging our robust supply chain infrastructure, we aim to enhance efficiency while maintaining the capacity to invest in our operations and pursue growth opportunities through mergers and acquisitions.

Long-term financial targets

Oriola's long-term financial targets are:

- **Growth:** annual sales growth at market rate minimum 4%
- **Profitability:** adjusted EBIT margin above 3%
- **Equity:** return on equity >20%

Oriola's dividend policy: Oriola's aim is to pay out an increasing annual dividend of 2/3 of net profit.





CASE: Wholesale

Expanding wholesale: Strategic growth in non-pharmaceutical products

Oriola is enhancing its wholesale business by expanding its product range in Sweden and Finland. This transformation, a key element of our strategy, represents an agile and innovative response to the growing demand for health and wellbeing products.

Anne Valin, Oriola's Wholesale Assortment Director, explains: "We're enhancing our product portfolio to efficiently meet market and consumer needs by continuously developing our wholesale offering to span a wide range of products, from everyday essentials to premium consumer brands and Oriola's own brands. This approach will allow us to meet diverse customer needs across both Sweden and Finland."

Our organisational structure for wholesale – with dedicated teams for sourcing, external brands, and our own brands – enables us to focus on and adapt to market trends and customers' needs in an agile manner. "By diversifying our product categories, including for example skincare, haircare, vitamins and supplements as well as various selfcare products and animal health products, we are positioning ourselves as leading wholesaler in the health and wellbeing market," says Anne Valin.

We are extending our own-label brands into new markets, exemplified by the recent launch of the sports nutrition and hydration product Dexas in Sweden, to strengthen the product pipeline and support future growth. Furthermore, our offering of cross-border contracts makes us a valuable partner for suppliers in Europe.

CASE: Strategy

Building one common system to better serve our customers

In January 2024, Oriola announced an infrastructure investment to support its strategy of improving efficiency and operational excellence. The company will unify its separate ERP and warehouse management systems in Finland and Sweden into a new single system between 2025 and 2027. "We are building one common system in Finland and Sweden that will help us unify our business processes, improve our efficiency and strengthen information management. With one common system, we can also better serve our customers who have asked us for a uniform way of working," comments **Mikael Nurmi**, Oriola's Chief Digital Officer.

From February 2024 onwards, the project concentrated on finalising the design phase that included defining processes related to inventory management and deliveries. "A large number of Oriola employees were involved in the design phase. Wide participation is essential for a big project like this to succeed, and I was very happy to see that so many people wanted to participate in the planning of processes and operating methods," says Mikael Nurmi. Particular attention has been given to ensuring the system functions smoothly end-to-end, from Oriola to its customers, with the goal of delivering a seamless transition that supports their daily operations effectively.

System configuration and data migration are currently underway, with special attention paid to the system's user interface and usability. Next comes system testing, and the new system is expected to be launched in phases starting with Sweden at the end of 2025. "We plan the implementation carefully so that the system change would have as little impact as possible on the distribution of pharmaceuticals," comments Mikael Nurmi. In Finland, the new system is expected to be introduced towards the end of 2026.



Our business

Oriola's business is built around two core segments:

Distribution

Oriola serves as the link between pharmaceutical companies and pharmacies, hospitals, veterinarians and other healthcare providers. Our distribution services include quality control, essential warehousing, and logistics. We offer specialised services that comply with Good Distribution Practice (GDP) standards to ensure the secure and efficient delivery of pharmaceuticals. In addition, we offer dose-dispensing services for pharmacies and healthcare units, enhancing patient safety by providing pre-dispensed doses of medication.

Wholesale

Our wholesale business supplies a broad selection of traded goods, over-the-counter (OTC) products, special licensed medicines and parallel imports. Oriola serves a diverse array of customers, including pharmacies and retailers, both online and brick-and-mortar, as well as veterinarians, ensuring that health and wellbeing products are widely accessible across Finland and Sweden.

Oriola's advisory services provide pharmaceutical companies with high quality expert services and tailored commercial data solutions throughout the entire lifespan of a pharmaceutical product. From clinical trials and regulatory compliance to market access and patient support, our expertise helps customers navigate the complexities of successfully introducing new medicines to market and meeting regulatory requirements in the Nordics.



CASE: Advisory

Safe use of medicines and everyday patient support

“Our advisory services at Oriola are designed to guide pharmaceutical companies through every stage of a medicine’s journey, from development to patient care,” says **Katja Lundell**, Executive Vice President, Advisory Services at Oriola. With over 200 customers supported each year, Oriola helps pharmaceutical companies navigate the challenges of the Nordic market while ensuring that medicines are safe, effective, and accessible.

One of Oriola’s vital service offers is in pharmacovigilance—the ongoing monitoring of medicines to ensure their safety. This work involves tracking and analysing reports of side effects to identify and manage potential risks. “Our role is to help our customers ensure that medicines remain safe for patients, even after they’ve reached the market,” Katja explains. Oriola provides tailored support, whether managing individual safety projects or overseeing entire safety systems, always meeting European regulatory requirements.

Oriola also operates the leading medical information centre in the Nordics, which celebrated its 10-year anniversary in 2024. Over the past decade, this service has ensured that healthcare professionals and patients have access to clear and reliable information about medicines. This includes explaining how to use medicines safely and what to expect during treatment, making it easier for patients to follow their prescribed regimens.

Supporting patients to use their treatments safely is another critical part of Oriola’s work. Through our patient support programmes, we provide tailored guidance to help patients understand and adhere to their prescribed treatments. These services are particularly valuable for medicines that require close monitoring or involve specific risk management measures, improving both safety and health outcomes.



CASE: Data & Insights

Oriola Insights – Data-driven decisions for the pharmaceutical industry

A good example of our expansion in providing added value services to the pharmaceutical industry is the development of Oriola Insights, an innovative data-driven service launched at the beginning of 2024. The service was created by our Commercial Data Service team in response to the growing need for market data and insights to support pharmaceutical companies in their decision-making. Beyond distribution, we now provide customers with rich data from national registries in Sweden and Finland, offering insights into health care patterns and the use of pharmaceuticals.

“Oriola Insights significantly reduces the time spent on gathering and interpreting data,” says **Paavo Raittinen**, Head of Commercial Data Services at Oriola. “With our ready-to-use platform and clear visualisations, our customers can make informed decisions faster, improving their market access strategies, research efforts, and overall business performance. This agile service positions Oriola as a key partner in the pharmaceutical ecosystem, providing a subscription-based service model that aligns with the current Software as a Service trend.”

What sets Oriola Insights apart is the ability to adapt and evolve based on customer feedback, ensuring it remains relevant and valuable in a constantly changing market. This innovation was internally developed, demonstrating our commitment to creating new revenue streams and expanding its service portfolio, and will also be available to customers other than pharmaceutical companies in the future.



Sustainability at Oriola

At Oriola, we believe that a sustainable future starts with health. We foster a healthier tomorrow through our services and products and minimise the impact of our operations on the environment.

Sustainability is increasingly important to our stakeholders, and a key enabler of our business strategy. This means that we actively incorporate environmentally and socially responsible practices into our day-to-day operations and decision-making processes. Sustainable growth and financial profitability form the fundamentals of everything we do.

High sustainability standards enable us to fulfil our purpose, 'Health for life,' and guide our work. Oriola's sustainability efforts are driven by our sustainability related policies, alongside our governance practices and procedures.

We hold ourselves to high ethical standards and comply with all relevant laws and regulations, including compliance with Good Distribution Practice (GDP). Our Code of Conduct outlines the principles with which all our employees, business partners and operations are expected to comply.

Our operations regarding the warehousing and distribution of pharmaceuticals, healthcare products and consumer goods, as well as the performance of services and logistics for clinical trials, have been certified according to ISO 9001 and ISO 14001 in Finland and Sweden.



Our sustainability agenda

Oriola’s approach to sustainability is comprehensive, covering three themes: Environment, Social, and Governance and society.

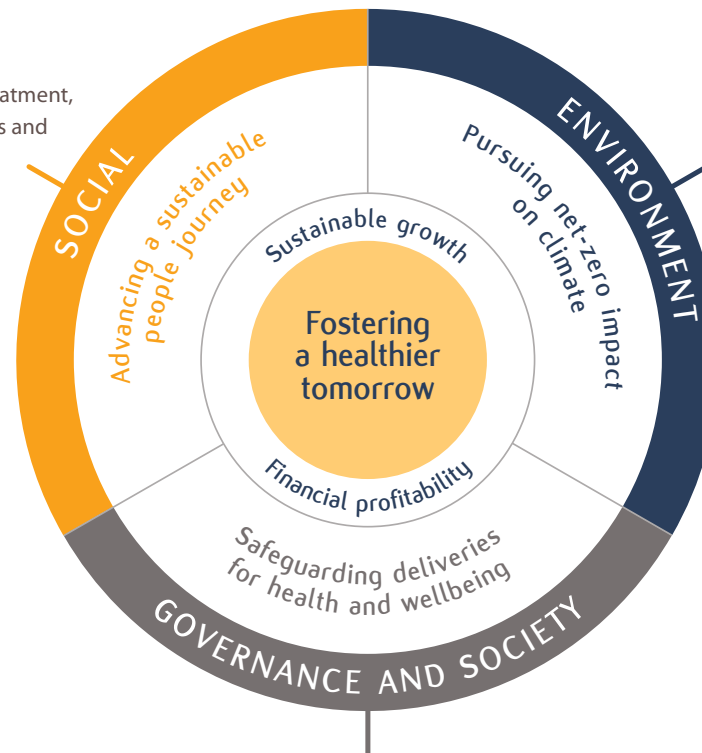
Our sustainability agenda for 2024–2026 drives our actions forward and supports us in reaching our ambitious long-term sustainability goals. The development of the sustainability agenda was supported by stakeholder insights and a comprehensive double materiality assessment.

Based on the findings of the double materiality assessment conducted in line with the CSRD (Corporate Sustainability Reporting Directive) regulation and completed in 2024, we have streamlined our agenda to focus on areas where our sustainability-related impacts, risks, and opportunities are the most significant.

In the sustainability agenda, we have defined strategic targets for each sustainability theme. We regularly follow up our progress towards these six strategic targets. To measure and monitor our achievements and progress, we have set both strategic and operative key performance indicators (KPI) for each strategic target.

We strive for

- A culture of fair treatment, capable individuals and enabling leaders
- Zero accidents



We strive for

- Carbon neutrality in our own operations by 2025 and across our supply chain by 2030
- Increase recycling rate

We strive for

- Safe and accurate deliveries of pharmaceuticals and other health products to pharmacies, hospital pharmacies, and other healthcare operators
- Transparent and responsible operations and supply chain practices

Our key achievements in 2024

ENVIRONMENT: Pursuing net-zero impact on climate

- Scope 1 and 2 emissions decreased by 90% and Scope 3 emissions by 26% from 2019 (base year).
- Oriola conducted a climate risk assessment and initiated the Science Based Targets (SBT) process, which included extending emissions calculation.
- As much as 95% of Oriola's total energy consumption came from renewable or carbon-neutral sources.
- We implemented various energy efficiency measures in our facilities, including changes to light fixtures at Enköping and renovation of cooling machines at central warehouse in Mölnlycke.
- Group-level recycling rate of non-pharmaceutical waste was 85%. Continuous improvements of recycling processes were conducted e.g. checking that all waste bins are clearly and correctly labelled, and adapting waste bins to fit needs of sorting in different sectors of the warehouse.

SOCIAL: Advancing a sustainable people journey

- Our leadership index was 79, which is at the same level as in the previous year.
- New People Policy was approved by the Board of Directors and launched to the personnel in December.
- As part of the strategy implementation, Oriola introduced a Group-wide leadership training programme reinforcing corporate culture and enhancing leadership skills. In the first year it covered Oriola's Management Team and their direct reports.
- In the annual employee satisfaction survey, which was conducted in November, 77% (2023: 73%) of the personnel participated.
- Lost Time Incident Frequency (LTIF*) rate was 5.04 (2023: 6.09). The rate decreased from previous year, but was above our target of 4.5.

GOVERNANCE AND SOCIETY: Safeguarding deliveries for health and wellbeing

- The picking quality of our deliveries reached 99.8% (2023: 99.8%). This indicator measures our ability to deliver ordered pharmaceuticals to pharmacies, hospitals and veterinarians.
- Oriola updated its Code of Conduct and Business Partner Code of Conduct according to the needs identified for example in the Human Rights impact assessment conducted in 2023.
- By the end of the year 91% (2023: 89%) of our key suppliers had signed our Business Partner Code of Conduct.
- Our direct sourcing team conducted in total 54 evaluations of new suppliers of which 30 suppliers were approved in Sweden and 10 in Finland.
- Oriola did not face any major information security incidents in 2024.

Sustainability Statement

Our 2024 Sustainability Statement, prepared in alignment with the European Sustainability Reporting Standards (ESRS), is featured in the Report of the Board of Directors within the Financial Review section of this report. The statement offers a comprehensive view of our sustainability efforts, governance practices, and performance throughout 2024.

*LTIF rate reflects the number of injuries resulting in an absence of at least one workday per million hours worked.

External recognitions and our commitments

Oriola's actions towards its ambitious sustainability goals have been recognised externally in the following ESG ratings and indices.

ECOVADIS

In 2024, Oriola was awarded with a gold medal in the EcoVadis sustainability rating. Our result placed us among the top 5% of performing companies worldwide assessed by EcoVadis.



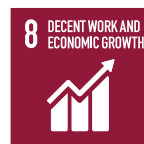
CLIMATE DISCLOSURE PROJECT (CDP)

Oriola has been reporting CDP's climate change programme annually since 2017. In 2024, Oriola was granted a CDP score of C (C in 2023, on a scale of A-D).



SUSTAINABLE DEVELOPMENT GOALS (SDG)

Oriola is committed to supporting the Sustainable Development Goals (SDG), which aim to address the global economic, social and environmental challenges we face by 2030. Out of the 17 goals, we have identified four that align most closely with our operations and where we can make the greatest impact: SDG 3: Ensure healthy lives and promote wellbeing for all at all ages, SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all, SDG 12: Ensure sustainable consumption and production patterns, and SDG 13: Take urgent action to combat climate change and its impacts. These goals are tied to our key themes and are presented accordingly.



CASE: Sustainability

EcoVadis Gold Medal

In August 2024, we received a gold medal in the EcoVadis sustainability rating for the second consecutive year. We were ranked among the top 5% of the companies evaluated globally.

"The globally significant EcoVadis Gold recognition is very important to us, as many of our customers require their suppliers to meet the EcoVadis criteria. The EcoVadis rating looks at sustainability from four points of view: environment, labour and human rights, ethical practices, and sustainable sourcing. The recognition we have received is the result of our long-term sustainability work. It also reflects the high quality of our operations as a result of our work to continuously meet the ISO 9001 and 14001 standards and complying with GDP (Good Distribution Practice)," comments **Tua Stenius-Örnholm**, Manager of Investor Relations and Sustainability at Oriola and continues: "Developing the sustainability of our business will continue to play a key role to us. EcoVadis helps us identify new areas for improvement and make our operations even better and more sustainable."

Oriola's strategic sustainability targets and KPIs

| ENVIRONMENT | | | |
|---|---|---|--|
| Strategic KPI | Results 2024 | Results 2023 | Material topics |
| Reduction of Scope 1, 2, 3 and total GHG emissions | Scope 1 and 2 (market-based): -90% from base year Scope 3: -26% from base year | Scope 1 and 2 (market-based): -73% from base year Scope 3: -16% from base year | <ul style="list-style-type: none"> Climate and emissions, including transport Energy efficiency Environmental impact of pharmaceuticals and packaging |
| Recycling rate 90% by 2025 | 85% | 81% | <ul style="list-style-type: none"> Waste, recycling and reuse |
| SOCIAL | | | |
| Strategic KPI | Results 2024 | Results 2023 | Material topics |
| Leadership index 80 by 2026 | 79 | 79 | <ul style="list-style-type: none"> Leadership and culture, including diversity and inclusion Workplace safety |
| Lost Time Incident Frequency (LTIF) rate 4.5 by 2026 | 5.04 | 6.09 | <ul style="list-style-type: none"> Fair working conditions, including human rights Skilled and engaged employees |
| GOVERNANCE AND SOCIETY | | | |
| Strategic KPI | Results 2024 | Results 2023 | Material topics |
| Picking quality of ordered pharmaceuticals 99.0% by 2026 at Group level, including Enköping and Mankkaa sites | 99.8% | 99.8% | <ul style="list-style-type: none"> Safe and timely delivery of pharmaceuticals Product safety and quality |
| 100% of key suppliers covered by Oriola's Business Partner Code of Conduct or equivalent* | 91% | 89% | <ul style="list-style-type: none"> Ethical sourcing and supply chain management Data protection |
| Annual Code of Conduct training completion rate among Oriola's own workforce 100% from 2025 onwards | Not reported | Not reported | <ul style="list-style-type: none"> Governance |

* Key suppliers refers to approximately 90% of Oriola's supplier spend

CASE: People

Leadership starts from within

In 2024, Oriola introduced the Core Leadership Programme, the first step in a long-term development plan to strengthen leadership capabilities, foster accountability and build a culture that supports the company's strategy. "The programme is based on the principle 'First lead yourself, then lead others and the business. It's designed to create a sustainable leadership journey for our leaders and influencers, focusing on personal development, team management, and the ability to drive business impact," explains **Anna Holm**, People Partner, Learning & Development at Oriola.

Forty-seven senior leaders and top management members from both Finland and Sweden participated in the first training module in spring 2024. The module focused on self-development and coaching the participants to define their personal purpose and values, followed by practical exercises to apply these insights in their daily work. After the first training module, each participant created an individual 90-day action plan.

"Teaching our leaders to lead themselves also enhances their overall wellbeing and efficiency," says Anna Holm. "The training was highly appreciated, and feedback from the participants has been excellent. Most of the participants noticed changes in their behaviour that align with their personal purpose more closely than before the training."

When asked how their behaviour had changed, participants commented with statements such as: "It does not matter what life brings me – what matters now is that I own how I face it"; "I am more focused, calm, efficient, and happy"; and "I try to make a deeper impact on my colleagues when meeting them to create trust."

"The programme implementation will continue in spring 2025," says Anna Holm. "As this is a new initiative for us, we are implementing it in stages. This approach allows us to follow up on the outcomes, gather feedback, and make refinements before introducing the next modules, which will cover leading others and driving business results."



Information for shareholders

Oriola's Investor Relations aim to ensure that the company's shares are correctly valued. We share information about Oriola's business, strategy, goals, and financial performance to help investors understand the company better. In our investor communications, we comply with the laws and recommendations that regulate the communications of listed companies.

Annual General Meeting and financial reporting in 2025

Oriola's Annual General Meeting will be held on Wednesday 2 April 2025. Notice to the AGM is available on the company website.

The publication dates of Oriola's financial reports in 2025 are as follows:

- Interim Report 1–3/2025 on Tuesday 29 April 2025
- Half-Year Report 1–6/2025 on Friday 18 July 2025
- Interim Report 1–9/2025 on Thursday 30 October 2025

Analysts

The following equity analysts cover Oriola in their research:

- Carnegie
- Inderes*
- Nordea
- Evli* (starting March 2025)

The views and estimates presented by the analysts are their own, and Oriola takes no responsibility for any of their statements.

* Commissioned research

Investor contacts

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Governance



Corporate Governance Statement 2024

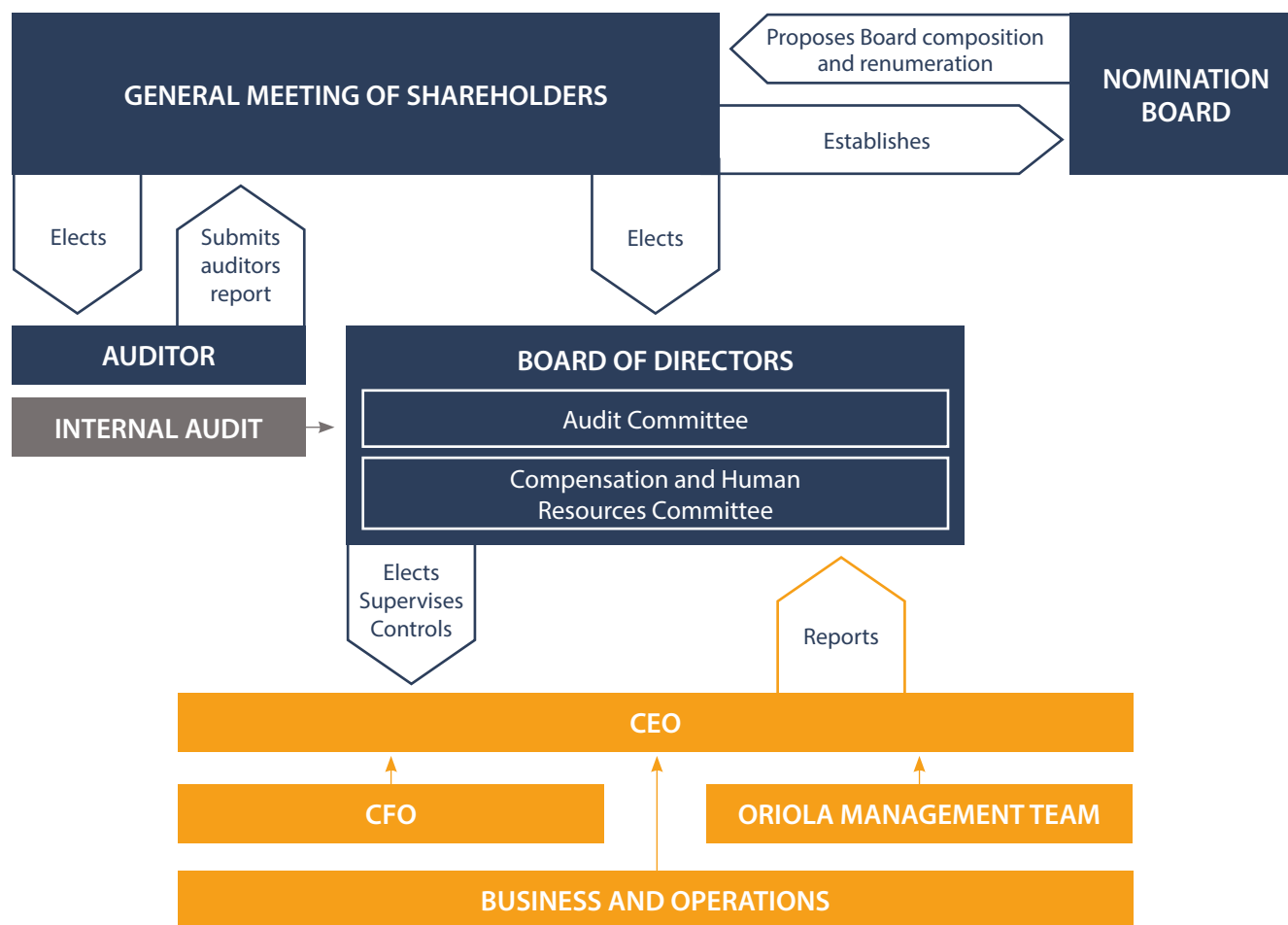
This Corporate Governance Statement has been prepared in accordance with the Finnish Corporate Governance Code 2025 (the "Corporate Governance Code") and chapter 7, section 7 of the Finnish Securities Markets Act.

Oriola Corporation (hereinafter "Oriola" or "the company") complies with the provisions of its Articles of Association, the Finnish Companies Act, the Finnish Securities Markets Act and other similar legislation. The company also complies with the rules and regulations applying to listed companies issued by Nasdaq Helsinki Ltd (Helsinki Exchange) and the Finnish Financial Supervisory Authority. The company's head office is in Espoo, Finland.

Oriola applies the Corporate Governance Code in its entirety without any exceptions. The information required by the Corporate Governance Code is also available on the company's website www.oriola.com. An unofficial English translation of the Corporate Governance Code 2025 is in the public domain and available on the Securities Market Association's website at <https://www.cgfinland.fi/en/>.

Oriola prepares its consolidated financial statements and interim reports in accordance with the EU-approved IFRS reporting standards, the Finnish Securities Markets Act, applicable Financial Supervisory Authority standards and the rules issued by Nasdaq Helsinki Ltd. The Report of the Board of Directors and the parent company's financial statements have been prepared in accordance with the Finnish Accounting Act and the guidelines and statements of the Accounting Board. The auditor's report covers the Report of the Board of Directors, the consolidated financial statements and the parent company's financial statements.

Governing structures of Oriola



General Meeting of shareholders

The General Meeting of shareholders decides on the matters that under the Finnish Companies Act and the Articles of Association of Oriola are within its purview. Each shareholder is entitled to attend General Meetings. Each class A share carries 20 votes and each class B share 1 vote at General Meetings. According to the company's Articles of Association, no shareholder may vote using an amount of votes that exceeds 1/20 of the total number of votes carried by the shares of different share classes represented at the General Meeting.

The Board of Directors convenes a General Meeting of shareholders. The notice of General Meeting is published on the company's website or in one daily newspaper in Finland's capital city no earlier than 2 months and no later than 21 days prior to the meeting. Oriola also publishes the notice of General Meeting as a stock exchange release. The documents to be submitted to the General Meeting and the draft resolutions to the General Meeting are available on the company's website. The notice of the General Meeting contains the proposed agenda for the meeting.

A shareholder has the right to have matters that under the Companies Act fall within the competence of the General Meeting dealt with by the General Meeting, if the shareholder so demands in writing to the Board of Directors well in advance of the meeting so that the matter can be included in the notice of the General Meeting. The demand shall be considered to have arrived in time, when the Board of Directors has been informed about the demand four weeks in advance of the publication of the notice of the General Meeting.

The company's starting point is that the chairman of the Board of Directors, the members of the Board of Directors and its committees, the President and CEO, and the auditor

attend the General Meeting. A person proposed for the first time as member of the Board of Directors shall be present at the General Meeting that decides on their election.

The shareholders shall according to law and the company's Articles of Association exercise their power of decision at the General Meeting. The Annual General Meeting is held by the end of May each year. The duties of the Annual General Meeting include:

- adoption of the financial statements
- use of the profit shown on the balance sheet
- election of the members of the Board of Directors and the decision on their fees
- discharging from liability for the members of the Board of Directors and the President and CEO
- election of the auditor and the decision on compensation, and
- proposals made by the Board of Directors and shareholders to the Annual General Meeting (e.g. amendments to the Articles of Association, repurchase of the company's own shares, share issue, giving special authorisations).

Annual General Meeting 2024

The Annual General Meeting of Oriola, held on 19 March 2024, adopted the financial statements and discharged the members of the Board of Directors and the President and CEO from liability for the financial year ending 31 December 2023. According to the decision of the Annual General Meeting, a dividend of EUR 0.07 per share was paid on the basis of the balance sheet adopted for the financial year ending 31 December 2023.

Authorisations

The Annual General Meeting authorised the Board to decide on a share issue against payment in one or more issues, including the right to issue new shares or to assign treasury shares held by the company. The authorisation covers a combined

maximum of 5,500,000 class A shares and 12,500,000 class B shares of the company and includes the right to derogate from the shareholders' pre-emptive subscription right. The authorisation is in force for eighteen (18) months following the decision of the Annual General Meeting.

The Board was also authorised to decide on a share issue against payment of class B shares in one or more issues including the right to issue new class B shares or assign class B treasury shares held by the company. The authorisation covers a combined maximum of 18,000,000 class B shares of the company including the right to derogate from the shareholders' pre-emptive subscription right. The authorisation is in force for a maximum of eighteen (18) months following the decision of the Annual General Meeting.

The Annual General Meeting authorised the Board to decide on a share issue of class B shares without payment to the company and on a directed share issue of class B shares in order to execute the share-based incentive plan for Oriola Group's executives and the share savings plan for Oriola Group's key personnel. The maximum number of new class B shares to be issued under this authorisation is 250,000, which represents of 0.14% of all shares in the company. The authorisation is in force for eighteen (18) months from the decision of the Annual General Meeting.

The Annual General Meeting authorised the Board to decide on repurchasing up to 18,000,000 of the company's own class B shares. Shares may be repurchased also in a proportion other than in which shares are owned by the shareholders. The authorisation is in force for a maximum of eighteen (18) months following the decision of the Annual General Meeting.

All decisions of the Annual General Meeting 2024 are available on the company's website www.oriola.com.

Shareholders' Nomination Board

The Shareholders' Nomination Board consists of 4–6 members appointed by the shareholders. In addition, the Chairman of the Board of Directors participates in the work of the Nomination Board as an expert, but he is not a member of the Nomination Board.

The Chairman of the Board of Directors annually arranges a meeting to which the Chairman invites the company's 20 largest shareholders, by votes, registered as shareholders in the company's shareholders' register maintained by Euroclear Finland Ltd by 30 April preceding the Annual General Meeting. The meeting of the 20 largest shareholders, by votes, elects the members of the Shareholders' Nomination Board. One of the members is elected to serve as the Chairman of the Shareholders' Nomination Board.

The term of office of the members of the Shareholders' Nomination Board expires the year following the appointment upon the appointment of the new members of the Shareholders' Nomination Board pursuant to the rules of procedure of the Shareholders' Nomination Board.

The Shareholders' Nomination Board is established to exist and serve until the Annual General Meeting decides otherwise.

The Nomination Board shall prepare a proposal concerning the composition of the Board of Directors for the company's Annual General Meeting. The Nomination Board must submit its proposals to the Board of Directors no later than on the first day of February preceding the Annual General Meeting. The proposals are published as a stock exchange release and included in the notice of the Annual General Meeting. The Nomination Board shall also present and provide grounds for its proposals to the Annual General Meeting.

The rules of procedure of the Shareholders' Nomination Board are available on the Company's website www.oriola.com.

The largest shareholders of Oriola Corporation elected on 6 June 2024 the following persons as members of the Nomination Board:

- Annika Ekman
- Peter Immonen
- Timo Maasilta
- Pekka Pajamo
- Jukka Ylppö
- Ingeborg Åkermarck

Pekka Pajamo was elected Chairman of the Nomination Board.

On 23 January 2025, the Shareholders' Nomination Board submitted its proposal to the 2025 Annual General Meeting concerning the composition of the Board of Directors as follows: The number of members of the Board of Directors would be seven. The present members of the Board of Directors Petra Axdorff, Ann Carlson Meyer, Nina Mähönen, Yrjö Närhinen, Ellinor Persdotter Nilsson, Harri Pärssinen and Heikki Westerlund would be re-elected. Heikki Westerlund would be re-elected as Chairman of the Board of Directors.

The biographical details of the proposed Board members are presented on the company's website.

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 managing and supervising the company's operations in accordance with the law, governmental regulations and its Articles of Association. The Board also ensures that good corporate governance is complied with throughout the Oriola Group.

The members of the Board of Directors are elected by the General Meeting of shareholders. The Board of Directors uses the highest decision-making power in the Oriola Group between the General Meetings of Shareholders. Pursuant to the Articles of Association, the Board of Directors consists of no fewer than five and no more than eight members. The term of the members of the Board of Directors expires at the end of the next Annual General Meeting following their election. The chairman of the Board of Directors is elected by the General Meeting of shareholders. The vice chairman of the Board is elected by the Board of Directors from among its members.

The Board of Directors convenes in accordance with a timetable agreed in advance and convenes as required. In addition to making decisions, the Board of Directors also receives during its meetings current information about the operations, finances and risks of the Group. Board meetings are also attended by the President and CEO, the CFO and the General Counsel (who acts as secretary to the Board). Members of the Oriola Management Team attend Board meetings at the invitation of the Board. Minutes are kept of all meetings.

Main tasks of the Board of Directors

The main tasks of the Board of Directors are listed in the Board's rules of procedure, among others

- approving the company's strategy;
- approving financial targets, ESG targets, budgets, major investments and risk management principles
- appointment and dismissal of the company's President and CEO
- consideration and decision of all significant matters concerning the operations of the Group and the business segments and approving the charters of the Audit Committee and the Compensation and Human Resources Committee.

Diversity on the Board

The ultimate goal in electing members to the Board of Directors is to ensure that the Board of Directors as a collegium has a competence profile which supports Oriola's existing and future business. Diversity supports the overall goal that the Board of Directors has an optimal competence profile to support the company's business and is viewed as an integral part and a success factor enabling the achievement of Oriola's strategic goals. Important factors for the diversity of Oriola's Board of Directors are the mutually complementary expertise of the members, their education and experience in different professional areas and industrial sectors, businesses in various stages of development, leadership experience, as well as their personal capacities. The diversity of the Board of Directors is supported by experience in operating environments and industries relevant to the company as well as different cultures and by consideration of the age and gender breakdown of the members.

Oriola's Board of Directors has approved the diversity policy of the Board of Directors in December 2016. According to the diversity policy of the Board of Directors, Oriola's objective is further to maintain an appropriate balance of representation of both genders on the Board of Directors.

The company has upheld the requirements set for diversity in the composition of the Board of Directors. Oriola's Board of Directors 2024 represents diversity related of nationalities, professional competencies and genders.

Board of Directors 2024–2025

The Annual General Meeting of Oriola held on 19 March 2024 confirmed that the Board of Directors of Oriola shall have seven members and elected the following persons as chairman and members of the Board of Directors:

| Diversity numbers | Gender | | Nationality | |
|-------------------------------|--------|--------|-------------|--------|
| Number of Board members total | Male | Female | Finland | Sweden |
| 7 | 3 | 4 | 4 | 3 |

| Name | Year of birth | Education and independence | Attendance at Board Meetings | Attendance at Committee Meetings |
|---------------------------------|---------------|--|------------------------------|--|
| Heikki Westerlund (Chairman) | 1966 | M.Sc. (Economics), independent of the company and its major shareholders | 13/13 | Compensation and HR Committee 5/5 |
| Harri Pärssinen (Vice Chairman) | 1963 | M.Sc. (Economics), independent of the company and its major shareholders | 13/13 | Audit Committee 6/6 |
| Petra Axdorff | 1968 | M.Sc. (Business and Administration), independent of the company and its major shareholders | 12/12 | Audit Committee 5/5 |
| Ann Carlsson Meyer | 1966 | B.Sc. (Human Resources) | 11/12 | Compensation and HR Committee 4/4 |
| Nina Mähönen | 1975 | M.Sc. (Technology), independent of the company and its major shareholders | 13/13 | Audit Committee 6/6 |
| Yrjö Närhinen | 1969 | B.Sc. (Business Admin.), independent of the company and its major shareholders | 13/13 | Compensation and HR Committee 4/4 Audit Committee 1/1 |
| Ellinor Persdotter Nilsson | 1979 | M.Sc. (Economics), independent of the company and its major shareholders | 13/13 | Compensation and HR Committee 5/5 |

In its constitutive meeting held later the same day, the Board of Directors elected Harri Pärssinen as its Vice Chairman.

Members of Oriola's Board of Directors 1 January–19 March 2024:

| Name | Year of birth | Education and independence | Attendance at Board Meetings | Attendance at Committee Meetings |
|-----------------------|---------------|--|------------------------------|-----------------------------------|
| Eva Nilsson Bågenholm | 1960 | Physician, independent of the company and its major shareholders | 1/1 | Compensation and HR Committee 1/1 |

The Board of Directors has evaluated the independence of its members and determined that all members are independent of the company and its major shareholders. The Board has also conducted an assessment of its activities and working practices.

In 2024, the Board of Directors of Oriola convened 13 times, of which two were held as per capsulam meetings.

Board committees

The Board of Directors has an Audit Committee and a Compensation and Human Resources Committee. The committees' charters are confirmed by the Board. The committees are preparatory bodies that submit proposals to the Board on matters within their purview. Minutes are kept of the committees' meetings. The committees report to the Board at regular intervals. The committees do not have independent decision-making powers. Their task is to submit recommendations to the Board on matters under consideration.

In its constitutive meeting, held after the Annual General Meeting, the Board of Directors appoints, from among its members, the members and chairman of the Audit Committee and the Compensation and Human Resources Committee.

In addition to the Audit Committee and Compensation and Human Resources Committee, the Board of Directors may appoint ad hoc committees for preparing specific matters.

Audit Committee

The task of the Audit Committee is to enhance the control of the company's operations and financial reporting. According to the charter of the Audit Committee, the following in particular shall be addressed and prepared by the Audit Committee:

- reviewing the consolidated financial statements and interim reports as well as sustainability statement, together with the auditor

- reviewing together with the auditor any deficiencies in the supervision systems observed in control inspections and any other deficiencies reported by auditors
- reviewing any deficiencies in the control system observed in internal audit and other observations and recommendations made
- reviewing the plans of action for the control inspection and internal audit and giving recommendations to company management on focus areas for internal audits
- evaluating the appropriateness of the supervision of company administration and risk management and reviewing changes in the principles of company accounting and external reporting prior to their introduction.

In addition, the Audit Committee's duties include preparatory work on the decision of electing the auditor, evaluation of the independence of the auditor, considering particularly the effect of the provision of related services on the independence, and carrying out any other tasks assigned to it by the Board. The Audit Committee has at least three members.

The Chairman of the Audit Committee is Harri Pärssinen and the other members are Petra Axdorff and Nina Mähönen. The members of the Audit Committee are independent of the company and its major shareholders.

Compensation and Human Resources Committee

According to the charter, the Compensation and Human Resources Committee reviews management and personnel remuneration policies and issues related to management appointments and makes proposals on such matters to the Board of Directors.

The Committee's responsibilities include:

- developing and monitoring effective compensation principles that promote achievement of the goals of the company
- making proposals to the Board on compensation and incentive schemes for management and other key personnel
- evaluating performance management, succession planning

and talent development processes and programmes

- considering and preparing appointments of top management to be decided by the Board. Supporting and advising the President and CEO in the appointments of the Oriola Management Team
- monitoring and evaluating the performance of the President and CEO
- monitoring and evaluating the performance of the members of the Oriola Management Team.

The Compensation and Human Resources Committee has four members. In its constitutive meeting on 19 March 2024, the Board appointed from among its members the following members to the Compensation and Human Resources Committee: Yrjö Närhinen (Chairman), Ann Carlsson Meyer, Ellinor Persdotter Nilsson and Heikki Westerlund. The members of the Compensation and Human Resources Committee are independent of the company and its major shareholders.

President and CEO and deputy to CEO

The Board of Directors appoints and dismisses the President and CEO of Oriola and decides on the terms of their employment. At the end of 2024, the President and CEO of the company is Katarina Gabrielson, M.Sc., born in 1969.

In accordance with the Finnish Companies Act, the President and 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 President and CEO also ensures that accounts of the company comply with Finnish law and that its financial affairs have been arranged in a reliable manner. The terms and conditions of the President and CEO's employment are specified in a written service contract approved by the Board of Directors.

The Board of Directors also appoints, as necessary, a deputy to the President and CEO. At the end of the year 2024, the company did not have an appointed deputy to the President and CEO.

Oriola Management Team

At the end of the year 2024, the Oriola Management Team consisted of six members, including the President and CEO, to whom the other Oriola Management Team members report. The Oriola Management Team is responsible for the operative management and development of Oriola. It meets regularly and assists the President and CEO in preparing and implementing Oriola's strategy, annual planning, monitoring the performance against set targets, financial reporting, risk management and in preparing investments and other decisions. Key duties also include developing a strong culture and aligned internal ways of working in Oriola.

On 31 December 2024, the following persons were members of Oriola Management Team:

- Katarina Gabrielson, President and CEO
- Mats Danielsson, Chief Financial Officer
- Hannes Hasselrot, Chief Commercial Officer
- Niklas Lindholm, Chief People Officer
- Mikael Nurmi, Chief Digital Officer
- Petter Sandström, General Counsel

Descriptions of internal control procedures and the main features of risk management systems

The risk management systems and internal control procedures related to Oriola's financial reporting aim to ensure a reasonable certainty of the reliability of the company's financial statements and financial reporting, as well as the company's compliance to legislation and generally approved accounting principles.

FINANCIAL REPORTING

The Board of Directors and the President and CEO have the overall responsibility for organising the internal control and risk management systems pertaining to financial reporting. The President and CEO, the members of the Oriola Management Team and the heads of the business units are responsible for the accounting and

administration of the areas within their spheres of responsibility complying with legislation, the Group's operating principles, and the guidelines and instructions issued by Oriola's Board of Directors. The organising and leading of the financial reporting in the Group has been centralised under the subordination of the CFO.

Oriola Group follows the International Financial Reporting Standards (IFRS) approved for application within the European Union. Instructions and accountancy principles for financial reporting are collected in an accounting manual that is updated as soon as standards change, as well as in the financial department's instructions that are followed in all Group companies. Group accounting is responsible for following and keeping up to date with financial statement standards, upholding the principles concerning financial reporting and distributing information about these to the business units.

MEASUREMENT AND FOLLOW-UP

The performance of the Group is monitored in the Oriola Management Team with monthly reports as well as in the monthly operational reviews of the business segment. The financial situation of the Group is also monitored in the meetings of the Board of Directors. The Audit Committee and the Board of Directors examine the interim reports and financial statements before their publication. Monitoring of the monthly reports also ensures the effectiveness of internal supervision. Each business segment must ensure effective supervision of its own operations as part of Group-level internal supervision. The business segments and the Group Finance organisation are responsible for the evaluation of the processes covering financial reporting. The evaluations must contain balances and analyses, which are compared with budgets, assessments and various economic indicators.

INTERNAL CONTROL

Internal control forms an essential part of the company's governance and management systems. It covers all of the Group's

functions and organisational levels. The purpose of internal control is to ensure a sufficient certainty that the company will be able to carry out its strategy. Internal control is not a separate process but a procedural measure covering all Group-wide operating principles, guidelines and systems.

The purpose of Oriola's internal supervision system is to support the implementation of the Group strategy and to ensure that rules and regulations are observed. The company's internal supervision is based on a Group structure, in which the Group's operations are organised into Business Areas and Group functions. Group functions issue Group-level guidelines laying down the operational framework and the persons responsible for the process.

The guidelines cover such areas as accounting, reporting, financing, investments and business principles. The guidelines aim to ensure that all risks connected to the achievement of the company's objectives can be identified and managed. The control measures cover all Group levels and functions. All new instructions and guidelines are published on the company's internal website and staff members can provide feedback to the management and anonymously report any questionable activities through the company internet.

Risk management

The Board of Directors of Oriola approves the company's risk management policy in which the risk management operating model, principles, responsibilities and reporting are specified. The Board assesses the Company's long-term strategic risks and oversees the effectiveness of the risk management. The Board-appointed Audit Committee regularly reviews and monitors the implementation of the risk management policy in the Group and the risk management process.

Oriola has specified the company's risk management model, principles, organisation and process in the Group Risk Management Policy. The Group Risk Management Policy defines the enterprise risk management system, objectives, roles and responsibilities within Oriola in order to identify and manage risks related to execution of the company's strategy and operations. The Group Risk Management Policy is the main risk management document within Oriola and must be followed by all Oriola business units, subsidiaries and entities. Additionally, the Group has e.g. a Code of Conduct, a Treasury policy and an Approval policy covering compliance and financial risks. Risk assessment and management are key elements in the strategic planning, operations and daily decision making in the company.

Risk management and the most significant risks are described on the company's website at www.oriola.com.

Other information to be provided in the Corporate Governance Statement

INTERNAL AUDIT

Oriola uses an outsourced internal audit function for the purpose of fulfilling its internal audit requirements. The outsourced internal audit function is an independent and objective assurance activity reporting directly to the Audit Committee of the Board of Directors. The internal audit assignments are carried out on the basis of an Internal Audit Charter approved by the Board of Directors as well as an Internal Audit Plan annually reviewed and approved by the Audit Committee.

INSIDER MANAGEMENT

Oriola complies with the insider holding guidelines issued by Nasdaq Helsinki Ltd (4 December 2024) and the Market

Abuse Regulation (596/2014, "MAR"). Oriola has issued its insider guidelines ("Guidelines") which are based on applicable EU and Finnish legislation (especially MAR and the Securities Markets Act 746/2012), the insider guidelines of Nasdaq Helsinki Ltd, and the regulations and guidelines of the European Securities Markets Authority and the Finnish Financial Supervisory Authority.

Members of the company's Board of Directors, the President and CEO, as well as the CFO, CCO, CSCO and CDO are considered the management of the company ("management"). The management and their related parties shall notify all transactions with the company's securities or financial instruments made on their own account to the company and the Finnish Financial Supervisory Authority without delay and three working days from the execution of the transaction at the latest. The guidelines set trade restrictions prohibiting the management and the persons who participate in the preparation of interim reports and annual financial statements of Oriola from making transactions with the company's securities or financial instruments related to them during a closed period of no less than 30 days before a financial report of Oriola is made public (closed period).

Oriola is obliged to draw up the insider lists and to keep them up to date. For the time being, Oriola has determined not to include any persons as permanent insiders. Consequently, all persons with inside information will be included in the event-based insider list for relevant insider projects. Oriola instructs the persons entered in the event-based insider list on their obligations and any possible consequences. In addition, Oriola monitors and supervises the proper management of insider issues.

RELATED PARTY TRANSACTIONS

Oriola abides by applicable legislation concerning related party transactions. Oriola's related parties are the related parties of a listed company in accordance with the Finnish Companies

Act and IAS 24. The related parties include the management, their close family members as well as companies in which the individuals mentioned, alone or jointly with others, exercise control. Oriola maintains a list of parties that are related to the company.

Oriola assesses and monitors transactions to be made with related parties to ensure compliance with applicable laws and regulations, including the Corporate Governance Code, e.g. to safeguard that potential conflicts of interest are adequately taken into account in the company's decision making.

EXTERNAL AUDIT

The company has one auditor, which 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 auditor's report to the shareholders in connection with the annual financial statements, as required by law, and submits regular reports on its observations to the Board's Audit Committee.

The Board of Directors and the Audit Committee are responsible for monitoring the independence of the auditor. For this reason, the company has implemented a policy covering the provision of non-audit services by the elected auditors.

The Annual General Meeting of Oriola held on 19 March 2024 re-elected KPMG Oy Ab, a firm of authorised public accountants, as the company's auditor, with Kirsi Jantunen, Authorised Public Accountant, KHT, as the principal auditor. The fees for the statutory audit paid to the member firms of KPMG network in 2024 totalled EUR 253 thousand. In addition, EUR 150 thousand was paid for other audit related services provided to Group companies.

Board of Directors



Heikki Westerlund

Born 1966, Finnish citizen. Chairman, Board Professional M.Sc. (Economics). Independent member of the Board since 2023
Key positions of trust: Chairman of the Board of Aspo Plc and Heiweis Oy, Member of the Board of Oras Invest Oy, Kemppi Oy, Duuri Group Oy and Marinetek Group Oy.
Shareholding: 46,593 B shares held personally, 15,000 B shares in a pension insurance and 150,000 B shares held through company under his direct control *



Petra Axdorff

Born 1968, Swedish citizen, M.Sc. (Business and Administration) Independent member of the Board since 2024.
Key positions of trust: Member of the Boards of Nefab AB, Synsam AB and XXL ASA.
Shareholding: 14,278 B shares



Ellinor Persdotter Nilsson

Born 1979, Swedish citizen, Musti Group Plc, Chief Commercial Officer M.Sc. (Economics). Independent member of the Board since 2023
Key positions of trust: Member of the Board of Geia Food A/S.
Shareholding: 22,657 B shares



Yrjö Närhinen

Born 1969, Finnish citizen, Board professional, investor and advisor B.Sc. (Business Admin.). Independent member of the Board since 2023. **Key positions of trust:** Chairman of the Board of Ambea AB (publ), Leaddesk Oyj and Better Burger Society, Evidia Group. Member of the Board of Avonova AS and Kry.
Shareholding: 22,657 B shares



Ann Carlsson Meyer

Born 1966, Swedish citizen, CEO, Systembolaget AB B.Sc. (Human Resources) Independent member of the Board since 2024
Key positions of trust: Member of the Board of Svensk Handel, Svenskt Näringsliv and SNS.
Shareholding: 14,278 B shares



Nina Mähönen

Born 1975, Finnish citizen, CEO, Leijona Catering Oy M.Sc. (Technology). Independent member of the Board since 2022
Shareholding: 30,489 B shares



Harri Pärssinen

Born 1963, Finnish citizen. Chairman of the Audit Committee Board Professional. M.Sc. (Economics). Independent member of the Board since 2019.
Key positions of trust: Member of the Board of JF Capital Oy, Fennia Life, Holiday Club Resorts Oy and Directors' Institute Finland, Member of the Audit Committee of Fennia Group.
Shareholding: 51,695 B shares held personally and 65,000 B shares held through company under his direct control *

Executive Management Team



Katarina Gabrielson

President & CEO
Born 1969
Swedish citizen
M. Sc.
Shareholding: 71,430 B shares



Hannes Hasselrot

Chief Commercial Officer
Born 1980
Swedish citizen
University studies in Chemical Biology
Shareholding: 11,414 B shares



Niklas Lindholm

Chief People Officer
Born 1968
Finnish citizen
Ph. D. (Economics)
Shareholding: -



Mats Danielsson

Chief Financial Officer
Born 1969
Finnish citizen
M. Sc. (Econ.)
Shareholding: -



Mikael Nurmi

Chief Digital Officer
Born 1967
Finnish citizen
M.Sc. (Industrial Economics)
Shareholding: 10,000 B shares



Petter Sandström

General Counsel
Born 1976
Finnish citizen
LL.M
Shareholding: 30,051 B shares

Changes in Oriola's Management Team since the closing of the financial year 2024:

- Katja Lundell (M. Sc. Economics) started as Executive Vice President, Advisory Services as of 1 January 2025
- Satu Nylén (M. Sc. Economics) started as Executive Vice President, Services and Products as of 1 January 2025
- Tuomas Tiilikainen (M. Sc. Engineering) started as Chief Supply Chain Officer (CSCO) as of 3 February 2025
- Hannes Hasselrot, Chief Commercial Officer, left the company on 1 January 2025 as announced on 10 October 2024

Remuneration Report 2024

Introduction

The Remuneration Report 2024 describes the remuneration for Oriola's governing bodies as required by the Finnish Securities Market Act, the Finnish Limited Liability Companies Act and the Finnish Corporate Governance Code 2020 issued by the Securities Markets Association. The report presents information on the remuneration of the Board of Directors and the President & CEO during the financial year 2024. The Remuneration Report 2024 will be presented to Oriola's Annual General Meeting 2025 for an advisory vote.

In 2024 Oriola complied with the company's Remuneration Policy, as approved in 2020 and revised in 2023 Annual General Meeting.

The Board may deviate from the Policy in extraordinary circumstances.

The Remuneration Report 2023 presented to the Annual General Meeting 2024 was adopted through an advisory resolution.

For further information on company, Board of Directors and executive remuneration, please see Oriola's website www.oriola.com for the Remuneration Policy and other remuneration related information.

Remuneration principles

According to Oriola's Remuneration Policy, the goal of Oriola's executive remuneration is to commit executives to develop the company and its financial success in the long term. Oriola's remuneration supports achieving strategic targets, profitability and increase of shareholder value.

When setting the remuneration for executives, Oriola follows the same main principles as for other employees in the company. Remuneration across the company is reviewed regularly to secure its competitiveness in the market.

Remuneration developments

The following section describes the development of the company's performance, the remuneration of the Board of Directors and the CEO, and the average salary of Oriola's employees in 2020–2024.

Financial development in 2024 was marked by sales growth and improved profitability. Oriola progressed well with the refined strategy and strengthened customer-centricity to build strong partnerships, expanded wholesale business and introduced new data-driven services. Oriola announced a new operating model in December to accelerate strategy execution in the future.

In 2024, Oriola's net sales grew by 12.4% and were EUR 1.7 billion. Growth was driven mainly by the distribution segment, which grew by 14.8%. The rise in net sales was supported by growth in the pharmaceutical distribution market and a customer changing from consignment to Oriola's inventory in the third quarter. Organic net sales growth in distribution business was 2.5%. In the Wholesale segment, net sales grew by 3.2% to EUR 315.5 (305.7) million. The rise in net sales was supported by growth in the wholesale business in Sweden and Finland, and advisory services.

Adjusted EBIT for the year 2024 was EUR 21.6 (19.5) million excluding the impact of the Swedish dose dispensing business. The reported adjusted EBIT was EUR 21.7 (16.7) million. Improved

profitability was mainly driven by the Distribution segment where freight costs and operating expenses were lower compared with the previous year. Operating expenses were lower due to efficiencies in operations and cost reductions in the Swedish dose dispensing business.

The Annual General Meeting approved an increase in the remuneration of the members of the Board of Directors in 2024. Last time the Board's remuneration was revised in 2019. The members of the Board of Directors are not participants in the company's incentive schemes. Over the five-year review period, the CEO's remuneration has varied according to the level of performance, as has the remuneration of Oriola's personnel.

The development of remuneration and company performance

| | | 2020 | 2021 | 2022 | 2023 | 2024 |
|--|--------------|-------|---------|-------|-------|-------|
| Chair of the Board | EUR thousand | 87.0 | 86.0 | 93.0 | 79.5 | 85.5 |
| Average remuneration of Board members ¹ | EUR thousand | 47.1 | 45.2 | 50.1 | 34.1 | 44.6 |
| CEO remuneration | EUR thousand | 777.0 | 1 567.8 | 598.0 | 668.4 | 486.0 |
| Employee remuneration on average ² | EUR thousand | 46.5 | 47.0 | 44.8 | 43.7 | 43.8 |
| 1-year TSR ³ | % | -6 | 6 | -9 | -41 | -5 |
| Adjusted EBIT, % ⁴ | % | 1.2 | 1.0 | 1.3 | 1.1 | 1.3 |
| Adjusted EBIT ⁴ | EUR million | 21.0 | 14.9 | 19.7 | 16.7 | 21.7 |

¹ In 2024, the Board of Directors had 13 meetings, two of which in written format.

² Employee remuneration on average is total remuneration including all earned salaries, benefits and bonuses / average headcount during the reporting period. Total average pay for employees working in Finland in years 2020–2021 and including employees in Finland and Sweden in 2022 onwards.

³ Based on the 2-month closing average prior to the end of the financial year. Dividends treated as reinvested on payment.

⁴ Year 2022 figures have been restated and exclude the share of result in joint venture.

Remuneration of the Board of Directors in 2024

The Annual General Meeting decides annually on the remuneration payable to members of Oriola's Board of Directors. The Shareholders' Nomination Board prepares a proposal concerning the composition and the remuneration of the Board of Directors for the company's Annual General Meeting.

As stated in Oriola's Remuneration Policy, the Board of Directors' remuneration consists of annual fees for Board membership and separate Board and Committee attendance fees. The Board of Directors' compensation can be paid out in shares or cash or combination of those. The Board of Directors are not employees of Oriola and do not participate in any Oriola incentive schemes or pension arrangements.

The Annual General Meeting 2024 confirmed the following fees to be paid to members of the Board of Directors for their term ending after the Annual General Meeting 2025:

| Annual fees (EUR) | 2024 |
|-----------------------------------|--------|
| Chair | 70,000 |
| Vice Chair | 40,000 |
| Chair of the Audit Committee | 40,000 |
| Member | 33,500 |
| Attendance fees per meeting (EUR) | 2024 |
| Board meeting | |
| Chair | 1,000 |
| Member | 500 |
| Committee meeting | |
| Chair of a Committee | 1,000 |
| Member | 500 |

The Annual General Meeting 2024 also resolved that of the annual fee, 60% shall be paid in cash and 40% shall be used to acquire Oriola's class B shares for the Board members on the Nasdaq Helsinki Stock Exchange within two weeks from the release of Oriola's January–March interim report. Travel expenses are reimbursed in accordance with the travel policy of the company.

The attendance fees decided by the Annual General Meeting 2023 were applied in 2024. Attendance fees for members participating to Board or Committee meetings outside their home country receive a double attendance fee.

The fees paid to the members of the Board of Directors are summarised in the table below. No other fees or remuneration were paid to any member of the Board, nor did any Board member receive remuneration from any other company within the Oriola Group. All payments to members of the Board of Directors during the financial year 2024 were in compliance with the Remuneration Policy.

Remuneration of the Board of Directors in 2024

| Board Member | Annual fee, EUR ¹ | Annual remuneration paid in shares, pcs ² | Attendance fees, EUR | | | Total fees paid, EUR |
|--|------------------------------|--|----------------------|-----------------|--|----------------------|
| | | | Board | Audit Committee | Compensation and Human Resources Committee | |
| Westerlund Heikki, Chairman | 70,000 | 29,834 | 13,000 | | 2,500 | 85,500 |
| Pärssinen Harri, Vice Chair, Chair of the Audit Committee | 40,000 | 17,048 | 6,500 | 6,000 | | 52,500 |
| Närhinen Yrjö, Chair of the Compensation and Human Resources Committee | 33,500 | 14,278 | 8,000 | 500 | 5,000 | 47,000 |
| Axdorff Petra (from 19 March 2024) | 33,500 | 14,278 | 6,500 | 3,000 | | 43,000 |
| Carlsson Meyer Ann (from 19 March 2024) | 33,500 | 14,278 | 5,500 | | 2,000 | 41,000 |
| Mähönen Nina | 33,500 | 14,278 | 6,500 | 3,000 | | 43,000 |
| Persdotter Nilsson Ellinor | 33,500 | 14,278 | 6,500 | | 2,500 | 42,500 |
| Nilsson Bågenholm Eva, Vice Chair, Chair of the Compensation and Human Resources Committee (until 19 March 2024) | | | 1,000 | | 1,000 | 2,000 |
| Total | 277,500 | 118,272 | 53,500 | 12,500 | 13,000 | 356,500 |

¹ Annual fee decided by the Annual General Meeting, consisting of the remuneration paid in cash and in shares.

² Of the annual fee, 40% was paid in Oriola's class B shares.

CEO remuneration in 2024

The Board of Directors reviews and decides annually on the remuneration and benefits of the President & CEO based on the proposal of the Compensation and Human Resources Committee.

According to Oriola's Remuneration Policy, the main components of the President & CEO's total remuneration are base salary and short- and long-term incentives. If targets are met, over half of the President & CEO's total remuneration is based on variable remuneration, with more emphasis on the long-term incentive.

Fixed compensation

In 2024, the fixed compensation for President & CEO Katarina Gabrielson was EUR 426,953.64.

Short-term Incentive Plan

According to the Remuneration Policy, the Short-term Incentive (STI) Plan is based on the achievement of the company's financial targets and personal targets. The Board of Directors decides annually on the earnings criteria and the determination of the STI based on the proposal of the Compensation and Human Resources Committee.

The target performance bonus in 2024 for the President & CEO was 30% and maximum potential was 60% of the annual base salary (excluding holiday bonus pay). The payment of the President & CEO's short-term incentive was based on the adjusted EBIT threshold criterion for the earning year 2023. The achievement was 0%, and therefore no short-term incentive was paid for the earning year 2023. The criteria and weights for the year 2024 are presented in the table Short-term incentive plan 2024.

Short-term Incentive Plan 2024

| Criteria | Weight | Achievement | Payment, EUR (due in 2025) |
|---|--------|-------------|-------------------------------|
| Adjusted EBIT | 40% | 23% | 54,311.81 |
| Sales margin | 40% | 0% | |
| Net Promoter Score (NPS) | 5% | 55% | |
| Employee Engagement index (ENPS) | 5% | 0% | |
| Strategy-related goal: Skyway ERP delivery (design and Sweden implementation started) | 10% | 100% | |

Long-term Incentive Plan

In May 2022, the Board of Directors decided on the establishment of a new share-based Long-term Incentive (LTI) Plan for the company's key employees, including the President & CEO.

The new incentive plan comprises a Performance Share Plan and a share-based bridge plan to cover the transition phase to the new LTI structure (the Bridge Plan). In addition, the long-term incentive scheme comprises a Restricted Share Plan as a complementary long-term share-based retention plan for individually selected key employees in specific situations.

The objectives of the Long-Term Incentive Plan are to promote shareholder value creation in the long term, to commit management and key employees to achieving Oriola's strategic targets and the retention of Oriola's key resources.

President & CEO's participation in the Long-term Incentive Plan:

Performance Share Plan 2024–2026

| Criteria | Weight | Pay-out year | Achievement |
|-----------------------------------|--------|--------------|-------------|
| Adjusted EBIT (cumulative) | 40% | 2027 | In progress |
| Earnings per share (cumulative) | 40% | | |
| ESG (Delivery accuracy of pharma) | 20% | | |

Performance Share Plan 2022–2025

| Criteria | Weight | Pay-out year | Achievement |
|---|--------|--------------|-------------|
| Time based | 50% | 2026 | In progress |
| Earnings per share | 40% | | |
| Environmental target (CO ₂) | 10% | | |

Bridge Plan 2022–2023 paid in 2024

| Criteria | Weight | Pay-out year | Achievement |
|---|--------|--------------|-------------|
| Share price development of Oriola's class B shares ¹ | 45% | 2024 | 0% |
| Earnings per share | 45% | | 0% |
| Environmental target (CO ₂) | 10% | | 12.6% |

¹ Excluding dividends and other distribution to shareholders.

If the President & CEO's employment with Oriola terminates before the payment of the reward, the President & CEO is, as a main rule, not entitled to any reward. The value of the reward payable to the President & CEO based on the plans is limited to three times of Oriola's share price increase. Oriola also applies a share ownership requirement to the President & CEO. The President & CEO is expected to retain ownership of at least half of the net shares received under the incentive plans until the value of her/his ownership in the company corresponds to at least her/his annual gross base salary.

Summary of President & CEO's remuneration in 2024

For the year 2024, the base salary for President & CEO Gabrielson equalled 97% of the total remuneration, while the variable, performance-based remuneration equalled 3% of the total.

Due payments in 2025

The outcome of President & CEO Gabrielson's short-term incentive in 2024 was 21.86 % and thus, a bonus reward of EUR 54,311.81 will be paid in the spring of 2025. No long-term incentive plans will be payable in 2025.

Remuneration paid to the President & CEO in 2024

| EUR | Fixed compensation ¹ | Short-term incentives (STI) earned in 2023 | Long-term incentives (LTI) ² | Additional pension payment | Other (medical insurance) | Total compensation |
|-------------------------------------|---------------------------------|--|---|----------------------------|---------------------------|--------------------|
| President & CEO Katarina Gabrielson | 426,953.64 | 0.00 | 16,430.01 | 42,025.23 | 556.13 | 485,965.02 |

¹Includes car benefit and holiday bonus pay.

² Bridge Plan 2022-2023

Financial review



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Basis for preparation

The accounting principles are presented in the relevant parts of the notes to the financial statements in order to make the report more user-friendly. The basis for preparation part of the note is highlighted.

Use of estimates and judgement

If the accounting area presented in the note involves estimates and judgement, those estimates and judgements are described separately in the relevant note. The description of the use of estimate and judgement in the note is highlighted.

Report of the Board of Directors

Oriola offers advanced distribution, expert and advisory services for pharmaceutical companies and a wide range of health and wellbeing products for pharmacies, veterinarians, other healthcare operators and retail operators in the Finnish and Swedish markets. Additionally, Oriola offers dose dispensing services for pharmacies and healthcare operators.

Reporting segments

From the beginning of 2024 Oriola's reporting segments are Distribution and Wholesale.

Distribution segment consists of pharmaceutical logistics and dose dispensing services in Finland and Sweden. Oriola has signed an agreement in October 2023 to sell the dose dispensing business in Sweden.

Wholesale segment consists of wholesale of traded goods and over-the-counter (OTC) products, parallel import and special licensed medicines, as well as advisory services in Finland and Sweden.

Business review

Operating environment

Oriola has identified solid long-term drivers supporting market growth such as ageing population, wellbeing and healthcare, online pharmaceuticals and growth of speciality products.

The value of the pharmaceutical distribution market continued a steady growth driven by good demand for high-value pharmaceuticals. The challenges in the availability of pharmaceuticals have continued in Europe. Cost inflation has slowed down, with more normalised energy and fuel prices.

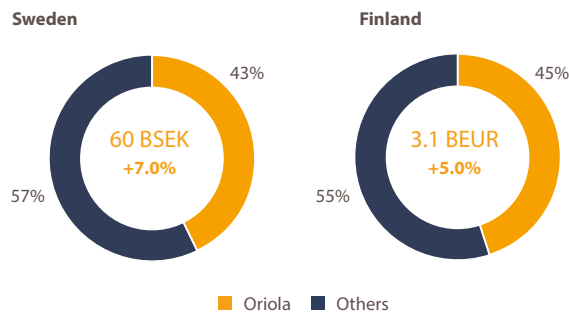
Market environment - Pharmaceuticals

The pharmaceutical distribution markets in Finland and Sweden are valued at around EUR 8.8 billion and have historically been relatively stable during uncertain economic times. In the past three years, the average annual growth rate has been about 6% in value terms.

In Sweden, the value of the pharmaceutical distribution market at wholesale prices, measured in Swedish krona, grew by 7.0% (9.8%) in 2024 (source: IQVIA). In Finland, the market value grew by 5.0% (3.4%) (source: LTK).

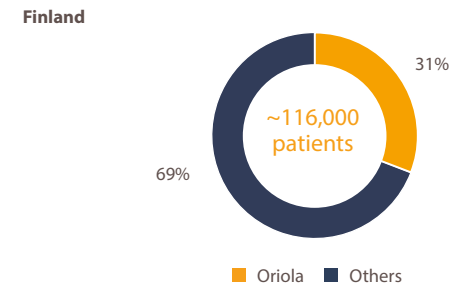
According to Oriola's estimate, Oriola's share of the pharmaceutical wholesale market in Sweden was approximately 43% (44%) and in Finland approximately 45% (44%) in 2024.

Pharmaceutical wholesale - market share



In the dose dispensing business, Oriola offers pharmaceuticals and dose dispensing for private and public healthcare sector operators. The total market size for dose dispensing in Finland is approximately 116,000 (110,000) patients of which Oriola serves approximately 36,000 (30,000).

Dose dispensing - market share



Market environment - Health products

The consumer health markets in Finland and Sweden are valued at around EUR 1.5 billion. The historical market growth has been 3.4% (2019-2024 CAGR%) while growth is expected to be 2.7 % for 2024-2029. In Sweden, OTC (over-the-counter) products in general are expected to witness positive value growth over the forecast period. Vitamins, dietary supplements and sports nutrition will benefit from the overarching health and wellness trend supporting positive volume and constant value growth over the forecast period. In Finland, consumer interest is rising notably in areas such as digestive health and stress relief/relaxation. The market is anticipated to become increasingly polarised, featuring a price-sensitive consumer segment focused on value products, alongside another segment seeking premium quality ingredients, ease of use, and innovation. Some products in the middle ground may migrate towards these two extremes. E-commerce is a well-established and growing sales channel for consumer health products in Sweden, while in Finland the expansion of e-commerce is still ahead. (Source: Euromonitor).

The consumer confidence indicator in Finland remained weak and in Sweden, the indicator fell below historical average.

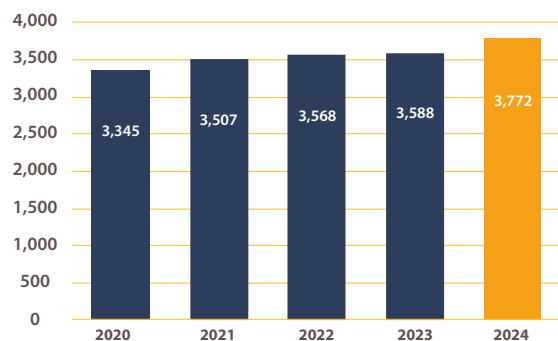
The Group's financial performance

Invoicing and net sales

Invoicing increased by 5.1% (increased 0.6%) to EUR 3,771.8 (3,587.7) million.

Invoicing

EUR million



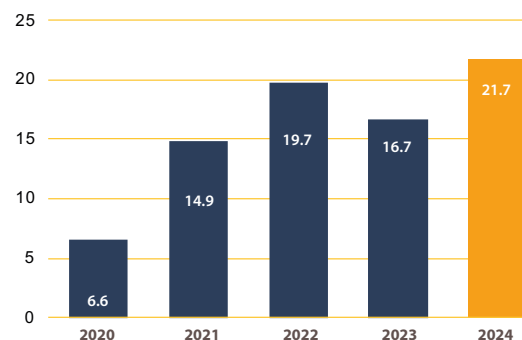
Net sales increased by 12.4% (decreased 2.9%) to EUR 1,679.7 (1,493.8) million.

Profitability

Adjusted EBIT increased by 30.0% (decreased 15.4%) to EUR 21.7 (16.7) million. Adjusting items totalled EUR -8.1 (-21.9) million and were related to i) the implementation cost of the ERP investment in Group administration (EUR -7.7 million), ii) a service level agreement settlement in Wholesale segment (EUR -0.9 million), iii) compensation from a court appeal of a tender process in dose dispensing business in Distribution segment (EUR 1.4 million) and iv) costs due to the sale of dose dispensing business in Sweden in Group administration (EUR -0.8 million). Improved profitability was mainly driven by the Distribution segment. The Group's adjusted EBIT excluding the impact of the Swedish dose dispensing business was EUR 21.6 (19.5) million. EBIT was EUR 13.6 (-5.3) million.

Adjusted EBIT

EUR million



In 2024, Oriola recognised a loss of EUR 24.8 (loss of 4.8) million from Swedish Pharmacy Holding AB in the consolidated statement of comprehensive income. The loss included Oriola's share of the impairment of goodwill in Kronans Apotek amounting to EUR 16.3 million. The impairment is related to the integration of Kronans Apotek and their transition to one common ERP system, which have required more time than anticipated.

Net financial expenses decreased to EUR 7.3 (7.6) million mainly due to lower debt and interest level. Loss for the period was EUR -20.1 (-20.7) million. Income taxes were EUR -1.5 (-3.1) million, which corresponds to an effective tax rate of -8.1% (-17.4%). Earnings per share were EUR -0.11 (-0.11).

For more information on the Group's financial performance, please see the section Financial indicators 2020-2024.

Distribution segment

Distribution segment consists of pharmaceutical logistics and dose dispensing services in Finland and Sweden.

Key figures

| EUR million | 2024 | 2023 | Change % |
|-----------------|---------|---------|----------|
| Net sales | 1,364.7 | 1,189.0 | 14.8 |
| Adjusted EBIT | 19.0 | 14.5 | 30.6 |
| Adjusted EBIT % | 1.4 | 1.2 | |
| EBIT | 20.4 | -6.9 | 394.9 |

Net sales grew by 14.8% to EUR 1,364.7 (1,189.0) million. The rise in net sales was supported by growth in the pharmaceutical distribution market and a customer changing from consignment agreement to Oriola's inventory in the third quarter. Organic net sales growth was 2.5%.

Adjusted EBIT increased to EUR 19.0 (14.5) million. Profitability improvement was supported by lower freight costs and operating expenses compared with the previous year. The lower freight costs were related to operational improvement and lower fuel prices. Operating expenses were lower due to efficiencies in operations and cost reductions in the Swedish dose dispensing business. Also, the move of clinical trials under the management of advisory services in the Wholesale segment had a negative impact on adjusted EBIT. The adjusted EBIT excluding the impact of the Swedish dose dispensing business was EUR 18.9 (17.4) million. Adjusting items totalled EUR 1.4 (-21.5) million and were related to compensation from a court appeal of a tender process in the dose dispensing business. EBIT was EUR 20.4 (-6.9) million.

Wholesale segment

Wholesale segment consists of wholesale of traded goods and over-the-counter (OTC) products, parallel import and special licensed medicines, as well as advisory services in Finland and Sweden.

Key figures

| EUR million | 2024 | 2023 | Change % |
|-----------------|-------|-------|----------|
| Net sales | 315.6 | 305.7 | 3.3 |
| Adjusted EBIT | 9.5 | 8.9 | 5.7 |
| Adjusted EBIT % | 3.0 | 2.9 | |
| EBIT | 8.5 | 8.6 | -1.9 |

Net sales grew by 3.3% to EUR 315.6 (305.7) million. The rise in net sales was supported by growth in the wholesale business in Sweden and Finland, and advisory services.

Adjusted EBIT increased to EUR 9.5 (8.9) million. The profitability improvement was related to a rise from moving clinical trials and digital services under the management of advisory services (around EUR 2 million). Adjusting items totalled EUR -1.0 (-0.3) million and were related to a service level agreement settlement. EBIT was EUR 8.5 (8.6) million.

Balance sheet, cash flow and financing

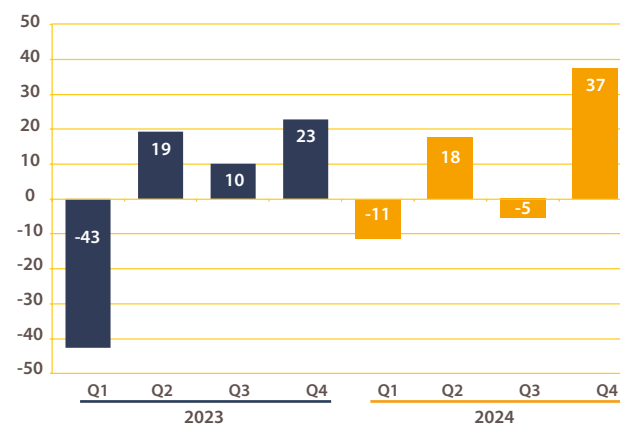
Oriola's total assets at the end of December 2024 were EUR 875.6 (934.7) million. Equity attributable to the equity holders was EUR 133.4 (171.3) million. The loss for the financial year was EUR -20.1 (-20.7) million, of which the joint venture Kronans Apotek's share was EUR -24.8 (-4.8) million. The loss from the joint venture includes Oriola's share of the impairment of goodwill amounting to EUR 16.3 million. Additionally, the equity was decreased by the dividend of EUR 12.7 million distributed to the shareholders in April 2024. In 2024, Oriola recognised a decrease of EUR 2.6 million in the fair value of shareholdings in Doktor.se due to the realised transactions at lower price. Oriola's ownership of shares in Doktor.se has not changed during the financial year.

Cash and cash equivalents totalled EUR 113.5 (138.4) million. Net cash flow from operating activities in 2024 was EUR 38.7 (9.6) million, of which changes in working capital accounted for EUR 21.4 (-13.2) million. Increase in trade payables and decrease in trade receivables have impacted working capital positively. Strong fluctuation in working capital is typical to Oriola's industry.

Net cash flow from investing activities was EUR -2.8 (-3.5) million.

Net cash flow from operating activities

EUR million



Net cash flow from financing activities was EUR -60.7 (-28.3) million. In 2024, loans from financial institutions were repaid by EUR 57.9 million and liabilities related to commercial paper issues were reduced by EUR 14.5 million. A new term loan of EUR 30 million was raised. The effect of the payment of dividends on the net cash flow from financing was EUR 12.7 million.

At the end of December 2024, interest-bearing debt was EUR 76.1 (117.7) million. The non-current interest-bearing liabilities amounted to EUR 39.7 (7.1) million and current interest-bearing liabilities amounted to EUR 36.4 (110.7) million. During the year a term-loan of SEK 290 million and EUR 30 million were repaid. A new term loan of EUR 30 million was raised. Non-current interest-bearing liabilities consist of loans from financial institutions totalling EUR 30.0 (1.0) million and non-current lease liabilities totalling EUR 9.7 (6.1) million. Current interest-bearing liabilities mainly consist of commercial paper issues of EUR 24.8 (39.3) million, advance payments from Finnish pharmacies totalling EUR 7.9 (10.4) million, loans from financial institutions totalling EUR 1.0 (58.1) million and current lease liabilities totalling EUR 2.7 (2.8) million. Interest-bearing net debt was EUR -37.4 (-20.6) million and gearing -28.0% (-12.1%).

The non-recourse trade receivables sales programmes are in use in Sweden. At the end of December 2024, a total of EUR 94.1 (97.1) million in trade receivables had been sold. The average interest rate on the interest-bearing liabilities excluding lease liabilities was 3.01% (3.76%). Interest rate risk relating to the cash flow from selling of trade receivables has been partly hedged with interest rate swaps.

In December 2024, Oriola rearranged its current term loan of EUR 30 million. The old loan was repaid in full and a new term loan of EUR 30 million was raised with maturity of three years and one (1) + one (1) year extension options. The loan agreement is subject to financial covenants stating that at the end of each quarter the ratio of Net Debt to EBITDA shall be less than 3.50 and the ratio of Net Debt to Consolidated Equity shall be less than 100%. Management believes that it will meet the quarterly covenants within 12 months after the reporting date. Interest risk of the loan has been hedged with an interest rate swap.

In June 2021, Oriola signed an unsecured revolving credit facility agreement for a total of EUR 140 million. In May 2024, the revolving credit facility was reduced from EUR 140 million to EUR 70 million. The revolving credit facility will mature in June 2026. The facility is committed. The margin of the revolving credit facility is linked to Oriola's financial covenants and the performance of sustainability targets. The committed long-term revolving credit facility of EUR 70.0 million and the credit limits totalling EUR 40.0 million were unused at the end of December 2024.

At the end of December 2024, Oriola's equity ratio was 15.4% (18.5%). Return on capital employed was 5.4% (-1.6%) and return on equity -13.2% (-10.4%).

For more information on the Group's balance sheet and cash flow and related key figures, see the section Financial indicators 2020-2024.

Investments and depreciation

Gross investments excluding right-of-use assets in 2024 totalled EUR 2.9 (3.5) million and consisted mainly of investments in warehouse management systems and equipment. Capital expenditure related to ERP investment was EUR 0.1 million in 2024.

Depreciation, amortisation and impairment amounted to EUR 13.6 (35.4) million. An impairment of EUR 1.9 million was related to ERP investment previously capitalised on unfinished intangible assets. In 2023, Oriola recognized an impairment loss of goodwill totalling EUR 21.4 million in dose dispensing cash generating unit.

Oriola invests in ERP and warehouse management

On 10 January 2024, Oriola announced that it will be investing in its infrastructure as part of its refined strategy with the aim to enhance efficiency and operational excellence. Enhanced efficiency is one of the goals set by Oriola to drive the strategy forward.

The investment comprises the renewal of Oriola's ERP (enterprise resource planning) and warehouse management in 2025–2027. The aim of the project is to have one common system which will enable to harmonise business processes, strengthen data management and enhance customer experience. The value of the total investment is about EUR 35 million. The new ERP and warehouse management system will replace the current two separate systems in Sweden and Finland. The project started in the beginning of 2024 and the new system will be deployed in phases during 2025–2027. The first deployment will be in Sweden followed by the deployment in Finland.

IFRS Interpretations Committee's agenda decision on the accounting treatment of implementation costs for a Software as a Service (SaaS) in a cloud computing arrangement limits the capitalisation of the costs and amortisation over their useful life. Oriola's ERP arrangement is a cloud computing arrangement where Oriola does not control the asset, and for that reason cannot capitalise costs incurred in customising or configuring the software. Such costs are expensed as incurred. Costs arising from developing

interfaces to existing on premise systems, will be capitalised. ERP investment related costs are reported as adjusting items.

ERP investment related costs recognised in the income statement in 2024 were in total EUR 7.7 million. Capital expenditure was EUR 0.1 million. Investment related costs were not recognised in the income statement in 2023.

Joint venture Swedish Pharmacy Holding AB (Kronans Apotek)

Oriola has 50% shareholding in Swedish Pharmacy Holding AB, which controls pharmacy chain Kronans Apotek in Sweden. Oriola reports its share of the net result in the Swedish Pharmacy Holding AB under the EBIT line in the consolidated statement of comprehensive income.

| Key figures EUR million | 2024 | 2023 | Change % |
|----------------------------|---------|---------|----------|
| Net sales | 1,151.1 | 1,126.9 | 2.1 |
| EBITA | -5.9 | 0.7 | -935.5 |
| EBITDA % | -0.5 | 0.1 | |
| Adjusted EBIT | -8.0 | -2.0 | -308.1 |
| Adjusted EBIT % | -0.7 | -0.2 | |
| Net interest-bearing debt | 96.9 | 93.0 | 4.1 |

In 2024, Swedish Pharmacy Holding AB reported net sales of EUR 1,151.1 (1,126.9) million. EBITA (Earnings before interest, taxes and amortisation) was EUR -5.9 (0.7) million. Adjusted EBIT was EUR -8.0 (-2.0) million. Adjusting items totalled EUR -39.3 (-6.0) million including EUR -6.7 million one-off costs related to the integration of the two companies and a goodwill impairment of EUR -32.6 million. The impairment is related to integration of Kronans Apotek and the transition to one common ERP system, which have required more time than anticipated. Synergies during the reporting period totalled to EUR 4.6 (13.5) million. At the end of December 2024, net interest-bearing debt was EUR 96.9 (93.0) million.

During 2024 the joint venture company Kronans Apotek continued to develop its broad network of almost 500 pharmacies and

enhance its e-commerce sales. With a total market share of 21%, ranking third in size in the Swedish market and experiencing double-digit growth in the digital sales channel, the company is well-positioned to further improve its profitability and competitiveness in 2025. Oriola expects Kronans Apotek to reach profitability level representing industry benchmark by 2027. The integration process has been more complex and slower than expected, especially related to the ERP integration and organisation setup.

Kronans Apotek is an important strategic partner for Oriola, and Oriola will actively support Kronans Apotek's value creation as a major shareholder.

Changes in the Group structure

In the beginning of 2024, ICTHS Health Support AB was merged to its parent company Oriola Sweden AB.

Assets held for sale

Oriola announced on 13 October 2023 that it has signed an agreement to sell all shares in Svensk dos AB to Apotekstjänst Sverige AB and is thereby exiting the dose dispensing business in Sweden as part of Oriola's strategic decision to strengthen focus on wholesale business. Oriola has not seen a foreseeable recovery of the business due to the current tender market structure and dynamics. Svensk dos AB has been classified as held for sale since October 2023.

The Swedish Competition Authority (Konkurrensverket) announced on 30 April 2024 its decision on prohibiting Oriola's sale of Svensk dos AB to Apotekstjänst Sverige AB due to negative effects on the competition in the market. The Swedish Patent and Market Court rejected Apotekstjänst Sverige AB's appeal in November 2024 and consequently the Swedish Competition Authority's decision from April 2024 remains in effect. Apotekstjänst Sverige AB has appealed the decision to the Patent and Market Court of Appeal. The final ruling is expected in March 2025. Oriola is still committed to selling Svensk dos AB.

In dose dispensing business, Svensk dos AB offers pharmaceuticals and dose dispensing for private and public healthcare sector operators. The net sales of dose dispensing Sweden were EUR 21.7 (25.3) million and EBIT was EUR 1.5 (-6.1) million. In 2023 EBIT includes a goodwill impairment loss of EUR 3.3 million.

Personnel

Oriola's primary key resource is competent, engaged and actively participating employees. Active participation of employees in developing a positive and inclusive operative environment enables the company to serve as a role model for future work.

At the end of December 2024, the number of employees in full-time equivalents (FTE) was 816 (801), of which 409 (412) worked in Finland and 407 (389) in Sweden. The decrease in the number of personnel was due to organizational changes in the Swedish dose business. The average number of employees (FTE) in 2024 was 812 (800).

The total amount of wages, salaries and bonuses in 2024 was EUR 42.5 million (EUR 39.8 million in 2023 and EUR 45.3 million in 2022).

For more information about the employee benefits please refer to note 4.4. Employee benefits in the Consolidated Financial Statements.

Short-term Incentive Plan

The Short-term Incentive Plan (STI) is based on the achievement of the company's financial targets and personal targets. The Board of Directors decides annually on the earnings criteria and the determination of the STI based on the proposal of the Compensation and Human Resources Committee.

Share-based incentive programmes

Oriola has a share-based long-term incentive plan for the company's key employees, including the President & CEO and the Oriola Management Team.

The incentive plan comprises a Performance Share Plan (the "PSP") and a share-based bridge plan to cover the transition phase to the new LTI structure (the "Bridge Plan"). In addition, the long-term incentive scheme comprises a Restricted Share Plan (also "RSP") as a complementary long-term share-based retention plan for individually selected key employees in specific situations.

The Performance Share Plan (equity settled)

The Performance Share Plan for the years 2022-2025 consists of annually commencing individual performance share plans, each of which is subject to separate decision of the Board of Directors. Each plan comprises a performance period followed by the payment of the potential share rewards in listed class B shares of Oriola.

The length of the performance period of the first plan, PSP 2022, is four calendar years. At the end of the financial year PSP 2022 has 10 participants. The performance measures based on which the potential share rewards under PSP 2022 will be paid are earnings per share (EPS) and an environment-related target (CO2). PSP 2022 comprises a performance period covering the calendar years 2022-2025, and the share rewards potentially payable thereunder will be paid during the first half of 2026. The payment of the rewards is conditional on the achievement of the performance targets which the Board of Directors has set for the plan and the individual participant's continued employment or service relationship with Oriola. If all the performance targets for the PSP 2022 are fully achieved, the aggregate maximum number of shares to be paid based on this plan is approximately 2,254,000 class B shares (referring to gross earning, from which the applicable payroll tax is withheld).

The second plan, PSP 2024, is for three calendar years 2024-2026. At the end of the financial year PSP 2024 has 16 participants. The performance measures for this plan are cumulative adjusted EBIT, earnings per share (EPS) and ESG-target (Delivery accuracy of pharma). Possible share rewards are payable during the first half of 2027. The aggregate maximum number of shares payable as a reward based on this plan is approximately 2,283,305 class B shares

(referring to gross earnings, from which the applicable payroll tax is withheld).

The Bridge Plan

In 2024, a total of 11,714 B treasury shares owned by the company were conveyed without consideration to the key employees who participated in the Bridge Plan 2022-2023 in accordance with the terms and conditions of the plan.

The Restricted Share Plan

The Restricted Share Plan for the years 2022-2025 consists of annually commencing individual restricted share plans which are subject to a separate decision of the Board of Directors. Each plan comprises a restriction period with an overall length of three years, extending to first half of the fourth year of the individual plan. During the plan period, the company may grant fixed share rewards to individually selected key employees. The granted share rewards are paid to the selected participants in one or several tranches latest by the end of the restriction period. The share rewards are paid in listed class B shares. The first plan, RSP 2022, commences effective as of the beginning of 2022. The aggregate maximum number of shares payable as a reward is approximately 225,400 class B shares (referring to gross earning, from which the applicable payroll tax is withheld).

For all programs, if the individual's employment with Oriola Corporation terminates before the payment of the reward, the individual is, as a main rule, not entitled to any reward. The value of the reward payable to each individual participant based on the plans is limited by a maximum cap linked to a multiplier of the individual's annual salary. Oriola applies a share ownership requirement to the CEO and the members of Oriola Management Team. They are expected to retain ownership at least half of the shares received under the incentive plans until the value of his/her ownership in the company, in the case of the CEO, corresponds to at least his/her annual gross base salary, and in the case of the other the members of the Oriola Management Team, to at least half of his/her annual gross base salary.

Share savings plan

The share savings plan for the key personnel that Oriola has had since 2013 was terminated in 2022 and a total of 22,138 Oriola Corporation's class B treasury shares were conveyed in 2023 without consideration to the key personnel who participated in the plan.

Governance

Separate Corporate Governance Statement 2024 and Remuneration Report 2024 can be found in Annual Report 2024.

Annual General Meeting 2024

The Annual General Meeting of Oriola, held on 19 March 2024, adopted the financial statements and discharged the members of the Board of Directors and the President and CEO from liability for the financial year ending 31 December 2023. According to the decision of the Annual General Meeting, a dividend of EUR 0.07 per share was paid on the basis of the balance sheet adopted for the financial year ending 31 December 2023.

Auditor

Authorised Public Accountants KPMG Oy Ab, who has put forward authorised public accountant Ms Kirsi Jantunen as principal auditor, was re-elected as the auditor of the company. The auditor's fees shall be paid according to an invoice approved by the company.

Board of Directors

The AGM confirmed that the Board of Directors is composed of seven members. Ms Nina Mähönen, Mr Yrjö Närhinen, Ms Ellinor Persdotter Nilsson, Mr Harri Pärssinen and Mr Heikki Westerlund were re-elected to the Board of Directors and Ms Petra Axdorff and Ms Ann Carlsson Meyer were elected as new members of the Board of Directors. Mr Heikki Westerlund was re-elected as Chairman of the Board of Directors.

Board remuneration

The AGM confirmed that the fee for the term of office of the Chairman of the Board of Directors is EUR 70,000, the fee for the term of office of the Vice Chairman of the Board of Directors and for the Chairman of the Board's Audit Committee is EUR 40,000 and the fee for the term of office of other members of the Board of Directors is EUR 33,500. Of the annual fee, 60 per cent is paid in cash and 40 per cent is used to acquire Oriola Corporation's class B shares for the Board members on the Nasdaq Helsinki Stock Exchange. The Chairman of the Board of Directors receives an attendance fee of EUR 1,000 per meetings of the Board of Directors held in the Chairman's home country and EUR 2,000 for meetings of the Board of Directors held elsewhere and the other members of the Board of Directors receive attendance fees of EUR 500 per meeting for meetings held in the home country of the respective member of the Board of Directors and EUR 1,000 for meetings held elsewhere. Attendance fees are correspondingly also paid to the Chairman and members of company committees. Travel expenses are compensated in accordance with the travel policy of the company.

Authorisations

The Annual General Meeting authorised the Board to decide on a share issue against payment in one or more issues, including the right to issue new shares or to assign treasury shares held by the company. The authorisation covers a combined maximum of 5,500,000 class A shares and 12,500,000 class B shares of the company and includes the right to derogate from the shareholders' pre-emptive subscription right. The authorisation is in force for eighteen (18) months following the decision of the Annual General Meeting.

The Board was also authorised to decide on a share issue against payment of class B shares in one or more issues including the right to issue new class B shares or assign class B treasury shares held by the company. The authorisation covers a combined maximum of 18,000,000 class B shares of the company including the right to derogate from the shareholders' pre-emptive subscription

right. The authorisation is in force for a maximum of eighteen (18) months following the decision of the Annual General Meeting.

The Annual General Meeting authorised the Board to decide on a share issue of class B shares without payment to the Company and on a directed share issue of class B shares in order to execute the share-based incentive plan for Oriola Group's executives and the share savings plan for Oriola Group's key personnel. The maximum number of new class B shares to be issued under this authorisation is 250,000, which represents of 0.14% of all shares in the Company. The authorisation is in force for eighteen (18) months from the decision of the Annual General Meeting.

The Annual General Meeting authorised the Board to decide on repurchasing up to 18,000,000 of the company's own class B shares. Shares may be repurchased also in a proportion other than in which shares are owned by the shareholders. The authorisation is in force for a maximum of eighteen (18) months following the decision of the Annual General Meeting.

All decisions of the Annual General Meeting 2024 are available on the company's website www.oriola.com.

Shareholder's Nomination Board

The Shareholders' Nomination Board consists of six members appointed by the shareholders. In addition, the Chairman of the Board of Directors acts as an expert member of the Nomination Board.

The largest shareholders of Oriola Corporation elected on 6 June 2024 the following persons as members of the Nomination Board:

- Annika Ekman
- Peter Immonen
- Timo Maasilta
- Pekka Pajamo
- Jukka Ylppö
- Ingeborg Åkermarck

Pekka Pajamo was elected Chairman of the Nomination Board. Heikki Westerlund, Chairman of the Board of Directors of Oriola, serves as an expert member of the Nomination Board.

CEO and Oriola Management Team

At the end of the year 2024, the Oriola Management Team consisted of six members, including the President and CEO, to whom the other Oriola Management Team members report.

On 29 August 2024 Mats Danielsson, M. Sc. (Econ) was appointed Chief Financial Officer and member of the Oriola Management Team as of 16 September 2024.

On 7 October 2024 Tuomas Tiilikainen, M. Sc. (Engineering) was appointed Chief Supply Chain Officer and member of the Oriola Management Team and he joined the company in the beginning of February 2025.

On 11 October 2024 Oriola announced that Hannes Hasselrot, the Chief Commercial Officer and member of the Oriola Management Team, has resigned. Hannes left the company on 1 January 2025.

On 11 December 2024, Oriola announced that it renews its operating model and appoints Satu Nylén, Executive Vice President, Services and Products and Katja Lundell, Executive Vice President, Advisory Services to Oriola's Management Team as of 1 January 2025.

The following persons were members of Oriola Management Team on 31 December 2024:

- Katarina Gabrielson, President and CEO
- Mats Danielsson, Chief Financial Officer
- Hannes Hasselrot, Chief Commercial Officer
- Niklas Lindholm, Chief People Officer
- Mikael Nurmi, Chief Digital Officer
- Petter Sandström, General Counsel

Oriola's planned operating model

The planned operating model consists of a common sales organisation and two commercial units: Products and Services, and Advisory Services.

With the planned Sales unit, Oriola is creating stronger partnerships with improved customer focus, as well as reduced complexity for customers. This will give Oriola even more flexibility to respond to customer needs, and to better capture growth opportunities.

With the planned new commercial unit Services and Products, Oriola is enhancing an integrated service offering with a service and product portfolio that meets the standards of modern wholesale and e-commerce of pharmaceuticals and health products.

The existing commercial unit Advisory Services will continue to support pharmaceutical companies and pharmacies to succeed in the Nordic countries by providing high-quality expert services and tailored commercial data solutions covering the entire lifespan of a pharmaceutical product.

The planned operating model also includes the existing Supply Chain unit and enabling functions Finance, Digital, Legal, and People and Culture.

The planned operating model is expected to be valid latest by the end of the first quarter 2025. The planned changes will not impact Oriola's external financial reporting segments.

Oriola Corporation shares

Oriola Corporation's market capitalisation on 31 December 2024 was EUR 162.0 (199.2) million.

| Trading of shares | Jan–Dec 2024 | | Jan–Dec 2023 | |
|---------------------------------------|--------------|---------|--------------|---------|
| | class A | class B | class A | class B |
| Trading volume, million | 3.4 | 33.1 | 3.1 | 57.1 |
| Trading volume, EUR million | 3.5 | 33.0 | 4.0 | 61.6 |
| Highest price, EUR | 1.23 | 1.17 | 1.93 | 1.82 |
| Lowest price, EUR | 0.89 | 0.85 | 1.02 | 0.89 |
| Closing quotation, end of period, EUR | 0.90 | 0.89 | 1.12 | 1.09 |

In 2024, the traded volume of Oriola Corporation shares, excluding treasury shares, corresponded to 20.2% (33.2%) of the total number of shares.

At the end of 2024, the company had a total of 181,486,213 (181,486,213) shares, of which 53,748,313 (53,748,313) were class A shares and 127,737,900 (127,737,900) were class B shares. The company held a total of 75,712 (87,426) treasury shares, of which 63,650 (63,650) were class A shares and 12,062 (23,776) were class B shares. The treasury shares held by the company account for 0.04% (0.05%) of the company's shares and 0.11% (0.11%) of the votes.

Under Article 3 of the Articles of Association, a shareholder may demand conversion of class A-shares into class B shares. In 2024 and 2023, no class A shares were converted into class B shares.

Management's holding

On 31 December 2024, the members of the Board of Directors, the CEO and the members of the Oriola Management Team, including their controlled corporations, owned a total of 540,542 class B shares corresponding to 0.30% of the total number of shares and 0.04% of the votes.

Flagging notifications

No flagging notifications during 2024.

Shares and shareholders

Shareholders by type of owner, 31 December 2024

| | Shareholders | | | % of shareholders | | | % of shares | | |
|-------------------------------|---------------|---------------|---------------|-------------------|--------------|--------------|-------------|-------------|-------------|
| | A shares | B shares | Total | A shares | B shares | Total | A shares | B shares | Total |
| Individuals | 12,133 | 25,360 | 33,228 | 97.2 | 96.0 | 96.3 | 43.4 | 45.9 | 45.2 |
| Corporations and partnerships | 211 | 687 | 833 | 1.7 | 2.6 | 2.4 | 29.7 | 29.8 | 29.8 |
| Banks and insurance companies | 13 | 42 | 44 | 0.1 | 0.2 | 0.1 | 2.2 | 7.5 | 5.9 |
| Public entities | 8 | 17 | 22 | 0.1 | 0.1 | 0.1 | 14.8 | 7.1 | 9.4 |
| Non-profit institutions | 50 | 168 | 198 | 0.4 | 0.6 | 0.6 | 8.1 | 1.9 | 3.7 |
| Foreign shareholders | 63 | 141 | 177 | 0.5 | 0.5 | 0.5 | 0.3 | 0.3 | 0.3 |
| Total | 12,478 | 26,415 | 34,502 | 100.0 | 100.0 | 100.0 | 98.4 | 92.5 | 94.2 |
| Nominee registrations | | | | | | | 1.6 | 7.5 | 5.8 |

Shareholders by number of shares held, 31 December 2024

| Number of shares | Shareholders | | | % of shareholders | | |
|-----------------------------|---------------|---------------|---------------|-------------------|--------------|--------------|
| | A shares | B shares | Total | A shares | B shares | Total |
| 1-100 | 3,006 | 3,943 | 5,933 | 24.1 | 14.9 | 17.2 |
| 101-1,000 | 6,051 | 13,150 | 16,815 | 48.5 | 49.8 | 48.7 |
| 1,001-10,000 | 3,064 | 8,245 | 10,279 | 24.6 | 31.2 | 29.8 |
| 10,001-100,000 | 317 | 996 | 1,361 | 2.5 | 3.8 | 3.9 |
| over 100,001 | 40 | 81 | 114 | 0.3 | 0.3 | 0.3 |
| Total | 12,478 | 26,415 | 34,502 | 100.0 | 100.0 | 100.0 |
| Of which nominee registered | 6 | 8 | 8 | | | |

| Number of shares | Shares | | | % of shares | | |
|-------------------------------|-------------------|--------------------|--------------------|--------------|--------------|--------------|
| | A shares | B shares | Total | A shares | B shares | Total |
| 1-100 | 137,756 | 201,872 | 339,628 | 0.3 | 0.2 | 0.2 |
| 101-1,000 | 2,631,571 | 5,993,996 | 8,625,567 | 4.9 | 4.7 | 4.8 |
| 1,001-10,000 | 8,844,984 | 24,982,762 | 33,827,746 | 16.5 | 19.6 | 18.6 |
| 10,001-100,000 | 8,012,406 | 25,344,995 | 33,357,401 | 14.9 | 19.8 | 18.4 |
| over 100,001 | 34,121,596 | 71,214,275 | 105,335,871 | 63.5 | 55.8 | 58.0 |
| Total | 53,748,313 | 127,737,900 | 181,486,213 | 100.0 | 100.0 | 100.0 |
| Of which nominee registered | 833,675 | 9,635,329 | 10,469,004 | 1.6 | 7.5 | 5.8 |
| Total number of shares | 53,748,313 | 127,737,900 | 181,486,213 | 100.0 | 100.0 | 100.0 |

Largest shareholders, 31 December 2024

| By number of shares held | A shares | B shares | Total shares | % of total shares | Votes | % of total votes |
|---|-------------------|--------------------|--------------------|-------------------|----------------------|------------------|
| 1. Mariatorp Oy | 7,100,000 | 19,525,000 | 26,625,000 | 14.67 | 161,525,000 | 13.43 |
| 2. Wipunen Varainhallinta Oy | 2,600,000 | 6,400,000 | 9,000,000 | 4.96 | 58,400,000 | 4.86 |
| 3. Keskinäinen Työeläkevakuutusyhtiö Varma | 4,320,600 | 3,273,000 | 7,593,600 | 4.18 | 89,685,000 | 7.46 |
| 4. Keskinäinen Eläkevakuutusyhtiö Ilmarinen | 3,606,414 | 2,289,018 | 5,895,432 | 3.25 | 74,417,298 | 6.19 |
| 5. Vakuutusosakeyhtiö Henki-Fennia | 555,000 | 3,886,797 | 4,441,797 | 2.45 | 14,986,797 | 1.25 |
| 6. Maa- ja Vesiteknikan Tuki ry. | 4,025,358 | 0 | 4,025,358 | 2.22 | 80,507,160 | 6.69 |
| 7. Greenzap Oy | 3,000,000 | 0 | 3,000,000 | 1.65 | 60,000,000 | 4.99 |
| 8. Kansaneläkelaitos, KELA | 0 | 1,991,481 | 1,991,481 | 1.10 | 1,991,481 | 0.17 |
| 9. Ylppö Jukka | 1,496,562 | 286,992 | 1,783,554 | 0.98 | 30,218,232 | 2.51 |
| 10. Sijoitusrahasto Seligson & Co Phoebus | 220,000 | 1,379,857 | 1,599,857 | 0.88 | 5,779,857 | 0.48 |
| 11. Herlin Olli | 275,000 | 1,300,000 | 1,575,000 | 0.87 | 6,800,000 | 0.57 |
| 12. Proprius Partners Micro Finland | 0 | 1,400,000 | 1,400,000 | 0.77 | 1,400,000 | 0.12 |
| 13. Ehnrooth Helene | 0 | 1,304,333 | 1,304,333 | 0.72 | 1,304,333 | 0.11 |
| 14. Medical Investment Trust Oy | 181,000 | 852,540 | 1,033,540 | 0.57 | 4,472,540 | 0.37 |
| 15. Drumbo Oy | 0 | 1,000,000 | 1,000,000 | 0.55 | 1,000,000 | 0.08 |
| 16. Paloniemi Jari | 0 | 1,000,000 | 1,000,000 | 0.55 | 1,000,000 | 0.08 |
| 17. Ylppö Into | 693,522 | 240,200 | 933,722 | 0.51 | 14,110,640 | 1.17 |
| 18. Laakkonen Mikko | 196,320 | 689,080 | 885,400 | 0.49 | 4,615,480 | 0.38 |
| 19. Jocer Oy Ab | 0 | 874,334 | 874,334 | 0.48 | 874,334 | 0.07 |
| 20. Säästöpankki Kotimaa-sijoitusrahasto | 619,649 | 166,939 | 786,588 | 0.43 | 12,559,919 | 1.04 |
| Total | 28,889,425 | 47,859,571 | 76,748,996 | 42.29 | 625,648,071 | 52.02 |
| Nominee registered | 739,159 | 9,453,394 | 10,192,553 | 5.62 | 24,236,574 | 2.02 |
| Oriola Corporation | 63,650 | 12,062 | 75,712 | 0.04 | 1,285,062 | 0.11 |
| Other | 24,056,079 | 70,412,873 | 94,468,952 | 52.05 | 551,534,453 | 45.86 |
| All shareholders total | 53,748,313 | 127,737,900 | 181,486,213 | 100.00 | 1,202,704,160 | 100.00 |

Risk review

Key external factors/trends impacting Oriola's business environment include ageing of the population, increased spending on health and wellbeing, growth in speciality pharmaceuticals, the digitalisation of the retail trade and services, sustainability as well as ongoing global health challenges.

Strategic and financial risks

Oriola's risk management framework was updated in 2024 to reflect the current business and regulatory environment. The Group's risk management policy outlines the principles, processes and organisation designed to identify, measure and manage risks impacting operations and strategic goals. The Group's risk management seeks to identify, measure and manage risks and opportunities that may have an adverse or beneficial impact on Oriola's operations and strategic goals.

Oriola's risk appetite reflects a balanced approach to taking well-considered risks while maintaining strong financial stability and operational continuity. Oriola's risk management principles emphasise proportionality, reasonableness, and disaster avoidance, ensuring that risks are managed effectively and in alignment with our long-term strategic goals.

Oriola also adheres to a Code of Conduct policy and a Treasury policy covering compliance and financial risks. The internal control and risk management systems related to Oriola's financial reporting are aimed at ensuring the reliability of the company's financial statements and financial reporting, as well as the company's compliance with legislation and generally approved operating principles.

Oriola continuously monitors changes in the risk landscape and adjusts the company's risk and opportunity exposure in response to shifts in the market, society, and geopolitical environment.

Changes in the pharmaceutical market regulation and related licences, pricing, parallel import and public reimbursement, as well as increased competition through e.g. growing number of companies and pharmacies in e-commerce, decreasing share of single channel distribution, and loss of several key pharmaceutical company agreements, are examples of strategic and operational risks that may have an impact on the performance of the Group.

Regulatory and market risks

Oriola operates in regulated pharmaceutical distribution and retail markets closely monitored by authorities in both operating countries.

The reform of social and healthcare (Sote), was approved in Finland in 2021. In the beginning of 2022, 21 new county councils were elected, and these new political bodies will decide on social, healthcare and rescue services in each wellbeing services county. New regions were affected from the beginning of 2023.

Oriola assesses ESG-related (Environment, Social and Governance) risks as part of the regular risk management process. ESG-related impacts, risks and opportunities are presented in Oriola's Sustainability Statement.

The main financial risks for Oriola involve currency rate, liquidity, interest rate and credit risks. Changes in the value of the Swedish krona have an impact on Oriola's net sales, earnings and consolidated statement of financial position. Changes in cash flow forecasts may cause impairment of goodwill. More information about financial risk management can be found in note 8.3. in the notes to the Consolidated Financial Statements.

Near-term risks and uncertainty factors

Risks related to instability in financial markets, cost inflation, salary inflation and overheated labour markets, uncertain product availability due to material and supply chain constraints, and electricity shortages, remain. In addition, cyber-attacks against

critical areas of society are expected to increase. These factors may have a significant impact on Oriola's operations, net sales and profitability.

Oriola is deemed as a critical entity under the directive (2022/2557) of the European Parliament on the resilience of critical entities. Recognition of full-service healthcare distributors as critical infrastructure reduces Oriola's risks. The directive entered into force on 16 January 2023 and will have to be implemented at national level. Finland has made progress towards implementing Directive (EU) 2022/2557. The Finnish government submitted a proposal related to the directive on May 23, 2024, which is currently under committee review. Sweden has not yet transposed the directive into national law. The implementation is expected to occur in 2025.

Oriola's continuity planning is designed to maintain critical operations, even in the face of unforeseen challenges. It also encompasses measures to rebuild and restore these operations if disruptions would occur. With well-defined protocols and regular testing, Oriola strengthens its capacity to safeguard customer requirements, ensure profitability, and support societal needs.

By ensuring the availability and reliable distribution of critical healthcare products, even under challenging conditions, Oriola is also an important contributor to societal resilience and preparedness. This entails that developments in national threat scenarios and security protection legislation have an impact on both the company's risk exposure and its opportunities.

Oriola's strategic development projects involve operational risks which may have an effect on the company's profitability if materialized. Oriola has IT system projects underway. The company has defined separate risk management plans for all major IT projects and aims to ensure seamless implementation of the systems through careful planning.

Oriola's distribution capabilities relies on well-functioning distribution centres with automation and information systems. If the systems experience long or short-term malfunctions, Oriola's delivery accuracy might be affected.

From time to time, Oriola is involved in legal actions, claims and other proceedings. It is Oriola's policy to provide for amounts related to the proceedings if liability is probable, and such amounts can be estimated with reasonable accuracy. Taking into account all available information to date, legal actions, claims and other proceedings are not expected to have a material impact on the financial position of the Group.

Oriola's proactive risk management, strategic alignment with regulatory changes, and strengthened operational resilience position the company well for sustained performance. The continued focus on ESG, financial stability, and supply chain reliability supports the long-term success of the organisation.

Profit distribution proposal

Oriola Group's parent company is Oriola Corporation, whose distributable funds according to the balance sheet as at 31 December 2024 were EUR 153.3 (190.7) million. Oriola Corporation's result for the financial year 2024 was EUR -24.6 (-6.9) million. Earnings per share of the Oriola Group were EUR -0.11 (-0.11).

The Board of Directors proposes to the Annual General Meeting that a dividend of EUR 0.07 (0.07) per share would be paid for 2024. The Board of Directors further proposes that the remaining non-restricted equity, EUR 140,573,934.29 be retained and carried forward.

Annual General Meeting 2025

Oriola Corporation's Annual General Meeting will be held on 2 April 2025. The matters specified in article 10 of the Articles of Association and other proposals of the Board of Directors, if any, will be dealt with at the meeting. The notice to convene will be available on the company's website at www.oriola.com on 12 March 2025 at the latest.

Outlook for 2025

In 2025, the pharmaceutical distribution market is expected to continue to grow. Value growth is expected to be driven by high-value pharmaceuticals and products requiring advanced logistics. The uncertainty in the geopolitical environment remains, and the availability issues of certain pharmaceuticals are expected to continue.

Consumer confidence is expected to remain weak, which may have an impact on the wholesale market. Typically, in economic uncertainty, consumers tend to shift purchases to low-price categories.

For 2025, Oriola expects the adjusted EBITDA excluding the Swedish dose dispensing business to increase from the previous year. (2024: EUR 33.3 million). The expectation of improved EBITDA is based on growing markets and strategy execution.

From the start of 2025 Oriola introduces adjusted EBITDA (earnings before interest, taxes, depreciation and amortisation) as a new alternative performance measure. EBITDA is widely used by management and investors when assessing the profitability of a company and cash flow generation. Oriola publishes adjusted EBITDA for all quarters of 2024 separately.

Events after the balance sheet date

Acquisition of MedInfo ApS in Denmark

Oriola announced on 27 January that it acquires 100% of the shares in MedInfo ApS in Denmark to strengthen its Nordic footprint in medical information (MI) and patient support programmes (PSP). MedInfo is currently Oriola's subcontractor covering the Danish and Norwegian markets with MI and PSP services.

MedInfo's net sales in 2024 were EUR 0.9 million, which mainly came from transactions with Oriola, and which is eliminated in the consolidated financial statements. The company employs five persons and an interim manager, who will stay on for the first months to ensure a smooth transition. MedInfo will be integrated in Oriola's Advisory services, which is part of Wholesale segment. The transaction was closed on 3 February 2025. The acquisition does not have a significant impact on Oriola's financial position.

Oriola Management Team

Oriola announced on 3 March 2025 that Stig Tornell, B. Sc. (Bus. Adm. & Econ.), has been appointed as Executive Vice President, Sales and member of the Oriola Management Team as of 1 April 2025.

Shareholder's proposal regarding combination of share classes and directed issuance of shares without payment

As announced on 7 February 2025, the Board of Directors of Oriola Corporation has on 7 February 2025 received a demand in accordance with Chapter 5 Section 5 of the Finnish Companies Act to have the combination of share classes and directed issuance of shares without payment dealt with by the Annual General Meeting of Oriola scheduled to be held on 2 April 2025.

As announced on 3 March 2025, the Board of Directors of Oriola Corporation recommends that the shareholder's proposal regarding combination of share classes and directed issuance of shares without payment be accepted at the Annual General Meeting.

Sustainability Statement

1. General information

ESRS2 General Disclosures

General basis for preparation of Sustainability Statement (BP-1, BP-2)

This Sustainability Statement has been prepared according to the sustainability reporting standards (European Sustainability Reporting Standards, ESRS) referred to in Chapter 7 of the Finnish Accounting Act and Article 8 of the Taxonomy Regulation on a consolidation basis.

Oriola's sustainability reporting is aligned with reporting on the financial year (calendar year 2024) and unless otherwise stated, it comprises the parent company Oriola Corporation and all the companies in which the Group holds over 50% of the voting rights directly or indirectly. The scope of consolidation of this report is the same as for financial statements covering Oriola Group Plc's legal entities in Finland and in Sweden: Oriola Corporation, Oriola Finland Oy, Pharmaservice Oy, Oriola Sweden AB and Svensk dos AB. No entities have been excluded from the reporting.

This statement includes information about Oriola's material impacts, risks and opportunities through its direct and indirect business relationships in the upstream and downstream value chain according to the outcome of the double materiality assessment (DMA). The inclusion of the value chain information is clearly stated in connection with the specific topic.

Oriola has not used the option to omit specific pieces of information corresponding to intellectual property, know-how or results of innovation. Neither has the company used the option to omit disclosure of impending developments or matters in course of negotiation.

In this report Oriola has used the time horizons according to the ESRS standards. The short term refers to the upcoming financial year, the medium term to the following 1–5 years, and the long term to a time span exceeding 5 years.

Metrics related to greenhouse gas emissions encompass data from both upstream and downstream parts of the value chain. While most calculations rely on direct data, certain Scope 3 categories incorporate information derived from indirect sources. The metrics, including the basis for the preparation and the resulting level of accuracy, are detailed in section E1 Climate Change.

No disclosure requirements or specific data points have been incorporated by reference.

The role of the administrative, management and supervisory bodies (GOV-1)

Oriola's administrative, management and supervisory bodies are the Board of Directors and the President and CEO. The general meeting of shareholders, the Board of Directors (including its committees), and the President and CEO, assisted by the Oriola Management Team, are responsible for the governance of Oriola.

The main tasks of the Board of Directors are listed in the Board's rules of procedure. According to the rules, the Board is responsible for approving the company's strategy, which includes the sustainability agenda and strategic sustainability goals. Oriola's Board of Directors monitors the implementation of the sustainability agenda and reviews the company's sustainability targets and progress of the sustainability work, including climate-related issues.

The Audit Committee has a Board mandate to supervise the execution of the Group's sustainability agenda. The Audit Committee prepares the sustainability agenda and strategic sustainability goals for the Board's approval. It monitors the advancement of the sustainability agenda, offering feedback when necessary.

The President and CEO has overall responsibility for implementing Oriola's sustainability agenda as part of the strategy. The CEO is also responsible for establishing an appropriate organisation for sustainability work and ensuring necessary internal and external resources and expertise.

Oriola Management Team prepares and follows up the Group's sustainability agenda including action plans, risks, targets and performance indicators. Oriola tracks progress in sustainability areas using Group-level strategic targets and key performance indicators (KPI).

Oriola has specified the company's risk management model, principles, organisation and process in the Group Risk Management Policy. Sustainability-related risks are managed according to the Policy.

Diversity of the Board and Management

Oriola's Board of Directors as a collegium has a competence profile which supports the company's existing and future business, enabling the achievement of Oriola's strategic goals. The members of the Board of Directors have mutually complementary expertise regarding their education and experience in different professional areas and industrial sectors, businesses in various stages of development, leadership, as well as their personal capacities.

Oriola's Board of Directors consist of seven members: Heikki Westerlund (chairman), Petra Axdorff, Ann Carlsson Meyer, Nina Mähönen, Yrjö Närhinen, Ellinor Persdotter Nilsson and Harri

Pärssinen. All seven members (100%) are non-executive and independent of the company and of the major shareholders.

The diversity of the Board of Directors is supported by experience in operating environments and industries relevant to Oriola as well as different cultures and by considering the age and gender breakdown of the members. The percentage of female board members is 57% and the gender diversity ratio is 1.33.

At the end of the year 2024, the Oriola Management Team consisted of six executive members, who have extensive experience relevant to the company's sectors, products and geographic locations. The percentage of female management team members was 17%. The Oriola Management Team members were: Katarina Gabrielson, CEO, Mats Danielsson, CFO, Hannes Hasselrot, Chief Commercial Officer, Niklas Lindholm, Chief People Officer, Mikael Nurmi, Chief Digital Officer, and Petter Sandström, General Counsel.

In 2024, there was no employee representation in Oriola's Board of Directors or in the Oriola Management Team.

Managing material impacts, risks and opportunities

Oriola's Board of Directors is the highest authority to oversee the company's material impacts, risks and opportunities. Oriola's Board of Directors approves the outcome of the double materiality assessment and the Group's sustainability agenda, based on the outcome of the double materiality assessment, as a part of the company's strategy. The Board approves the Risk Management Policy, Code of Conduct and Business Partner Code of Conduct and the sustainability statement as a part of the company's Financial Statements.

The Audit Committee supervises the execution of the Group's sustainability agenda as well as tracking the progress of the company's sustainability reporting. Furthermore, it reviews the sustainability-related matters finally decided upon by the Board. To ensure alignment with ESRS disclosures, the Audit Committee reviews the processes, controls, methodologies and policies related

to impacts, risks and opportunities that management employs to enhance sustainability reporting.

The President and CEO has overall responsibility for implementing Oriola's sustainability agenda as part of the strategy. She reports to the Board of Directors on material sustainability topics and approves the Quality Policy setting the foundation for Oriola's ISO-certified Group-wide management system.

Skills and expertise to oversee sustainability matters

The members of Oriola's Board of Directors currently hold or have previously held leadership positions in companies with a high level of sustainability. The members have experience in areas such as sustainability management, human resources management, occupational safety management, sustainable sourcing, responsible finance and risk management.

The members of the Oriola Management Team have extensive business knowledge and appropriate skills and expertise relevant to their responsibility areas. The competence in sustainability is sufficient, including for example expertise in human resources, data and risk management, and governance and compliance matters.

The governing bodies use actively the expertise of the company's sustainability and environmental organisations, and external experts are consulted when necessary. In addition, all members of the Board of Directors and Oriola Management Team receive sustainability-related training as needed.

Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies (GOV-2)

Sustainability is integral to Oriola's mission of improving health and wellbeing, increasingly important to its stakeholders, and

a key enabler of the Group's business strategy. Oriola actively incorporates environmentally and socially responsible practices into its day-to-day operations, decision-making and risk management processes. Sustainability topics are also covered in strategic negotiations with key suppliers in main sourcing categories.

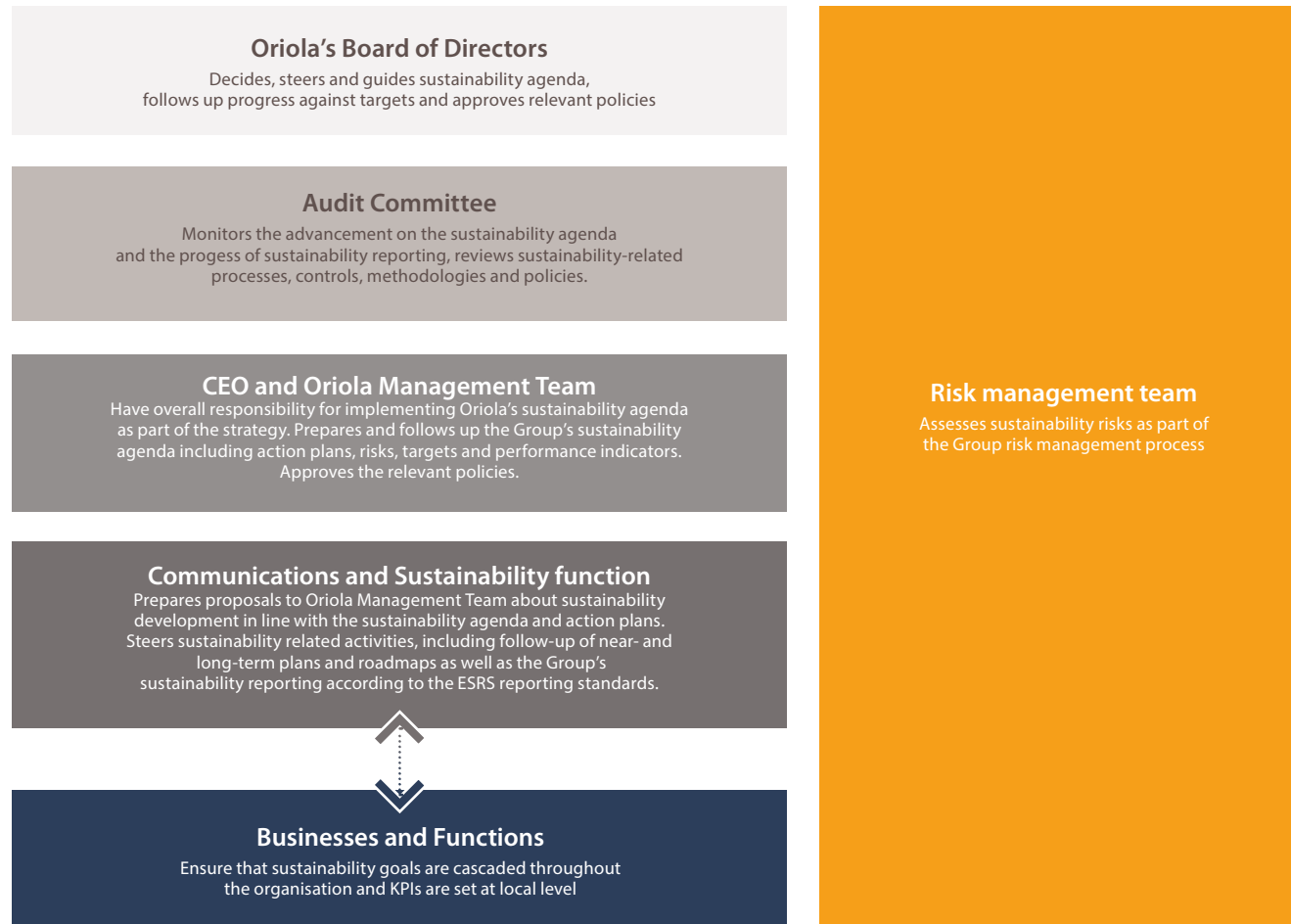
Oriola's sustainability agenda drives actions towards ambitious long-term goals balancing environmental, social and economic priorities with a strategic approach. Oriola is committed to reducing the environmental impact of its operations, ensuring the accessibility of medicines, and fostering responsible practices across its value chain. Oriola continuously evaluates the interplay between short-term operational demands and long-term sustainability goals, emphasising transparency, innovation and collaboration with its stakeholders.

Sustainability being a key part of Oriola's strategy brings sustainability-related topics regularly to the Board's agenda:

- The Board and the Audit Committee are informed about sustainability-related topics as part of the CEO's business review, which is on the agenda of each monthly meeting.
- The Board approves the sustainability agenda and strategic sustainability goals in connection with the strategy process. The current sustainability agenda is valid 2024-2026.
- The Board and the Audit Committee review the main risks according to Group's Risk Management Process on a quarterly basis, and relevant policies as needed.
- The Board follows up the results and effectiveness of policies, actions, metrics and targets adopted to address material impacts, risk and opportunities at least on a yearly basis, when it approves the sustainability statement as part of the Financial Statements. The Audit Committee reviews the sustainability statement prior to its approval by the Board of Directors.

Sustainability topics are presented to the Oriola Management Team as needed over the year. The Management Team reviews the main risks quarterly according to the Group's Risk Management Process and updates the sustainability agenda as part of the strategy process according to internal and external expectations.

Sustainability management



The Oriola Management Team prepares and follows up the Group's sustainability agenda including action plans, risks, targets and performance indicators. It approves the Group-wide Privacy and Environmental Policies.

- The Communications and Sustainability function, led by VP, Communications and Sustainability, is responsible for preparing proposals to the Oriola Management Team about sustainability development in line with the sustainability agenda and action plans, steering sustainability-related activities, which include follow-up of near- and long-term plans and roadmaps and sustainability reporting according to the ESRS reporting standards.
- The Quality and Environment organisation, led by the Quality Director, is responsible for overseeing matters related to product and operations quality and environment, including energy consumption and emissions reporting.
- The HR organisation is responsible for overseeing social matters related to own workforce, including employee engagement and diversity. Impacts related to Oriola's own workforce are identified and managed through People Policy and multiple HR and HSE (Health, Safety and Environment) processes.
- The IT organisation is responsible for Oriola's comprehensive Information Security Management framework including key policies and data protection processes. Key policies include Oriola's Privacy Policy outlining the methods by which the company gathers, uses, discloses and otherwise processes personal information.
- The Legal organisation is responsible for overseeing the governance and compliance matters and for updating Oriola's Code of Conduct, which guides management and personnel on ethical principles within the Group.
- The Risk Management organisation, led by Director, Risk and Security, is responsible for Oriola's Risk Management Policy, which outlines the company's risk management model, principles, organisation and process. The policy defines the enterprise risk management system, objectives, roles and responsibilities within Oriola, aiming to identify and manage risks associated with the execution of the company's strategy and operations.

List of material impacts, risks and opportunities addressed by administrative, management and supervisory bodies or their relevant committees in 2024

- Oriola's Board of Directors reviewed and approved the outcome of the Group's double materiality assessment.
- The Audit Committee reviewed the assessment prior to the Board approval.
- Over the year, the Board and the Audit Committee followed up the progress of sustainability reporting and related assurance process.
- Other topics included for example the presentation of the project for setting the Science Based Targets (SBTi) for Oriola's climate work.
- In October, the Board approved the renewed Code of Conduct and Business Partner Code of Conduct.
- In November, the Board approved the new People Policy.
- The Oriola Management Team participated in the finalisation of the double materiality assessment and decided on the final material topics.
- The Management Team also reviewed the outcome of the Human Rights impact screening and the ESRS GAP analysis.

Integration of sustainability-related performance in incentive schemes (GOV-3)

In line with Oriola's Remuneration Policy and Remuneration Report 2024, Oriola's remuneration supports achieving strategic targets, profitability and increased shareholder value. The objective is to reward concrete achievements in implementing Oriola's strategy and in achieving its targets. When setting the remuneration for executives, Oriola follows the same main principles as for other employees in the company. Remuneration across the company is reviewed regularly to secure its competitiveness in the market.

The main components of the remuneration are base salary and short- and long-term incentives. The short-term incentive (STI) plan

is based on the achievement of the company's financial targets and personal targets. The measures may consist of a mix of financial, operational and ESG related metrics.

The share-based long-term incentive (LTI) plan covers the company's key employees. The objectives of the LTI are to promote shareholder value creation in the long term, to commit management and key employees to achieving Oriola's strategic targets, and the retention of Oriola's key resources. The performance criteria may include financial or non-financial measures to support the Group's long-term success such as key financial targets, ESG targets, strategic priorities, shareholder return, and other performance measures set for the performance period. The performance period of the current plan is 2022-2025.

Oriola's share-based long-term incentive plan (LTI) ties a portion of the compensation to an environmental target, specifically a CO₂ reduction target covering Scope 1 and Scope 2 emissions, as outlined in Oriola's sustainability agenda. The climate-related target carries a 10% weight in the LTI plan and must be achieved without the use of carbon offsets.

The Remuneration Policy is developed by the Compensation and Human Resources Committee, reviewed by the Board of Directors, and approved by the Annual General Meeting. Each year, the Board of Directors, based on the committee's proposal, determines the earnings criteria and parameters for the short-term incentive plan (STI). For the long-term incentive plan (LTI), the Board establishes the performance criteria and sets the required performance levels for each criterion at the start of each performance period.

Statement on sustainability due diligence (GOV-4)

In Oriola, due diligence refers to the process through which the company identifies, assesses and manages the actual and potential negative impacts its operations, supply chains or business relationships may have on the environment, human rights and society. The goal is to prevent harm, mitigate risks and take corrective actions where necessary. Due diligence has been incorporated in the company's risk management process, sustainability governance, and quality and management system.

Due diligence

DUE DILIGENCE GOV-4

| CORE ELEMENTS OF DUE DILIGENCE | PARAGRAPHS IN THE SUSTAINABILITY STATEMENT |
|--|---|
| a) Embedding due diligence in governance, strategy and business model | • General Disclosures: GOV-1, GOV-2, SBM-1 • Environment: E1.SBM-3 • Governance: G1-1 |
| b) Engaging with affected stakeholders in all key steps of the due diligence | • General Disclosures: SBM-2, IRO-1 • Environment: E1-3, E2.IRO-1, • Social: S1-2, S1-3, S2-2, S2-3, S3-2, S3-3, S4-2, S4-3 • Governance: G1-2 |
| c) Identifying and assessing adverse impacts | • General Disclosures: GOV-5, SBM-3, IRO-1 • Environment E1.SBM-3, E5.IRO-1 • Social: S1.SBM-3, S2.SBM-3, S3.SBM-3, S4.SBM-3 |
| d) Taking actions to address those adverse impacts | • General Disclosures: GOV-2 • Environment: E1-3, E5-2 • Social: S1-4, S2-4, S3-1, S3-2, S3-3, S3-4, S4-4 |
| e) Tracking the effectiveness of these efforts and communicating | • General Disclosures: SBM-1, SBM-2 • Environment E1-3, E1-5, E1-6, E5-2, E5-5, EU Taxonomy • Social: S1-4, S4-4 • Governance: G1-1 |

Risk management and internal controls over sustainability reporting (GOV-5)

Oriola's sustainability management model, which is described at the sections GOV-1 and GOV-2, aims to mitigate the risks related to the sustainability reporting process. Additionally, a complementary governance model with defined roles and responsibilities has been implemented for sustainability reporting.

In its sustainability reporting Oriola uses a specialised reporting platform to ensure that data is stored and calculated in a correct and consistent manner, and to ensure an audit trail is kept. Instructions have been provided to all data reporters and a detailed reporting guide has been compiled to support the reporters of environmental data.

Key risks relating to sustainability reporting process have been identified for the reporting project management purposes, but they have not been assessed by any particular risk assessment approach or risk prioritisation methodology. The risk assessment will be updated according to the experiences from the first statutory reporting project. So far, no decisions have been made regarding how and how often these risk assessment findings will be reported to the administrative, management and supervisory bodies.

Key risks relating to sustainability reporting process and their mitigation

Timing of reporting

- ESG data is gathered from multiple sources and the timing of data availability varies.
- Oriola's reporting governance model ensures that required information is produced according to the set reporting schedule.
- The approval and publication of the sustainability statement is aligned with the Financial Statements.

Accuracy of data

- HR data is sourced from Oriola's HR systems.
- Environmental data is gathered from multiple sources on site-level.
- Data is verified through controls and analysis; instructions have been provided to the reporters.

Roles and responsibilities

- Oriola's reporting governance model and reporting guide aims to mitigate the risk of unclear roles and responsibilities which may arise especially in organisational and personnel changes.
- Lack of adequate resourcing may become a risk due to the rising demands for sustainability reporting both from a regulatory point of view and based on needs in the value chain.

Key risks relating to the reporting platform

- Unavailability of service due to technical failure
- Technical errors in key features of the platform such as calculations, emission factors or data export

The responsibility for collecting data for the sustainability reporting primarily lies with Oriola's experts from Quality and Environment, Human Relations, Risk Management, Supply Chain and Sustainability functions. External expertise is used in the calculation of emissions data when deemed necessary.

The reporter (who inputs data into the reporting platform) must ensure the data is correct by comparing it with the previous year and by double-checking it with someone else. They are also instructed to double count if they feel that something is not correct. Reporters have been instructed to upload source documentation or proof of evidence to the reporting platform to support the data (both for numerical data and narrative content).

Strategy, business model and value chain (SBM-1)

Oriola is a health and wellbeing company operating in the Nordic countries. The Group aims to be the leading specialist in wholesale of pharmaceuticals and health products. It offers advanced distribution, expert and advisory services for pharmaceutical companies and a wide range of health and wellbeing products for pharmacies, veterinarians, other healthcare and retail operators. Additionally, Oriola offers dose dispensing services for pharmacies and healthcare operators.

Oriola operates in Finland and Sweden. The total revenue for 2024 was EUR 1,679.7 million. At the end of December 2024, the total number of employees (headcount) was 934, of which 452 worked in Finland and 482 in Sweden. Oriola does not have product manufacturing of its own.

Oriola promotes wellbeing by ensuring that pharmaceuticals as well as health and wellbeing products are delivered safely, accurately and on time. Oriola's wide range of services help pharmaceutical companies and other operators in the healthcare sector to succeed and promote a healthier life for people.

Oriola serves as the link between pharmaceutical companies, and pharmacies, hospitals, veterinarians and other healthcare providers. Consumers are the end-users of the Group's products, and Oriola also delivers its own brands in Finland.

- Oriola's distribution services include quality control, essential warehousing, and logistics, offering specialised services that comply with Good Distribution Practice (GDP) standards to ensure the secure and efficient delivery of pharmaceuticals. In addition, Oriola offers dose-dispensing services for pharmacies and healthcare units, enhancing patient safety by providing pre-measured doses of medication.
- Oriola's wholesale business supplies a broad selection of traded goods, over-the-counter (OTC) products, special licensed

medicines and parallel imports. Oriola serves a diverse array of customers, including pharmacies and retailers, both online and brick-and-mortar, as well as veterinarians, ensuring that health and wellbeing products are widely accessible across Finland and Sweden.

- Oriola's advisory services provides pharmaceutical companies with high quality expert services and tailored commercial data solutions throughout the entire lifespan of a pharmaceutical product. From clinical trials and regulatory compliance to market access and patient support, Oriola's expertise helps customers navigate the complexities of successfully introducing new medicines to market and meeting regulatory requirements in the Nordics.

Strategy and its relation to sustainability

Oriola introduced its refined strategy in October 2023. The strategy, with a strengthened focus on the wholesale business, aims to capture the full value of the Group's operations, strengthen market position and create long-term shareholder value. This is being done by focusing on strong partnerships, enhanced efficiency and portfolio and market expansion. With the strategy, Oriola is enabling health, every day, in accordance with the company's vision.

At Oriola the sustainability agenda is a key part of the business strategy. The long-term sustainability targets are closely incorporated to the company's strategic direction and followed-up through long-term strategic targets. To measure the achievements, the company has set strategic and operative key performance indicators (KPI) for each sustainability theme.

When setting the sustainability goals, the current significant products and services, markets, customer groups and stakeholder relationships have been taken into consideration.

Oriola's sustainability agenda for 2024-2026

Oriola's sustainability agenda for 2024-2026 is divided into three key sustainability themes through which the Group can play a key

role in delivering services and products that enhance the health and wellbeing of both people and the planet.

Pursuing a net-zero impact on climate

Oriola's commitment to net-zero climate impact spans its entire value chain. The Group focuses on reducing the environmental footprint of its operations and supply chain, particularly addressing the significant emissions generated within the value chain.

- Oriola aims to become carbon neutral in own operations (Scope 1 and 2) by 2025 and achieve carbon neutrality across the supply chain (Scope 1, 2 and 3) by 2030. In addition, Oriola is committed to set science-based climate targets.
- Oriola also focuses on reducing packaging waste by improving waste sorting and increasing recycling rates across its Nordic operations, where stringent environmental regulations and customer expectations drive progress.

Advancing a sustainable people journey

Oriola has recognised a collaborative business culture as a key driver for implementing the Group's strategy and creating value. To strengthen corporate culture and enhance leadership capabilities, Oriola launched a Group-wide leadership training programme in 2024. Its effective and impactful implementation is important for advancing the sustainability agenda. According to its strategy, Oriola aims to enhance customer value by fostering a more efficient, sustainable and collaborative working culture, with an emphasis on good leadership and workplace safety.

- Oriola's goal is to foster a culture that ensures fair treatment, develops capable individuals, and empowers leaders. Leadership Index is measured annually to ensure continuous development.
- Oriola stresses the importance of a healthy and safe working environment with the continuous improvement in LTIF (lost time incident frequency) and long-term target of zero accidents.

Safeguarding deliveries for health and wellbeing

Oriola ensures that the right pharmaceuticals and the right amount are delivered to the right place at the right time – and in the right conditions. This is also the essence of the company's sustainability

efforts. Since Oriola does not have its own product manufacturing or transport logistics, transparent and responsible operations and supply chain practices are crucial for the company to meet its customers' high expectations.

- Oriola's goal is to ensure safe and accurate deliveries of pharmaceuticals and other health products, and therefore the Group closely monitors the quality and accuracy of pharmaceutical deliveries and aims for a 99% picking accuracy.
- To ensure transparent and responsible operations and supply chain practices, Oriola's goal is that 100% of its key suppliers are covered by Oriola's Business Partner Code of Conduct or equivalent and 100% of Oriola's own workforce have completed Annual Code of Conduct training from 2025 onwards.

To streamline its business processes, enhance efficiency and strengthen data management, Oriola will replace its two separate ERP and warehouse management systems in Finland and Sweden with a unified system during 2025-2027. This common system will enable the Group to better serve its customers, improve collaboration and enhance reporting to various stakeholders. Opportunities to improve the accuracy of sustainability reporting will be explored once the new system is in use.

Description of business model and value chain

Oriola creates value for different stakeholders, from societal operators to patients, suppliers, consumers and its shareholders. As Oriola provides logistics and expert services to the pharmaceutical companies and pharmacies, the company's supply network consists of pharmaceutical suppliers and retail suppliers and covers both Finland and Sweden. These include, for example, manufacturers of healthcare products as well as suppliers of packaging materials used in the warehousing of these products. Oriola does not have product manufacturing of its own.

As Oriola does not operate its own fleet of transport vehicles, working closely with transport service providers is essential in warehousing and distribution operations. Most of Oriola's direct non-pharmaceutical product purchases come from Europe.

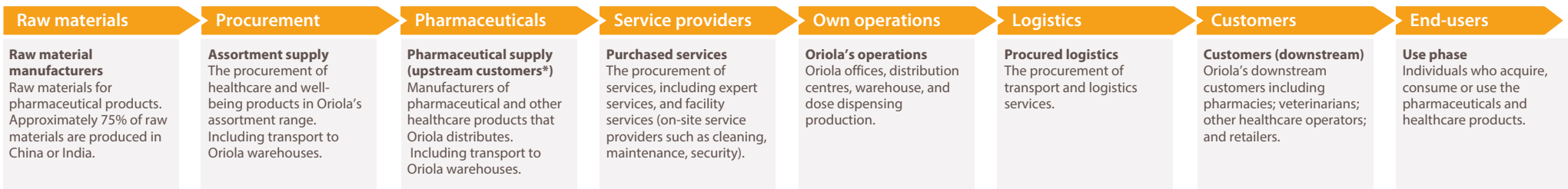
Oriola's business model and value chain



- Financial**
 - Capital employed
- Infrastructure**
 - Distribution centres
 - Central warehouses
 - Dose-dispensing units
- Natural resources**
 - Energy consumption
 - Fuel and water
- Personnel**
 - Our employees in pharmaceutical distribution, dose production and other expert positions
- Social / Relationship**
 - Open dialogue with stakeholders
 - Partnerships and collaboration
 - Active participation in various associations
- Intellectual**
 - Pharmaceutical knowledge
 - Service concepts and processes
 - Leadership
 - Brands



- Environment**
 - Efficient use of resources
 - Minimising environmental impact
 - CO₂ emissions
 - Waste
- Social**
 - Strong Oriola culture, equal and fair workplace
 - Direct and indirect employment
 - Versatile career opportunities
 - Training and development
 - Wages, salaries and bonuses
- Governance & Society**
 - Availability and safe distribution of pharmaceuticals
 - Pharmaceutical advice
 - Efficiency in public and private healthcare
 - Taxes
- Customers**
 - Health-promoting products for consumers
 - Value-adding services supporting healthcare operators and B2B customers' business
 - Good customer experience
- Shareholders**
 - Stable investment
 - Dividends
 - Strong position in the Nordic health and wellbeing market



* Note: Pharmaceutical companies also downstream customers in Oriola's advisory business.

Being a preferred partner and building the supply and partner network on trust and accountability is a prerequisite for Oriola's whole value chain.

Standardised procurement principles, as well as supplier selection and approval processes, are important to the company. With these tools Oriola assesses the business partners' ways of operating and ensure that they meet the requirements set by the company.

Systematic risk management with supplier evaluation process and audits, and compliance with national and international pharmaceutical sector laws and regulations, form the foundation of continuous improvement at Oriola.

Interests and views of stakeholders (SBM-2)

Oriola's key stakeholders consist of customers, employees, investors and analysts, suppliers and subcontractors, authorities, trade associations and industrial organisations. Engagement with all stakeholders is ongoing and facilitated through various communication channels, including online platforms and face-to-face meetings, ensuring transparency and fostering open dialogue.

In addition to regular engagement, Oriola periodically gathers stakeholder feedback to incorporate their perspectives into strategic and operational decisions related to the Group's sustainability agenda.

In 2023-2024 the stakeholders' views were collected widely and systematically as a part of the double materiality assessment required by the CSRD regulation. The process, which involved

Oriola employees, investors, pharmaceutical companies, pharmacies, retail customers, suppliers and authorities, used a digital survey, interviews and workshops.

Based on the stakeholder engagement and the double materiality assessment, Oriola updated its sustainability agenda, key themes and reporting scope. The findings also guide Oriola's future work and actions related to sustainability. Oriola will continue to address its ongoing efforts to enhance the wellbeing of people and minimise the environmental impact of its operations. To remain attentive to its stakeholders' evolving sustainability expectations, Oriola aims to review the need for updating the double materiality assessment on a yearly basis.

As part of the double materiality process, the Oriola Management Team and the Board of Directors were informed of stakeholder perspectives on the company's sustainability impacts. The Board of Directors approved the outcome of the assessment and the revised scope of the sustainability agenda.

Interests and views of stakeholders

| Key stakeholders | Stakeholder engagement and its purpose | How is the engagement organised | How is the outcome taken into account |
|------------------|---|--|--|
| Customers | <ul style="list-style-type: none"> Ensuring a transparent value chain by fostering open and clear communication to promote trust and understanding regarding product sourcing, supply, and sustainability practices. Securing safe and accurate deliveries by ensuring timely, precise delivery and availability of pharmaceuticals and health products, prioritising patient safety. Providing comprehensive product information by offering detailed guidance and support to facilitate the appropriate and effective use of pharmaceuticals and health products. Minimising environmental impact by actively collaborating with customers to adopt practices that reduce environmental footprints, aligning with sustainability goals. Adhering to policies and commitments by upholding internal and external policies, certifications, and commitments to responsible business practices. | <ul style="list-style-type: none"> Daily customer interactions, such as deliveries, customer service and key account and sales representative action Customer forums and service channels Customer surveys Social media channels | <ul style="list-style-type: none"> Customer experience development Internal processes to ensure quality Business Continuation Planning Regulatory compliance Continuous improvement of environmental work |

| Key stakeholders | Stakeholder engagement and its purpose | How is the engagement organised | How is the outcome taken into account |
|---------------------------------------|---|--|--|
| Employees | <ul style="list-style-type: none"> Promoting health, safety, and wellbeing by focusing on initiatives and practices that enhance the physical and mental health of employees, ensuring a safe and supportive working environment. Fostering leadership and collaborative culture by developing strong leadership, upholding shared values, and cultivating a culture that encourages collaboration and teamwork across the organisation. Encouraging skills development by providing opportunities for continuous learning and professional growth to help employees adapt to changing demands and enhance their capabilities. Supporting diversity and inclusion by promoting a diverse and inclusive workplace that guarantees equal opportunities and fair treatment for all employees. Respecting human rights by upholding fundamental human rights in all employment practices and ensuring ethical treatment of all employees. Addressing data security and privacy by ensuring the protection of sensitive information and actively mitigating risks related to data security and employee privacy. | <ul style="list-style-type: none"> Regular meetings and events focusing on employees and their needs Employee development discussions Employee engagement surveys Cooperation with employees Whistleblowing channel Internal and leadership communications | <ul style="list-style-type: none"> Providing various learning and development opportunities Ensuring continuous development of leadership skills Providing change management training for managers Promoting non-discrimination and fair employment Code of Conduct Conducting regular employee engagement surveys to understand employee satisfaction |
| Investors and analysts | <ul style="list-style-type: none"> Ensuring financial profitability and sustainable growth by delivering consistent financial results while aligning with long-term sustainability goals to build investor confidence. Providing consistent and transparent reporting by delivering accurate and reliable disclosures to maintain trust and fulfill regulatory requirements. Offering insight into risks and opportunities by communicating effectively about potential risks, opportunities, and the strategies in place to manage them. Sustainability compliance by showcasing adherence to sustainability standards and commitments to responsible business practices. | <ul style="list-style-type: none"> Regulatory financial communications (financial reporting, stock exchange releases) Shareholders' Meetings (Annual General Meeting) Investor and analyst meetings and site Capital Markets Day | <ul style="list-style-type: none"> Communicating about Oriola's strategy, sustainability agenda and long-term targets Transparent and regular reporting and disclosure Sustainability risk management and compliance |
| Suppliers and subcontractors | <ul style="list-style-type: none"> Fulfilling contractual responsibilities by ensuring that all agreed terms and obligations are met, fostering trust and reliability in business partnerships. Ensuring data security during tendering processes by implementing robust measures to protect sensitive information during various stages during the procurement and tendering process. Adhering to ethical and equitable practices by upholding fairness, integrity, and transparency in supplier and procurement processes to support responsible business conduct. Complying with legal and regulatory requirements by observing applicable laws and standards, such as GDPR, to ensure compliance and protect stakeholders' interests. Exploring opportunities for cooperation: identifying and leveraging ways to enhance collaboration with suppliers, improving efficiency, sustainability, and innovation across the value chain. | <ul style="list-style-type: none"> Supplier events and meetings Supplier audits Business Partner Code of Conduct | <ul style="list-style-type: none"> Oriola's Business Partner Code of Conduct and Good Distribution Practice (GDP) standards for suppliers and business associates Procurement policy, supplier evaluation guidelines and regular supplier evaluations to maintain ongoing compliance Joint efforts to improve sustainability performance |
| Authorities | <ul style="list-style-type: none"> Ensuring safe and accurate deliveries: guaranteeing the timely and precise delivery of pharmaceuticals and other health products to ensure their availability for public health needs. Complying with Good Distribution Practice (GDP) standards across operations to maintain quality, safety, and efficacy in all processes. Maintaining legal compliance and sound governance: meeting all legal and regulatory requirements, including financial reporting obligations, while upholding high standards of governance. Engaging with policymakers on various themes related to own operations and value chain, hosting meetings and visits to logistics centers. , Operating in line with the principles of Finland's and the EU's transparency registers. | <ul style="list-style-type: none"> Close cooperation and information sharing Inspections by Finnish Medicines Agency Fimea and Swedish Medical Products Agency Läkemedelsverket | <ul style="list-style-type: none"> Internal processes to ensure quality Operating in accordance with applicable legal and regulatory requirements while ensuring a reliable supply of pharmaceuticals and other health products |
| Associations and organisations | <ul style="list-style-type: none"> Facilitating collective bargaining agreements: collaborating to establish fair and equitable agreements that align with industry standards and support sustainable business practices. | <ul style="list-style-type: none"> Memberships in relevant organisations | <ul style="list-style-type: none"> Participating in discussions and collaborating with industry associations, both as a member and a partner |

During its double materiality assessment, Oriola identified potential impacts on workers in the value chain, affected communities, and consumers and end-users. However, due to its position within the value chain, Oriola does not engage directly with these stakeholder groups. Instead, interactions with these groups occur through suppliers, subcontractors or customer contacts.

Description of the process to identify and assess material impacts, risks and opportunities (IRO-1)

Oriola conducted a double materiality assessment to determine the company’s actual or potential negative or positive material impacts on people or the environment, and financial risks and opportunities, related to sustainability matters over the short-, medium- or long-term.

The process, which started with impact assessment in 2023 and continued with the assessment of financial risks and opportunities in spring 2024, covered Oriola’s own operations and upstream and downstream value chain. Specific activities, business relationships, geographies or other factors that give rise to heightened risk of adverse impacts were taken into consideration. Impacts, risks and opportunities were considered through Oriola’s products and services, as well as through its business relationships.

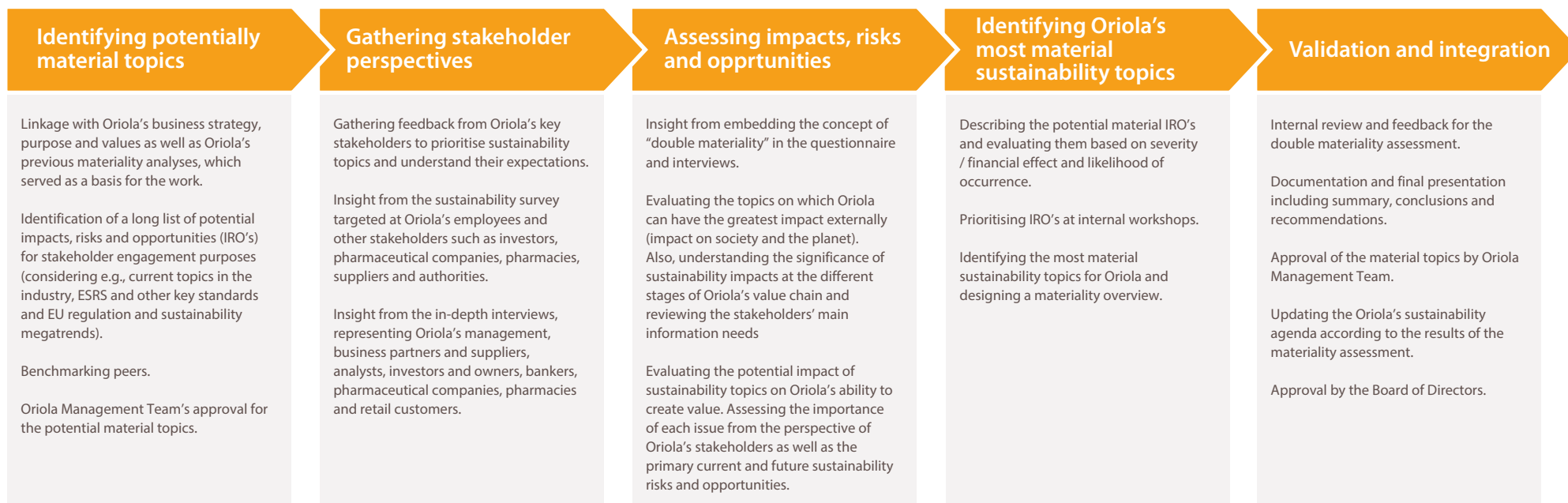
The process started by identifying potentially material impacts, risks and opportunities (IRO) by considering Oriola’s business strategy and environment, external insights of typical material topics in the industry, comprehensive list of sustainability matters as listed in ESRS standards, other key standards and EU regulation, sustainability megatrends, and Oriola’s previous materiality assessments and Human Rights impact screening from 2023.

To prioritise sustainability topics and better understand stakeholder expectations, Oriola gathered both qualitative and quantitative feedback from internal and external stakeholders. This was achieved through an online sustainability survey targeting Oriola employees, investors, pharmaceutical companies, pharmacies, suppliers and authorities. The survey was further complemented by in-depth interviews with a range of stakeholders, including Oriola’s management, business partners, suppliers, analysts, investors, owners, bankers, pharmaceutical companies, pharmacies and retail customers.

By applying the results from stakeholder engagement, the identified impacts, risks and opportunities were described and assessed in accordance with the principles of the ESRS.

- Negative impacts were scored based on severity, a combination of scale, scope and irremediability, and likelihood. Severity was prioritised over likelihood for negative impacts on human rights.

Double materiality assessment process



- Positive impacts were scored based on their scale, scope and likelihood.
- Financial materiality was assessed based on financial magnitude of risk/opportunity and likelihood.

The impacts, risks and opportunities were grouped and prioritised at internal workshops with a working group consisting of Oriola's people from various areas, functions and focus areas (internal/ external). The most material sustainability topics were identified and mapped according to their materiality.

In the end the process was documented, and the material topics were approved by the Oriola Management Team and by Oriola's Board of Directors. To ensure alignment with ERSR disclosures, the Audit Committee reviewed the process and the supporting assurance assignment.

Material sustainability matters

Overview of material topics and sub-topics

ENVIRONMENT

- E1 Climate change:**
Climate change adaptation, climate change mitigation, and energy.
- E2 Pollution:**
Pollution of air, pollution of water, pollution of soil, pollution of living organisms & food resources, and substances of (very high) concern, microplastics.
- E3 Water & marine resources:**
Water consumption and withdrawals, water discharges (in the oceans), extraction and use of marine resources.
- E4 Biodiversity & ecosystems:**
Direct impact drivers of biodiversity loss, impacts on the state of species, and impacts on the extent and condition of ecosystems, impacts and dependencies on ecosystem services.
- E5 Resource use and circular economy:**
Resources inflows (incl. resource use), resource outflows related to products and services, waste.

The results of the materiality assessment provided the basis for updates to Oriola's sustainability agenda, including actions, targets and KPIs. Oriola will review the updating needs of the double materiality process on an annual basis.

Sustainability risks and opportunities management

Oriola conducted the assessment of financial risks and opportunities in spring 2024. The starting point for the assessment was the impact materiality assessment, which was conducted in 2023. Also, the company's previous risk assessments were used when identifying potential sustainability-related risks and opportunities.

When assessing risks and opportunities, consideration was given to any that might stem from impacts and dependencies. Impacts were evaluated first to ensure that any potential risks or opportunities arising from them could be accurately identified and assessed.

SOCIAL

- S1 Own workforce:**
Working conditions, equal treatment and opportunities for all, other work-related rights.
- S2 Workers in the value chain:**
Working conditions, equal treatment and opportunities for all, other work-related rights.
- S3 Affected communities:**
Communities' economic, social and cultural rights, communities' civil and political rights, rights of indigenous communities.
- S4 Consumers & end-users:**
Information-related impacts for consumers and/or end-users, personal safety, social inclusion.

In Oriola sustainability-related risks, including climate-related risks, are assessed as part of the Group's regular risk management process. The risk management team monitors the level of risks and ensures that the risks are processed appropriately by Oriola's businesses and shared functions. Due to the strategic importance of sustainability at Oriola, the risk appetite for sustainability risks is small.

In 2024 climate-related risks and opportunities were assessed in a detailed way to support the future actions related to Oriola's climate work. These are described in the E1 Climate change section of this report.

A sustainability matter was deemed material if at least one impact, risk or opportunity (IRO) was above the defined threshold, indicating either impact materiality, financial materiality, or both. Non-material sustainability matters were those where no IRO was identified and/or all IROs were found to fall below these thresholds.

GOVERNANCE

- G1 Business conduct:**
Corporate culture, protection of whistle-blowers, animal welfare, political engagement, management of relationships with suppliers including payment practices, corruption & bribery.

LEGEND: not material topics and sub-topics are displayed with light grey color.

Additional information for negative materiality assessment (E3, E4)

E3 Water and marine resources

Oriola’s daily operations involve minimal water usage and none of Oriola’s sites are located in areas of high water stress. The Group employs several filtration stages before discharging water according to sewer standards. Wastewater from Oriola’s operations is directed to municipal water treatment plants. Oriola has not conducted consultations with affected communities regarding water-related issues.

E4 Biodiversity and ecosystems

As Oriola does not have its own production, the direct impacts of its operations on biodiversity are minor. The wholesale and distribution of pharmaceuticals does not reserve large areas of land, and Oriola has not identified any high biodiversity areas owned by the company. The primary way for Oriola to contribute to maintaining biodiversity is through the reduction of greenhouse gas emissions.

Since Oriola has not identified any high biodiversity areas owned by the company, the company has concluded that it is not necessary to implement biodiversity mitigation measures. However, Oriola currently has a limited understanding of specific biodiversity impacts and so this topic needs to be studied more carefully in the future. Oriola has not performed a comprehensive assessment of its impacts, risks, dependencies and opportunities at its own site locations and in the upstream and downstream value chain to the extent of the requirements of E4 IRO-1 (17).

Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)

As a result of its double materiality assessment, Oriola has identified its material impacts, risks and opportunities. Depending on the

Material impacts, risks and opportunities

Legend: ● Environmental ● Social ● Governance

| IMPACT MATERIALITY | | FINANCIAL MATERIALITY | |
|---|--|---|---|
| Negative impacts | Positive impacts | Business opportunities | Business risks |
| <ul style="list-style-type: none"> E1 Climate change <ul style="list-style-type: none"> • Oriola’s own emissions • Emissions from the value chain • Oriola’s energy consumption E2 Pollution <ul style="list-style-type: none"> • Potential upstream air pollutants • Incorrect downstream handling of pharmaceuticals E5 Circular economy <ul style="list-style-type: none"> • Waste generated throughout the value chain S1 Own workforce/ S2 Workers in the value chain <ul style="list-style-type: none"> • S1/S2 Work-life balance • S1/S2 Occupational health and safety • S1/S2 Discrimination, harassment and inappropriate behaviour • S2 Risk of infringement of workers’ freedom of association and collective bargaining • S2 Risk for inadequate wages • S2 Risk of forced labour S3 Affected communities <ul style="list-style-type: none"> • Upstream environmental impacts to communities S4 Consumers and end-users <ul style="list-style-type: none"> • Disruption to product supply • Affordability and accessibility of medicines • Deviances in safety and quality, counterfeit medicines • Information security and non-compliance | <ul style="list-style-type: none"> E5 Circular economy <ul style="list-style-type: none"> • Handling of partners’ pharmaceutical stock and waste S1 Own workforce <ul style="list-style-type: none"> • Active participation in developing positive and inclusive corporate culture • Leadership promoting equal opportunities and diversity • Collective bargaining agreements S4 Consumers and end-users <ul style="list-style-type: none"> • Safe and timely delivery of medicines • Product safety and quality G1 Business conduct <ul style="list-style-type: none"> • Sustainable policies and business practices, employee and supplier code of conduct • Ethical sourcing and supply chain management • Supporting animals’ health and wellbeing | <ul style="list-style-type: none"> S1 Own workforce <ul style="list-style-type: none"> • Active participation in developing a positive and inclusive corporate culture S4 Consumers and end-users <ul style="list-style-type: none"> • Growing demand for pharmaceuticals | <ul style="list-style-type: none"> E1 Climate change <ul style="list-style-type: none"> • Energy efficiency investments • Physical climate risks E5 Circular economy <ul style="list-style-type: none"> • Regulatory demand for sustainable packaging S1 Own workforce <ul style="list-style-type: none"> • Workplace hazards and incidents S4 Consumers and end-users <ul style="list-style-type: none"> • Disruption of product supply • Data protection and information security risks G1 Business conduct <ul style="list-style-type: none"> • Failure to meet ESG expectations of stakeholders • Data protection and information security risks |

topic, drivers of materiality arise from impact materiality, financial materiality, or both. Some of the drivers are concentrated in Oriola's own operations and some in its upstream or downstream value chain. Unless stated otherwise, Oriola has assessed that the identified material impacts, risks and opportunities may materialise across all time horizons, meaning that they may be applicable in the short-, medium- and long term.

To enhance relevance and avoid obscuring material information, the material impacts, risks, opportunities, and their connections to Oriola's strategy and business model are presented in aggregated groups, categorised according to topical ESRS standards. Detailed descriptions of impacts, risks and opportunities are presented in connection with material topical standards E1 Climate change, E2 Pollution, E5 Resource use and circular economy, S1 Own workforce, S2 Value chain workers, S3 Affected communities, S4 Consumers and end-users and G1 Business Conduct.

E1 Climate change

Climate change and emissions

Climate change has been assessed as material for Oriola from both an impact materiality and financial materiality perspective. Impact materiality is primarily driven by value chain emissions.

Physical climate risks have been identified as material due to the increasing frequency of extreme weather events, which could result in rising warehouse temperatures or supply chain disruptions, leading to increased costs, lost opportunities, or lower capital efficiency (e.g., delays). While no financial impacts have materialised to date, the potential magnitude of these effects could be significant. However, their likelihood of occurrence is currently assessed as low.

Energy efficiency

Oriola's own energy consumption has been identified as a material topic from an impact perspective. To mitigate its negative impacts, Oriola is transitioning to renewable or carbon-neutral energy

sources and investing in energy efficiency measures. These actions require investments, leading to increased costs, which have been assessed as material from a financial perspective in the medium to long term.

Due to the global importance and stakeholder expectations, climate change is a top priority in Oriola's sustainability agenda. Oriola has set clear goals towards carbon neutrality in own operations by 2025 and in the value chain by 2030. The company is also committed to set science-based climate targets.

E2 Pollution

Environmental impact of pharmaceuticals

Oriola's value chain, particularly in pharmaceutical manufacturing, contributes to local pollution for example due to energy-intensive processes. Although Oriola's direct contribution to these impacts is limited, as the company is one of many regional distributors, potential air pollutants from upstream manufacturing were found to be material from an impact perspective.

Respectively, incorrect handling of pharmaceuticals in the downstream value chain can cause environmental impacts. While improper downstream handling of pharmaceuticals was identified as material from an impact perspective, it was also recognised that Oriola has limited control over this.

These potential negative environmental impacts in Oriola's value chain will be considered when developing sustainable sourcing practices further.

E5 Resource use and circular economy

Packaging and waste

Waste is generated across Oriola's value chain, mainly consisting of packaging waste, including hard-to-recycle materials such as blister packs. As a result, waste was identified as a material topic from an impact perspective.

Looking ahead, packaging materials will likely need to increasingly come from recycled sources. This could lead to higher material costs and potentially reduced durability. Consequently, rising costs associated with regulatory demands for sustainable packaging were identified as financially material. While the financial impact has not yet materialised, the regulation is being actively monitored, and necessary adjustments will be implemented as required.

Waste reduction, recycling and reuse are central to Oriola's sustainability agenda, with a growing emphasis on raising internal awareness of packaging's environmental impact.

S1 Own workforce

Leadership, culture and talent development

At Oriola, employees actively contribute to fostering a positive and inclusive operational environment, supported by leadership's commitment to promoting equal opportunities and diversity. These efforts have a positive impact on the workforce and create potential financial opportunities by attracting and retaining top talent, enhancing employee engagement and productivity, and driving innovation. Financial opportunities were assessed as likely, but in 2024 the situation remained unchanged compared with previous years.

To seize these opportunities, the topic is highlighted in Oriola's sustainability agenda going forward. Leadership quality is measured annually to ensure continuous development.

Workplace safety and wellbeing

Oriola's employees, particularly those in distribution centres, face several occupational health and safety (OHS) risks, such as exposure to medicine dust, high noise levels, cold storage environments, and ergonomic challenges causing potential negative impacts on own workforce. At the same time, the increasing number of mental health related issues and stress due to heavy workload pose potential negative impacts on white-collar employees' wellbeing and may compromise work-life balance.

Workplace hazards and incidents can also result in potential costs associated with medical treatments, legal liabilities, and lost productivity in the medium to long term.

As a result of the double materiality assessment, the topic was found material from both perspectives and continues to be a key focus in Oriola's sustainability agenda.

Fair working conditions including human rights

A large proportion of Oriola's employees are covered by collective bargaining agreements, which strengthens labour rights protection in Finland and Sweden and therefore creates positive impacts towards the company's own workforce. However, risks such as discrimination, harassment and inappropriate behaviour, especially towards underrepresented groups such as migrant and external workers, remain concerns and create potential negative impacts.

Oriola is committed to providing a fair and equal workplace that supports diversity and inclusion. In addition to the Code of Conduct, which outlines diversity and inclusion principles in general, the new People Policy sets the frames for more detailed human rights principles at Group level.

S2 Value chain workers

Fair working conditions including human rights

Oriola's Human Rights impact screening identified that Oriola's value chain workers, especially migrant workers, are vulnerable to poor working conditions, discrimination, harassment and forced labour. These risks are heightened by potential lack of awareness of rights and language barriers. Inadequate wages and excessive hours are prevalent in lower-tier supply chain roles, particularly in countries with weak labour laws, and in logistics where irregular hours may occur causing potential negative impacts on Oriola's value chain workers.

To mitigate these impacts, as part of its sustainability agenda, Oriola requires its direct and indirect suppliers to commit to Oriola's Business Partner Code of Conduct, or to their own similar policy,

covering principles related to discrimination, respecting labour and human rights, and promoting occupational health and safety.

S3 Affected communities

Potential upstream environmental impacts to communities

Oriola's upstream value chain may indirectly impact community health, especially in areas near pharmaceutical manufacturing sites. Although Oriola is not directly responsible for these impacts, its supply chain operations contribute to them, making these potential negative impacts material in the assessment. These will be taken into account as sustainable sourcing practices are further developed.

S4 Consumers and end-users

Safe and timely delivery of medicines

Oriola plays a vital role in ensuring the availability of medicines, with timely deliveries across Finland and Sweden. Ensuring pharmaceutical safety and the delivery of pharmaceuticals is the highest priority in Oriola's operations, and the most significant task societally for Oriola contributing to positive impacts on patient health. As a part of its sustainability agenda Oriola closely monitors the quality and accuracy of pharmaceutical deliveries.

Any disruptions to this process, such as geopolitical instability or very unlikely product quality failures, could have a negative impact on public health. Not being able to deliver the required pharmaceuticals can result in significant reputational damage and lost revenue for Oriola. For these reasons, the topic has been assessed as material from both impact and financial perspectives.

Product safety and quality

While pharmaceutical companies are responsible for their products, Oriola is responsible for the services it provides to its customers. Oriola makes sure that pharmaceutical producers are appropriately licensed and that products reach the market through approved channels. Oriola promotes pharmaceutical safety by preventing counterfeit pharmaceuticals from entering the market. It ensures

specific handling conditions to prevent product safety issues, which can pose serious risks to patient health.

The focus on product safety is critical for Oriola, and therefore it has been identified as a material topic with positive and potential negative impacts on public health. Product safety and quality form a core part of Oriola's quality management, which is firmly grounded in legal and regulatory standards.

Data protection/Information security risk and potential non-compliance

Oriola handles sensitive health data, and potential data breaches pose risks to patient privacy. Although Oriola has policies to safeguard data, non-compliance with data protection laws such as GDPR could result in serious consequences for both customers and the company. Therefore, the topic has been assessed as material from both perspectives.

Financial risks resulting in business disruptions, reputational damage and/or sanctions are mitigated by Oriola's robust data protection approach including policies, procedures and controls that are designed to protect the confidentiality, integrity and availability of its data and information systems.

G1 Business conduct

Governance/Sustainable policies and business practices

Oriola has implemented sustainable policies and a Code of Conduct for employees and partners to ensure ethical practices throughout the supply chain. This was assessed as having a positive impact on business conduct. However, the company also recognised a financial risk if it fails to meet growing stakeholder demands for sustainable governance, which could affect employee recruitment and retention, operations, financial performance, reputation and share price.

Ethical sourcing and supply chain management

According to Oriola's double materiality assessment, responsible supply chain practices and transparent, ethical relations with

suppliers create a positive impact by promoting sustainability and social responsibility, benefiting the workers in the value chain and communities by upholding fair labour practices and minimising environmental footprints.

Animal welfare

Oriola contributes positively to animal health by supporting veterinarians in their work through its veterinary medicine distribution across Finland, comprehensive animal product offering and special licensed medicine services.

Data protection/Information security and operational risks related to cyber-attacks

Cyber-attacks were identified as a potential source of business risks, which may result in operational costs related to corrective actions, cause disruption for business operations and harm the company's reputation and relationships with key business partners.

Financial effects of material risks and opportunities

Material risks that were identified during the double materiality assessment have not yet materialised and have not had an impact on Oriola's financial position, performance or cash flows. Additionally, the company has not identified material risks or opportunities that could lead to significant adjustments to the carrying amounts of assets or liabilities in its financial statements within the next annual reporting period. To ensure the resilience of its strategy, Oriola has integrated sustainability-related risks and opportunities into its continuous risk management process. Regularly updated risk assessments are used in the company's strategy process. While climate-related risks and opportunities were included in the 2024 risk assessment, the company has not yet conducted a comprehensive resilience analysis but aims to conduct one in the coming years.

Changes to previous reporting periods

The double materiality assessment mainly confirmed the importance of Oriola's current sustainability focus areas, but to align with ESRS topics, some topics were added. Moderate changes were also made to the grouping of material impacts, risks and opportunities compared with previous reporting period.

All Oriola's material impacts, risks and opportunities are covered by ESRS Disclosure Requirements. Therefore, Oriola has not decided to include any additional entity-specific disclosures.

Disclosure Requirements in ESRS covered by the sustainability statement (IRO-2)

Appendix 1: Content index of ESRS disclosure requirements

Appendix 2: List of datapoints that derive from other EU legislation

2. Environmental information

EU Taxonomy

The EU taxonomy is a classification system for environmentally sustainable economic activities for directing investments at more sustainable activities. Economic activities are classified as taxonomy-eligible or taxonomy-non-eligible according to the delegated acts supplementing the Taxonomy Regulation (Regulation (EU) 2020/852).

Taxonomy-eligible activities are considered as taxonomy-aligned if they comply with the technical screening criteria as defined in the delegated act (commission delegated regulation (EU) 2021/2139, partially supplemented by the delegated act (EU) 2023/2486), and are carried out in compliance with minimum safeguards. In order to meet the technical screening criteria an economic activity must contribute substantially to one or more environmental objectives while not doing significant harm to any of the other environmental objectives. Environmental objectives in the EU taxonomy include the following: climate change mitigation, climate change adaptation, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control and protection and restoration of biodiversity and ecosystems.

Oriola is required to disclose information about environmentally sustainable economic activities in accordance with the Finnish Accounting Act and ESRS as defined in the EU taxonomy. Reporting in accordance with the EU taxonomy requires presenting the shares of taxonomy-eligible, taxonomy non-eligible and taxonomy-aligned turnover, capital expenditure (CapEx) and operating expenditure (OpEx) as defined in the delegated act (EU) 2021/2178.

Oriola has conducted an analysis on all of its economic activities to identify taxonomy-eligible activities as described in the

delegated regulations ((EU) 2021/2139 and (EU) 2023/2486).

Based on the assessment and the company's best interpretation of the EU taxonomy regulation, a few economic activities have been identified as taxonomy eligible within the scope of CapEx. Total OpEx (denominator) as defined by the EU Taxonomy has been deemed not material, and therefore no economic activities have been assessed within the scope of OpEx. Neither has Oriola identified economic activities as taxonomy-eligible within the scope of turnover. In addition, as part of the assessment process, a few economic activities have been considered as possibly eligible for which further analysis has been conducted. However, after further considerations these have been concluded as being non-eligible. However, none of the economic activities have been assessed to fulfill the requirements of taxonomy alignment and therefore, no further assessment on the taxonomy alignment has been conducted.

The economic activities assessed as eligible are reported in the CapEx KPI table in section A.2. (taxonomy-eligible but not aligned). Oriola has identified the following activities eligible under climate change mitigation objective: 7.7. Acquisition and ownership of buildings and 6.5. Transport by motorbikes, passenger cars and commercial vehicles. All taxonomy-eligible CapEx is classified as category c) as defined in section 1.1.2.2. of the EU Taxonomy delegated regulation 2021/2178. Oriola did not identify capital expenditure in categories a) or b). As it was assessed that the criteria for alignment were not met, section A.1. (taxonomy-aligned) is reported as zero on CapEx KPI table. As there are neither eligible nor aligned activities identified for turnover or OpEx KPIs, sections A.1. (taxonomy-aligned) and A.2. (taxonomy-eligible but not aligned) include only zero values on the turnover and OpEx KPI tables. Accordingly, in the KPI tables section B (non-eligible), the proportion of turnover and OpEx is 100%.

Calculation of denominators

Turnover is the part of net sales relating to the sale of products and services (Note 4.2.) and totaled EUR 1,679.7 million in 2024.

Capital expenditure (CapEx) is determined on the basis of additions to property, plant and equipment (Note 6.1.), intangible assets (Note 6.2.) and IFRS 16 Leases (Note 6.1.) during the financial year and included in the Financial Statements for 1 January-31 December 2024. CapEx (denominator) totaled EUR 9.9 million in 2024.

Operating expenditure is determined according to the EU Taxonomy's definition and includes direct non-capitalised costs that relate to building renovation measures, short-term lease, and maintenance and repair. OpEx (denominator) totaled EUR 2.8 million in 2024.

Taxonomy-eligible CapEx in the reporting year

| EUR million | 2024 | 2023 |
|--|------|------|
| Taxonomy-eligible CapEx, total | 7.0 | - |
| of which attributable to property, plant and equipment | - | - |
| of which attributable to intangible assets | - | - |
| of which attributable to IFRS 16 Leases | 7.0 | - |

The taxonomy-eligible CapEx in 2024 consists of additions to IFRS 16 Leases i.e. company vehicles and forklifts as well as rented properties.

Oriola notes that the EU Taxonomy Regulation will keep evolving and will continue to consider its impacts as well as future reporting obligations.

The table below presents, in accordance with the Taxonomy, activities related to nuclear energy and fossil gas.

Nuclear energy related activities

| | |
|---|----|
| 1. The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle | No |
| 2. The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies. | No |
| 3. The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades. | No |

Fossil gas related activities

| | |
|--|----|
| 4. The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels. | No |
| 5. The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels. | No |
| 6. The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels. | No |

ESRS E1 Climate change

Transition plan (E1-1)

Oriola's key focus areas in environmental work are to use resources efficiently and reduce emissions. Oriola is working towards preparing a transition plan supporting the transition to a sustainable economy.

In line with the Group's commitment to enhanced emissions reporting, Oriola submitted its science-based targets initiative (SBTi) commitment letter in September 2024, with targets estimated for submission in 2025, pending validation. Preparation of the climate transition plan is contingent on SBTi validation, and as such, a finalised transition plan for climate change mitigation is not yet in place. Oriola estimates adoption of the transition plan in 2026. The transition plan aims to align with the goals of the Paris Agreement.

In support of these efforts, Oriola has finalised its greenhouse gas (GHG) inventory, expanding Scope 3 calculations to include additional categories for a more comprehensive emissions profile in the coming years, as part of the initiation of the science-based targets process.

Oriola acknowledges that environmental risks, including transition risks related to climate change, may impact the Group's business, value chain, communities and the planet. Such risks could involve fluctuations in fossil fuel prices, stricter environmental regulations that increase operational costs, and shifts in consumer behaviour driven by sustainability priorities.

Oriola continuously works with transport partners to find opportunities to reduce emissions. In own operations, Oriola has been able to reduce emissions primarily by energy optimisation and using renewable energy. More information about Oriola's decarbonisation levers can be found in the section Actions to reduce emissions (E1-3) on [page 72](#).

Oriola intends to assess potential locked-in GHG emissions from the company's key assets and products in connection with the SBTi target setting process and take the potential locked-in GHG emissions into consideration when developing the company's transition plan. In the next few years, in connection with the transition plan development, Oriola aims to further assess how it will adjust its strategy and business model to ensure compatibility with the transition to a sustainable economy.

Oriola is not excluded from the EU Paris-aligned Benchmarks.

Oriola has implemented a share-based long-term incentive (LTI) plan for key employees, including the CEO and Oriola Management Team, which links part of the compensation to climate-related performance. More information about Oriola's sustainability-related performance in the company's incentive schemes is presented under ESRS 2 General disclosures on [page 54](#).

Material impacts, risks and opportunities (SBM-3)

Given its global significance and stakeholder expectations, climate change is a top priority in Oriola's sustainability agenda. In the double materiality assessment, Oriola has assessed climate change to be a material topic for the Group both from an impact materiality and a financial materiality perspective.

Material negative impacts in Oriola's own operations and in the value chain arise from value chain emissions, Oriola's direct emissions and Oriola's energy consumption:

- Most of Oriola's emissions stem from its value chain, with purchased goods and services and upstream transportation and distribution playing a substantial role. Around 99.9% of total emissions are indirect (Scope 3). The assessment is based on Oriola's actual GHG emissions.
- Oriola's direct emissions arise from the maintenance of its warehouse and office facilities, including ventilation, lighting, and specific heating and cooling systems for pharmaceutical

storage, accounting to around 0.03% of the Group's total emissions.

- Oriola's energy consumption is focused on maintaining its warehouse and office facilities for pharmaceutical storage. Currently, 94% of the company's total energy usage is sourced from renewable options.

Identified material financial risks are divided into physical risks and transition risks:

- An increase in physical climate risks, such as extreme weather events – flooding, heatwaves and storms – may pose increased threats to Oriola's operations by potentially causing harmful increases in warehouse temperatures or disruptions in the supply chain. These events can impact container shipments and challenge the maintenance of required temperatures for pharmaceuticals in warehousing and throughout distribution.
- Oriola has identified required energy efficiency investments as a transition risk in its efforts to reduce environmental impact. Oriola prioritises energy efficiency within its environmental initiatives and the Group invests in measures such as heat recovery and LED lighting.

Identified opportunities related to climate change were not assessed material for Oriola in the double materiality assessment.

As part of Oriola's general risk analysis, the company has identified transition risks and opportunities as well as physical risks related to climate change. The results of Oriola's general risk analysis were considered in the double materiality assessment. Based on the double materiality assessment, physical risks and transition risks related to energy efficiency investments were assessed material for Oriola. Material risks are presented above in connection with the double materiality assessment impacts, risks and opportunities.

Below are presented climate-related risks and opportunities identified in the company's general risk analysis:

Transition risks

- Oriola is actively addressing potential challenges such as growing demand for climate-neutral transportation, stricter material regulations, and the rising costs of sustainable materials and packaging. Efforts are also focused on managing fluctuations in renewable energy and fossil fuel pricing, reducing emissions from operations and the value chain, and improving waste management to meet increasing regulatory requirements.

Physical risks

- Oriola is actively managing physical risks such as delivery delays caused by extreme weather, potential shortages of raw materials for pharmaceutical manufacturing, and the increasing probability of pandemics and new diseases linked to changing climates. The company is also taking measures to mitigate the impacts of extreme weather events on warehouse conditions, ensuring the safe storage of temperature-sensitive pharmaceuticals.

Opportunities related to transition events

- Oriola recognises opportunities in meeting growing consumer demand for easily recyclable packaging materials and contributing to the transition towards a lower-carbon economy. These efforts not only align with Oriola's purpose and objectives but also offer reputational and market advantages.

Oriola plans to further analyse the resilience of its strategy and business model in relation to climate change and conduct a resilience analysis in the years following the science-based targets validation.

Oriola manages climate risks by focusing on the most relevant low carbon technologies when acquiring new or modernising existing equipment. In addition, physical climate risks are managed by adopting clear risk management practices.

Climate change assessment (IRO-1)

Oriola's assessment to identify climate-related impacts, risks and opportunities is based on the company's general risk analysis, GHG calculation and double materiality assessment. The double materiality assessment process is presented in detail under ESRS 2 on [page 60](#). Oriola recognises that effective risk management is vital for achieving strategic objectives, increasing shareholder value, and contributing to a healthier, more sustainable world.

The Group's balanced, fact-based risk appetite supports the long-term resilience, profitability and sustainability of Oriola's business, serving as a guiding framework for risk management and decision-making. The risk appetite is regularly updated to align with changes in the business environment, industry dynamics, regulatory requirements and stakeholder expectations. Sustainability risks, including climate risks, are integrated into Oriola's overall risk management process.

Oriola is committed to integrating sustainability into its business practices, carefully managing the level of sustainability risk it is willing to accept in pursuit of its strategic objectives. This approach reflects the company's dedication to environmental stewardship, social responsibility and economic viability, guiding the identification, assessment and management of sustainability risks to ensure alignment with the overall strategy and stakeholder expectations. Supporting initiatives that benefit present and future generations is central to Oriola's values and core business, resulting in a low-risk appetite for sustainability risks.

Climate-related risks and opportunities were assessed as a part of Oriola's general risk analysis between August and October 2024. Oriola has analysed the risks based on the risk category, risk source and risk event and rated risks based on their consequence, probability and risk level. Each identified risk has been assigned a mitigation owner.

To identify actual and potential future greenhouse gas emission sources, Oriola has screened its operations and plans based on the

Greenhouse Gas Protocol standards for carbon footprint calculation of companies and organisations in their own operations and value chain. In the identification process Oriola also took into account the requirements for the scope of emission calculation set by the SBTi framework, to which Oriola is committing. Consequently, the calculation of actual greenhouse gas emissions covers more than 95% of Scope 1 and Scope 2 emissions and more than 90% of Scope 3 emissions. In practice, all emission categories of the standard, according to which Oriola has operations and which are sources of greenhouse gas emissions, have been included in the calculation. Potential future sources of greenhouse gas emissions were identified in relation to potential investments in Oriola's properties. The investments will temporarily increase greenhouse gas emissions, but in the long term will reduce them, for example by introducing new technology and more energy-efficient solutions. Oriola's actual impacts on climate change, specifically GHG emissions, are further detailed in section GHG emissions (E1-6).

Oriola plans to further develop its assessment in its own operations and in the value chain. The company plans to conduct climate-related scenario analysis to elaborate on the identification and assessment of impacts, physical risks, transition risks and opportunities over the short-, medium and long-term in connection with the transition plan. In the planned assessment Oriola intends to identify climate-related hazards and transition events and assess the extent to which its assets and business activities may be exposed to those hazards and events. The timing of the transition plan depends on the timing of SBTi validation.

Climate-related policy (E1-2)

Oriola's Group Environmental Policy sets the framework for environmental work in the group and its business areas. The policy is approved by the Oriola Management Team and Board of Directors. The Quality and Environment organisation, led by the Quality Director, is responsible for overseeing matters related to environment, including energy consumption and emissions reporting.

The policy applies to all employees and Group companies. Oriola makes the policy available at the company's website to potentially affected stakeholders, and stakeholders who need to help implement it.

In accordance with the Group Environmental Policy, Oriola is committed to work to lower energy consumption and decrease the emissions generated from transportation. Oriola takes environmental issues into consideration when making decisions related to procurement, subcontracting and investing.

Oriola's environmental work is based on the ISO 14001 framework for environmental management. Oriola's current environmental policy gives an overview of the company's approach on environmental matters, but does not disclose information about material impacts, risks and opportunities related to climate change mitigation and adaptation, energy efficiency or renewable energy deployment. Oriola plans to review its Group Environmental Policy during 2025. The Group intends to consider the interests of its key stakeholders in the policy revision process.

To reduce environmental impacts across its value chain, Oriola requires its partners, suppliers and subcontractors to meet the same high environmental principles it upholds. Outlined in Oriola's Code of Conduct, these principles include, but are not limited to, compliance with laws, climate action and environmental protection. Oriola also expects these principles to be applied throughout each supplier's own supply chain.

Actions to reduce emissions (E1-3)

Climate change is the greatest health threat facing humanity, affecting both individual health and healthcare systems. Reducing environmental impacts by using resources efficiently and minimising emissions and waste remains a top priority for Oriola.

The most significant environmental impacts of Oriola's business and operations stem from value chain emissions (Scope 3),

particularly from purchased goods and services and upstream transportation and distribution. In 2024 Oriola expanded Scope 3 calculations to include additional categories, making purchased goods and services the largest Scope 3 category. The expanded calculation provides a more comprehensive emissions profile, and serves as a reference for future comparisons, particularly regarding Scope 3 emissions. For the reporting year 2024, the calculation scope remains consistent with previous years and comparable with the 2019 base year, while the expanded scope for Scope 3 categories will be addressed in subsequent years.

Oriola's key actions to reduce emissions and energy consumption in accordance with the Group Environmental Policy include transport emission reductions, distribution centre initiatives and energy efficiency measures. The scope of key actions spans upstream and downstream (e.g., collaboration with transport partners and providing transport emissions data to customers), and Oriola's own operations (e.g., energy efficiency improvements at facilities). Key stakeholders include transport partners, customers and employees involved in distribution centre operations. Transport optimisation is an ongoing action, while other key actions such as facility upgrades and distribution centre efficiencies were completed in 2024, with further improvements planned for the future.

Oriola continuously works with transport partners to find opportunities to reduce emissions. In practice, this means, for example, optimising routes, using capacity efficiently and expanding the use of alternative fuels. In addition, Oriola requires its transport partners to disclose their short-term (1-3 years) and long-term (5+ years) CO₂ strategies and targets. Oriola considers emissions reporting an important aspect when selecting transport service providers. The company also supports its customers with transport emissions data, helping them gain better visibility into their carbon footprint.

Oriola can also influence transport emissions at distribution centres, for instance by improving the fill rate of transport boxes, as demonstrated at the Mankkaa site, where increasing the fill rate

has reduced the number of boxes delivered to customers and the volume of air transported, ultimately lowering transport emissions. Furthermore, Oriola has observed emission reduction potential in the transition of several last-mile routes to electric vehicles by the Group's transport partners.

At the Mankkaa site, a change in order times has resulted in improvements in transport emissions and energy efficiency during 2024. This initiative has significantly optimised transportation processes, with around 350,000 fewer reusable transport boxes delivered which corresponds to around 240 fewer semi-trailer trucks departing from the Mankkaa site for deliveries. Additionally, the transport operator has further optimised deliveries based on actual demand, reducing unnecessary trips and improving overall efficiency. These changes support the company's sustainability goals and contribute to a more streamlined distribution process with lower environmental impact. The impacts of the initiative on the use of packaging materials are explained further in section E5 Resource use and circular economy.

To achieve reductions in direct emissions, Oriola has introduced new low-emission refrigerant options when expanding cold storage capacity for products requiring temperature-controlled storage conditions.

Oriola has not used carbon offsetting in 2024.

Oriola's actions in relation to climate change policies are mainly operational and their current implementation is assessed to not require significant financial resources. Oriola does not apply sustainable finance instruments or financial support.

Energy efficiency

Oriola's energy usage encompasses the maintenance of warehouse and office facilities, including ventilation, lighting, and specific heating and cooling for pharmaceutical warehouses. As much as 94% of Oriola's total energy consumption comes from renewable sources.

Oriola prioritises energy efficiency in the environmental work related to the Group's own operations. To achieve the targets, Oriola invests in energy efficiency actions such as heat recovery and LED lighting. In recent years, Oriola has implemented various measures in different facilities. At Enköping distribution centre, changes to light fixtures were made, contributing to more efficient energy use. At the central warehouse in Mölnlycke, three cooling machines were renovated and as a result the machines use less energy while still keeping the right temperatures. Mölnlycke also benefits from geothermal heating and solar panels.

Oriola plans to report on expected GHG emission reductions when describing the outcome of its actions for climate change mitigation in the following years, after the company has set its transition plan.

Climate targets (E1-4)

Oriola is committed to using resources efficiently and reducing greenhouse gas emissions. Oriola's target is to become carbon neutral in its own operations (Scopes 1 and 2) by 2025 and achieve carbon neutrality across the supply chain (Scopes 1, 2 and 3) by 2030. The Group is committed to setting science-based climate targets, and eventually, target a net-zero impact on climate.

As its strategic key performance indicators, Oriola follows the emission reductions on Scopes 1, 2 and 3 as well as total GHG emissions. Oriola tracks its targets annually, with key indicators reviewed semi-annually. Emissions calculations are conducted once a year.

Base year is set to 2019. In 2023, Oriola restated emissions information due to internal data validation and the Kronans Apotek divestment in 2022. In the restatements, Oriola deducted Kronans Apotek's emissions from 2019-2021 and reallocated leasing car emissions from Scope 3 category 6 to Scope 1. Kronans Apotek was excluded from environmental data collection and reporting in 2022. With restatements of historical data, Oriola improved

comparability of emission data. No other significant changes to Oriola's operational boundaries, premises or core activities have occurred since the baseline year, ensuring the comparability of the base year data with the reporting period. See table on [page 75](#) for detailed GHG emissions and emission reductions.

Oriola's Scope 1 and 2 (market-based) emissions have reduced by 90% from 2019 base year, primarily by energy optimisation and using renewable energy. In 2024, Oriola's Scope 3 emissions decreased by 26% from the 2019 base year (calculation includes Scope 3 categories 1, 4, 5 and 6 as defined in 2019 base year).

Oriola transitioned to more extensive emission reporting in 2024 and intends to establish a transition plan after the SBTi targets have been validated. At the same time, the company will refine the management of material climate impacts, risks and opportunities. Oriola plans to conduct a resilience analysis including the use of climate scenario analysis in the following years to detect relevant environmental-, societal-, technology-, market- and policy-related developments and determine its expected decarbonisation levers.

Energy consumption and mix (E1-5)

Managing energy supply risk is crucial for Oriola because it could impact on Oriola's ability to ensure that pharmaceuticals, essential for health and wellbeing, have the right conditions during storage and transport. Oriola's general business continuity plan covers the preparedness for potential power outages in the daily operating environment. The continuity plan includes and defines the critical functions to be maintained or run down in a controlled manner during risk events, such as power outage. The Group has back-up power at the Mankkaa, Juvanalmi, Enköping and Mölnlycke sites.

Oriola's energy usage encompasses the maintenance of warehouse and office facilities, including ventilation, lighting, and specific heating and cooling for pharmaceutical warehouses. Total energy consumption within the organisation was 16,763 MWh in 2024.

Total energy consumption from fossil sources was 954 MWh and 46 MWh from nuclear sources, which amounts to less than 1% of total energy consumption.

As much as 94% of Oriola's total energy consumption comes from renewable sources. Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources amounts to 15,553 MWh (93% of total energy consumption) while the share of consumption of self-generated non-fuel renewable energy is 210 MWh (1.3% of total energy consumption).

Energy consumption figures have been compiled based on energy supplier invoices. No assumptions have been made regarding the amount of energy consumption in the reporting. The amount of self-generated energy (solar electricity produced in Mölnlycke) is read from the meter. The share of renewable energy has been calculated based on the energy guarantees of origin issued by the suppliers. Energy consumption figures are not validated by an external body other than the assurance provider.

E1-5 Energy consumption within the organisation, MWh

| | 2024 | 2023 |
|---|---------------|---------------|
| Electricity | 12,275 | 10,962 |
| Heat | 4,060 | 5,605 |
| Own produced energy (solar panels) | 210 | 223 |
| Fuel consumption (stationary combustion and company vehicles) | 218 | 229 |
| Total energy consumption | 16,763 | 17,018 |

E1-5 Energy consumption and mix

| | Unit | 2024 |
|--|------------|---------------|
| Total fossil energy consumption | MWh | 954 |
| Share of fossil sources in total energy consumption | % | 6 |
| Consumption from nuclear sources | MWh | 46 |
| Share of consumption from nuclear sources in total energy consumption | % | 0 |
| Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) | MWh | 0 |
| Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources | MWh | 15,553 |
| The consumption of self-generated non-fuel renewable energy | MWh | 210 |
| Total renewable energy consumption | MWh | 15,763 |
| Share of renewable sources in total energy consumption | % | 94 |
| Total energy consumption | MWh | 16,763 |

GHG Emissions (E1-6)

GHG emissions presented in text below have been calculated according to Oriola's new, more extensive emission reporting adopted in 2024 and comparisons below are made with year 2023. The year 2023 serves as a base year for SBTi target. This change has increased Scope 3 emissions significantly due to the new emission categories added in the calculation and the scope of purchased goods and services being extended to include all purchased goods and services whereas the previous calculation included only purchased packaging material. The table (E1-6 GHG emissions disaggregated by Scopes 1 and 2 and significant Scope 3) presents emission calculation results from base year 2019 as well as the extended emission calculation results from years 2023 and 2024.

Emissions from Oriola's own operations (Scopes 1 and 2), which include electricity consumption and heating as well as fugitive emissions from refrigerants, cover around 0.03% of the Group's total emissions. Direct emissions (Scope 1), generated primarily from refrigerants, decreased by 81% to 66 tCO₂eq in 2024 (compared with 339 tCO₂eq in 2023) and round up to 0.01% of the Group's total emissions. Indirect location-based emissions from purchased energy (Scope 2), including electricity and heating, dropped by 28% to 614 tCO₂eq (from 852 tCO₂eq in 2023), while market-based Scope 2 electricity emissions fell by 26% to 171 tCO₂eq (from 230 tCO₂eq in 2023). Scope 2 emissions cover around 0.02% of Oriola's total emissions.

Around 99% of total emissions are indirect (Scope 3), originating from sources such as purchased goods, packaging materials, transport, waste, business travel, and employee commuting. Total indirect emissions from value chain activities (Scope 3) amount to 745,668 tCO₂eq (2023: 542,426 tCO₂eq). Significant Scope 3 emission categories are purchased goods and services and upstream transportation and distribution, accounting for 742,115 tCO₂eq (99.5% of total Scope 3 emissions). Purchased goods and services cover 99.2% of total Scope 3 emissions, while upstream transportation and distribution amount to 0.3% of total Scope 3 emissions.

Oriola's total GHG emissions (Scopes 1-3) in 2024 were 745,905 tCO₂eq (2023: 542,996 tCO₂eq).

2% of Scope 3 GHG emissions are calculated using primary data. Definitions of reporting undertaking and its value chain in connection with GHG emissions reporting are to be reviewed each year. Biogenic emission of CO₂ from the combustion or biodegradation of biomass do not occur in the Oriola's Scope 3 upstream or downstream value chain.

E1-6 GHG emissions disaggregated by Scopes 1 and 2 and significant Scope 3

| | 2024 | 2023 | 2019 base year | % change from base year |
|--|----------------|----------------|------------------------|--------------------------------|
| Scope 1, tCO ₂ eq | 66 | 339 | 750 | -91 |
| Scope 2 (location-based), tCO ₂ eq | 614 | 852 | 1,527 | -60 |
| Scope 2 (market-based), tCO ₂ eq | 171 | 230 | 1,635 | -90 |
| Total Scope 1 and 2 (location-based) emissions, tCO ₂ eq | 680 | 1,192 | 2,277 | -70 |
| Total Scope 1 and 2 (market-based) emissions, tCO ₂ eq | 237 | 570 | 2,385 | -90 |
| Scope 3 emissions per category (GHG), tCO₂eq | | | | |
| | 2024 | 2023 | 2019 base year* | % change from base year |
| 1: Purchased goods and services | 739,825 | 536,492 | 846 | 86 |
| 2: Capital goods | 737 | 393 | | |
| 3: Fuel- and energy-related activities | 163 | 205 | | |
| 4: Upstream transportation and distribution | 2,290 | 2,857 | 2,498 | -25 |
| 5: Waste generated in operations | 273 | 88 | 1,846 | -85 |
| 6: Business travel | 292 | 293 | 196 | 49 |
| 7: Employee commuting | 459 | 457 | | |
| 8: Upstream leased assets | 16 | 18 | | |
| 12: End-of-life treatment of sold products | 1,542 | 1,577 | | |
| 13: Downstream leased assets | 70 | 46 | | |
| Total Scope 3 emissions, tCO ₂ eq | 745,668 | 542,426 | 5,386 | -26 |
| Summary | | | | |
| | 2024 | 2023 | | |
| Total Scope 1, 2 (location-based) and 3 emissions, tCO ₂ eq | 746,348 | 543,618 | | |
| Total Scope 1, 2 (market-based), and 3 emissions, tCO ₂ eq | 745,905 | 542,996 | | |

*Categories included in the 2019 base year calculation

Due to the adoption of a more extensive emission calculation in 2024, the values presented in the above table for 2024 Scope 3 Category 1 and Category 4 are not comparable against the base year.

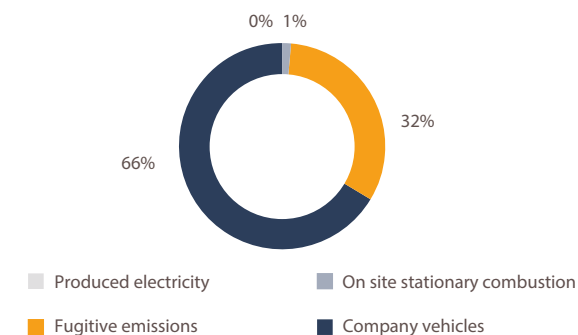
The comparable figures are as follows: Scope 3 Category 1: 1,574.51 tCO₂eq and Category 4: 1,868.15 tCO₂eq.

E1-6 Greenhouse gas emissions per net revenue

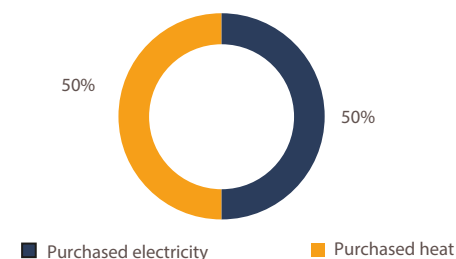
| Metric | 2024 | 2023 |
|---|--------|--------|
| Total Scope 1 emissions per net revenue (tCO ₂ eq/MEUR) | 0.04 | 0.11 |
| Total Scope 2 (location-based) emissions per net revenue (tCO ₂ eq/MEUR) | 0.37 | 0.29 |
| Total Scope 2 (market-based) emissions per net revenue (tCO ₂ eq/MEUR) | 0.10 | 0.08 |
| Total Scope 3 emissions per net revenue (tCO ₂ eq/MEUR) | 312.79 | 181.38 |
| Total GHG emissions (location-based) per net revenue (tCO ₂ eq/MEUR) | 313.19 | 181.78 |
| Total GHG emissions (market-based) per net revenue (tCO ₂ eq/MEUR) | 312.93 | 181.57 |

Net revenue (Note 4.2.) used in GHG intensity calculation is EUR 1,679.7 million.

Scope 1: Share of emissions by source, %



Scope 2: Share of emissions by source, %



Scope 3: Share of emissions by source, %

| | |
|---|-------|
| 1: Purchased goods and services | 99.22 |
| 2: Capital goods | 0.10 |
| 3: Fuel- and energy-related activities | 0.02 |
| 4: Upstream transportation and distribution | 0.31 |
| 5: Waste generated in operations | 0.04 |
| 6: Business travel | 0.04 |
| 7: Employee commuting | 0.06 |
| 8: Upstream leased assets | 0.00 |
| 12: End-of-life treatment of sold products | 0.21 |
| 13: Downstream leased assets | 0.01 |

Accounting policies

Oriola has applied financial control approach in the Group's GHG accounting. The company ensures that all GHG emissions data used in its reporting aligns with Oriola's reporting period. Joint venture Kronans Apotek is excluded from the reporting since Oriola does not have operational control over the entity. There have not been significant changes in the organisational structure or value chain.

Oriola's Scope 1, Scope 2 and Scope 3 emissions are measured according to minimum boundaries of GHG Protocol. GHG emissions of CO₂, CH₄, N₂O, HFCs, PCFs, SF₆, NF₃ are considered. The calculation tool is Position Green platform for all the scopes and their categories, excluding in Scope 3 Oriola's outbound transport emissions and business travel emissions which are ready-calculated values by the supplier of the activity.

The included scopes and categories are the following:

Scope 1:

- Onsite stationary combustion
- Produced electricity
- Company vehicles
- Fugitive emissions

Scope 2:

- Purchased electricity
- Purchased heating

Scope 3:

- Cat 1. Purchased goods and services
- Cat 2. Capital goods
- Cat 3. Fuel and energy related activities, outside of Scope 1 & 2
- Cat 4. Upstream transportation and distribution
- Cat 5. Waste generated in operations
- Cat 6. Business travel
- Cat 7. Employee commuting
- Cat 8. Upstream leased assets
- Cat 12. End-of-life treatment of sold products
- Cat 13. Downstream leased assets

Excluded categories (and reason for exclusion) from the GHG calculation are:

Scope 1:

- Process emissions (Oriola has no processes that cause emissions)

Scope 2:

- Purchased steam (Oriola did not purchase steam in 2024.)
- Purchased cooling (Oriola did not purchase cooling in 2024.)

Scope 3:

- Cat 9. Downstream transportation and distribution (All inbound and outbound transportation emissions of Oriola are already accounted for in category 4.)
- Cat 10. Processing of sold products (Oriola did not sell any intermediate products which could need processing in 2024.)
- Cat 11. Use of sold products (The sold products in 2024 were generally such that their usage does not consume energy and therefore does not cause GHG emissions. Only an insignificant proportion of the sold products consume electricity during use, so the emissions generated can be assumed to be negligible compared with total emissions.)
- Cat 14. Franchises (Oriola does not have any franchises.)
- Cat 15. Investments (not material)

Total GHG emissions are calculated as follows: Total GHG emissions market-based (tCO₂e) = Gross Scope 1 + Gross Scope 2 market-based + Gross Scope 3.

Scope 1 emissions include fugitive emissions, leased cars, and stationary combustion emissions. The source for fugitive emission factors is Opteon (2023). Calculation is carried out based on data of refrigerant refill invoicing of maintenance companies. Emission factors used for calculating leased cars' emissions are from DEFRA (2023), AIB (2023), Energimyndigheten (ER 2023), and IEA (2023). Emission data is obtained from travel agencies, leasing companies and Oriola payroll department. The stationary combustion emission factor is from DEFRA (2023). Calculations are based on refueling litres.

Sources for Scope 2 purchased electricity's market-based emission factors are from AIB (2022 and 2023), location-based emission factors are from Fingrid (2023), AIB (2023) and energy suppliers. Scope 3 emissions factors for electricity are from IEA (2023). Purchased heating's Scope 2 emission factor sources are Finnish Energy (2024) and Energiföretagen (2022). Scope 3 emission factors are from DEFRA (2023) and Energiföretagen (2022). Consumption figures of electricity and heat are calculated based on the invoicing of the energy suppliers.

The calculation of Scope 3 emissions for 2023 was expanded to provide a more comprehensive emissions profile, and the year 2023 serves as a reference point for future comparisons, particularly regarding Scope 3 emissions. Screening of the 15 categories of Scope 3 was carried out in connection with the initiation of the science-based targets process. The baseline year for SBTi was selected to be 2023. For the SBTi at least 67% of Scope 3 emissions are required to be accounted, and therefore all categories according to which activities are related to Oriola's value chain have been included in the calculation. Purchased goods and services includes all purchases when previously only packaging materials were included.

Either the spend-based, mass-based or average data method emission factors were used in the calculation depending on the type of initial data when calculating Scope 3 emissions. In the category of purchased goods and services, emissions related to purchased packaging materials were calculated with mass-based emission factors (DEFRA 2023), and emissions related to other purchased goods and services with spend-based emission factors (Exiobase 3.9, 2019). Also, emissions from capital goods were calculated with the spend-based method with Exiobase 3.9 emission factors (2019). The volume of purchased packaging materials has been obtained based on the invoices of the suppliers. The value of purchased goods and services and capital goods is taken from Oriola's finance system as the initial data for the emission calculation. Inbound transportation related emission factors are from NTM (2022), and the transportation distance and

volumes were estimated based on supplier locations and available data on delivery weights at Oriola. Outbound transportation emissions were calculated by the transport suppliers.

Emissions related to waste generated in Oriola's own operations were calculated with mass-based emission factors of EU & DK Input Output Database (2022), and DEFRA (2023). The volume of waste was calculated based on the invoicing of the waste treatment companies and measuring the generated waste by the personnel of Oriola. Employee commuting emissions were calculated based on the employee survey of commuting distance and average remote working days, and average method using distance-based emission factors of DEFRA (2023), AIB (2020 and 2022), Severengiz, Semih & Finke, Sebastian & Schelte, Nora & Wendt, Norman. (2020), Bosch eBike system (2023), NTM (2018), and NTMCalc.advanced 4.0. Upstream and downstream leased assets' emissions were calculated based on an average emissions factor of Energiföretagen (2022), AIB (2023), Finnish Energy (2024), and Fingrid (2023). Svensk Dos's facility is the only upstream leased asset and its energy consumption was obtained from the invoicing of the energy suppliers similarly to the Scope 2 calculation of other facilities. Downstream leased assets are located in Mankkaa facility, and the energy (both electricity and heat) consumption were estimated based on the share of floor area of the total facility consumption.

Emissions of end-of-life treatment of sold products are calculated with mass-based emission factors of EU & DK Input Output Database (2022), and DEFRA (2023). The volume of sold products by the product type was obtained from Oriola's finance system and connected to corresponding emission factors. Emissions factors dated after 2021 follow the most recent Global Warming Potential (GWP) values published by the IPCC based on a 100-year time horizon to calculate CO₂eq emissions of non-CO₂ gases.

The emission factors used have been selected to correspond as closely as possible to the specific categories and actions being calculated.

Carbon offset is a secondary means for Oriola, to be used when it is not possible to further reduce the company's emission levels. Oriola has not used carbon credits in 2024 and therefore does not report section E1-7.

Oriola does not have internal carbon pricing (E1-8) methods and does not anticipate being regulated in the next three years. According to ESRS 1 Appendix C, Oriola omits the information prescribed by ESRS E1-9 for the first year of preparation of its sustainability statement.

ESRS E2 Pollution

Material impacts, risks and opportunities (IRO-1)

In the double materiality assessment Oriola has identified material impacts related to pollution in its value chain. The assessment is based on Oriola's understanding of its value chain impacts and typical value chain impacts in the industry. Oriola has not further analysed the scope of the impacts. The Group has neither identified material risks nor opportunities arising from the impacts.

Oriola has not screened its site locations and business activities in order to identify its actual and potential pollution-related impacts, risks and opportunities in its own operations and upstream and downstream value chain. Neither has it conducted consultations, in particular with affected communities.

Oriola has identified potential impacts in the value chain in both upstream and downstream. In the upstream part of the value chain, impacts arise from pharmaceutical manufacturing. The energy consumption of pharmaceutical companies contributes to local air pollution, and manufacturing may also release pharmaceutical pollutants in the air, which can lead to long-term health issues. Oriola's contribution to impacts is limited as the

Group does not have its own product manufacturing and it is one regional distributor among a large number of others. The topic was considered important by stakeholders, specifically among employees.

Environmental impacts downstream can be caused by incorrect handling of pharmaceuticals. The pharmaceuticals can find their way into the environment through various routes, such as medicines that are consumed by patients and subsequently excreted, or the improper disposal of unused and expired medicines. All pharmaceuticals from healthcare and households are classified as hazardous waste, and unused or expired medicine should be returned to pharmacies. Oriola has limited control over the handling of pharmaceuticals as the Group does not have a licence to handle waste arising from for example pharmaceuticals or substances of (high) concern. The topic was considered important by stakeholders, specifically among employees.

Policies related to pollution (E2-1)

Oriola's environmental efforts are guided by Oriola Group Environmental Policy, which articulates the Group's commitment to minimise the environmental impact. In addition, environmental impacts and efforts in the value chain are governed by the company's Code of Conduct. In accordance with the Group Environmental Policy, Oriola is committed to work to minimise risks of environmental incidents and prevent pollution. Currently the policy does not address substituting and minimising the use of substances of concern and phasing out substances of very high concern, and it does not include information on the pollutants or substances covered. Further details are provided under E1 Climate change on [page 72](#).

Actions, resources and targets related to pollution (E2-2, E2-3)

Pharmaceuticals can affect the environment in various ways throughout their lifecycle. Most of the pharmaceutical residues that reach the environment do so through the sewer system after medication use. Pharmaceuticals can wash off the skin during showers or be excreted into the sewer system. Although wastewater treatment is effective, not all pharmaceutical residues are removed from the water¹.

All pharmaceutical waste from healthcare and households is classified as hazardous waste in Finland and Sweden, and returning unused or expired medicines to pharmacies prevents them from ending up in the environment and water systems through mixed waste or sewage.

In Finland and Sweden, responsibility for the recycling of medicines lies with pharmacies. According to a recent study², most Finns disposed of unnecessary and expired liquid (89%) and solid (93%) medicines by returning them to a pharmacy. A small portion disposed of medicines with household waste (7% liquid and 5% solid) or through the sewage system (1% liquid and 1% solid). Disposal practices were significantly influenced by the respondent's gender, age, and household life stage. Additionally, prescription drug use, household waste recycling practices, environmental attitudes, and awareness of pharmaceutical residues in water bodies had an impact. In Sweden it is estimated that about 75 percent of leftover medicines are returned to pharmacies³.

Oriola continues to collaborate with several charity organisations by donating non-pharmaceutical products that can still be used but cannot be sold due to close or just passed expiry date. For several years in Finland and Sweden, Oriola has implemented this collaboration to reduce the loss of non-pharmaceutical products. The actions do not require significant financial resources.

Oriola has a limited impact on potential air pollution caused by the upstream manufacturing process and the improper disposal of pharmaceuticals downstream in the value chain. Currently Oriola does not have the means to track the effectiveness of its actions to address material impacts, risks and opportunities, or to measure progress in achieving its policy objectives related to pollution.

Oriola has not adopted actions or targets specifically aimed at mitigating potential negative impacts related to pollution in the value chain. However, Oriola plans to re-evaluate the situation in the coming years. Oriola plans to consider the potential impacts when developing sustainable sourcing practices further.

¹Lääketeollisuus ry. 2024. Lääkkeet ja ympäristö [Pharmaceuticals and the Environment]. Available at: <https://www.laaketeollisuus.fi/vastuullisuus/laakkeet-ja-ymparisto.html> [Accessed November 12, 2024].

²Louhisalmi, M., Martikainen, J., Timonen, J. & Alajärvi, A. 2020. Suomalaiset palauttavat lääkejätteen apteekkiin – kyselytutkimus käyttämättömien ja vanhentuneiden lääkkeiden hävityskäytännöistä aikuisväestölle [Finns Return Unused Medicines to Pharmacies – A Survey on Disposal Practices of Unused and Expired Medicines among the Adult Population]. *Dosis*, 3(2020), pp. 384–391. Available at: <https://sudden.fi/julkaisut/> [Accessed 12 November 2024].

³Lif – Läkemedelsindustriförening – The Research-Based Pharmaceutical Industry in Sweden. 2021. Miljöinformation [Environmental Information]. FASS.se, published on 15 April 2021. Available at: <https://www.fass.se/LIF/menydokument?userType=0&menyruubrikId=2432> [Accessed 12 November 2024].

ESRS E5 Resource use and circular economy

Material impacts, risks and opportunities (IRO-1)

Resulting from double materiality assessment, Oriola has identified material impacts and risks related to circular economy and waste management in its own operations as well as its value chain operations both upstream and downstream. As part of its waste management development actions, Oriola has screened its assets and activities to identify its main waste flows across the value chain as presented in the waste flow chart on [page 79](#). Double materiality assessment is further described in section ESRS 2 General information on [page 60](#).

The following impacts and risks were identified as material during the process:

- Oriola has identified a negative impact arising from waste generated throughout the Group's value chain. The generated waste includes packaging that can be difficult to recycle. Oriola primarily generates packaging waste from its own operations, including storage, delivery and dose-dispensing activities. Pharmaceutical waste generated includes unused and expired medicines.
- A positive impact arises from handling partners' pharmaceutical stock and waste. Oriola oversees the proper disposal of pharmaceutical waste, ensuring it complies with regulatory standards. Pharmaceutical waste generated in Oriola's warehouses is collected and destructed by waste management companies. Pharmaceutical waste is generated in Oriola's warehouses mainly due to damaged packaging or goods and exceeded due dates. In Finland and Sweden, responsibility for collecting unused medicines lies with pharmacies, and unused medicines gathered at pharmacies are collected by waste management companies.
- Increasing costs arising from regulatory requirements for sustainable packaging were identified as a risk in relation to

Waste flow



10 sorting categories, with cardboard, plastic and waste-to-energy being the most substantial. These sorting categories include different plastic classifications. All hazardous waste, including pharmaceutical waste, is securely stored in a locked area and disposed of at a waste disposal centre. These categories are designed to improve recycling rates and reduce waste sent to landfills. At the sites, waste bins are reviewed to ensure clear and correct labelling and adjusted as needed to fit the sorting needs of different warehouse sectors.

To reduce waste, Oriola delivers products from the Group’s distribution centres to customers mainly in reusable transport boxes and with reusable cold shields. This initiative reduces the reliance on single-use packaging materials, aligning with the company’s sustainability goals. Additionally, Oriola reuses the water used for washing these plastic transport boxes in Sweden. In Finland, opportunities for water reuse were thoroughly explored; however, instead of reusing the water in the same manner, the heat generated during the washing process is recovered and repurposed, enhancing resource efficiency and supporting sustainable practices. Oriola’s adjustment to order times has resulted in improved fill rates and slower turnover of reusable transport boxes. In addition, the adjustment has reduced the amount of packaging materials used and the number of deliveries in cardboard boxes. Waste is handled offsite and is arranged locally by waste management companies to avoid long-distance transport.

Employee training plays a crucial role in Oriola’s daily efforts to reduce waste and improve recycling. This includes familiarising employees with Oriola’s recycling categories and correct handling of waste. In 2024, Oriola’s training activities in Finland and Sweden consisted of workplace-specific introduction sessions and the onboarding process, which included sorting instructions acknowledged through read-receipts. Comprehensive training for employees is expected to increase employee compliance with recycling procedures, improve waste sorting quality, and reduce contamination of recyclable waste streams.

All of the key actions align with Oriola’s Group Environmental Policy objectives of minimising waste and increasing recycling at

resource use and circular economy. Regulatory changes for packaging can raise the initial cost of transitioning to new packaging. It is likely that packaging materials used will need to increasingly be of recycled origin. This may lead to increases in material costs and potentially decreased durability.

Policies related to resource use and circular economy (E5-1)

Oriola’s environmental efforts across its operations and value chain are guided by the Group Environmental Policy and Oriola’s Code of Conduct. Environmental Policy does not address the waste hierarchy or the prioritisation of avoiding or minimising waste over waste treatment. Oriola provides site-specific instructions for waste handling which are reinforced during employee induction through practical demonstrations of waste management procedures. Further details are provided under E1 Climate Change on [page 72](#).

Waste prevention, minimisation and recycling (E5-2)

Waste reduction, recycling and reuse form one of the main initiatives of Oriola’s environmental work, as wholesale and distribution operations mostly generate packaging waste. Going forward, Oriola also focuses on increasing the internal awareness of the environmental impact of packaging.

Oriola’s key actions to enhance waste management and resource efficiency include implementation of advanced sorting capabilities, reusable transport solutions including water reuse and energy recovery, and employee training programmes.

Oriola has consistently enhanced its waste sorting capabilities in recent years, earning positive feedback on the quality of its recycling efforts from the Group’s waste management partners. Oriola’s largest warehouses in Finland and Sweden feature over

the company's own premises. The scope of these actions spans Oriola's internal operations, including its major warehouses and distribution centres in Finland and Sweden. Beyond its facilities, these efforts extend to customer interactions, particularly through the implementation of reusable transport solutions that reduce packaging waste. Key stakeholders involved in these initiatives include Oriola's employees, who are actively trained in recycling and waste management practices, as well as waste management partners and customers, who benefit from improved packaging solutions and sustainable practices. Oriola's key actions are ongoing initiatives that are integrated into its daily operations. These actions are reviewed annually to assess performance and identify opportunities for further enhancement, ensuring continuous alignment with sustainability objectives.

Environmental impact of pharmaceuticals and packaging

Pharmaceuticals can enter the environment through various ways and potentially impact the environment throughout their lifecycle.

As Oriola does not have its own production, its operations' direct impacts on environment are minor and mainly occur through value chain activities. The most significant impacts occur at the start of the value chain, from the manufacturing of products distributed by Oriola, including the raw materials used in the products and the pharmaceutical waste they generate.

Ensuring the safe transport of all pharmaceuticals is a primary duty for Oriola. The company implements appropriate packaging and securing measures for pharmaceutical products to maintain their integrity during transit.

All pharmaceutical waste from healthcare and households is classified as hazardous waste in Finland and Sweden, and returning unused or expired medicines to pharmacies prevents them from ending up in the environment and water systems through mixed waste or sewage. In Finland and Sweden, responsibility for collecting medicines lies with pharmacies. More information about end-user disposal practices and Oriola's collaboration with charity

organisations to reduce non-pharmaceutical product waste can be found in E2 Pollution.

Oriola follows local regulations and develops its waste management practices and local reporting accordingly.

Targets (E5-3)

Oriola has updated its sustainability agenda and prioritised increased recycling rate as one of the six key targets. Oriola has set a strategic KPI to increase the Group-level recycling rate to 90% by 2025. The target closely follows Oriola's Group Environmental Policy objectives and the Group's environmental work initiatives focused on minimising waste and increasing recycling.

Recycling rate is measured as the proportion of waste that is recycled of the total amount of non-pharmaceutical waste collected from Group facilities, accumulated per year. Since the target is not relative to a specific base year or base value, no base year or base value has been established. Progress towards the target will be tracked and reported using the total non-pharmaceutical waste volume for the respective reporting period as the reference point.

The target relates to waste and waste management, including the preparation for proper treatment. The layer in waste hierarchy to which the target relates is recycling (third layer). Oriola monitors its performance against the target every six months. There are ongoing initiatives at sites to reach the target. These initiatives include adjusting the number of bins to improve accessibility and better suit Oriola's needs, reviewing bin labelling to facilitate sorting, and enhancing training as part of the onboarding process.

Oriola has reported the recycling rate performance from 2021. The set target is voluntary and not required by legislation. No stakeholders other than Oriola's own employees were involved in the target setting. In 2024, the Group-level recycling rate of non-pharmaceutical waste was 85% (2023: 81%).

Waste (E5-5)

Packaging waste remains the most common category of waste generated in Oriola's storage and delivery of pharmaceuticals and non-pharmaceutical products, as well as dose-dispensing activities.

The waste generated consists of cardboard, paper, biowaste, wood, glass, plastic film, metal, electrical and electronic waste, plastic packaging, waste-to-energy, construction waste, mixed waste, hazardous and pharmaceutical waste.

E5-5 Waste generated, tonnes of waste diverted from disposal and waste directed to disposal

| Waste diverted from disposal | tonnes |
|--|----------|
| Non-hazardous waste | 2,313.60 |
| Preparation for reuse | - |
| Recycling | 2,313.60 |
| Other recovery operations | - |
| Hazardous waste | 267.00 |
| Preparation for reuse | - |
| Recycling | 3.90 |
| Other recovery operations | - |
| Waste directed to disposal | tonnes |
| Non-hazardous waste | 285.70 |
| Incineration | 275.90 |
| Landfill | 9.80 |
| Other disposal operations | - |
| Hazardous waste | 264.60 |
| Incineration | 264.60 |
| Landfill | - |
| Other disposal operations | - |
| Total waste generated in Oriola's own operations | 2,867.80 |
| Total amount of non-hazardous waste | 2,599.30 |
| Total amount of hazardous waste | 268.50 |
| Total amount of non-recycled waste | 550.30 |
| Percentage of non-recycled waste | 19.19% |
| Total amount of recycled waste | 2,317.50 |
| Percentage of recycled waste | 80.81% |
| Total amount of radioactive waste | - |

Oriola calculates the reported data based on information from collection service companies. The waste volumes for each category are provided either via email by most service providers, or through the customer portal of Stena Recycling in Sweden, where site-specific volumes are available. Oriola receives waste data categorised by type, reported in weights (tonnes or kilograms) on a monthly, quarterly or annual basis. These figures are consolidated to calculate the total annual waste volume in tonnes. Data for calculations is currently unavailable for small rented and shared office spaces in Sweden, primarily used for advisory services. Efforts are underway to explore options for accessing this data.

According to ESRS 1, Oriola omits the information required by ESRS E5-6 for the first year of preparation of its sustainability statement.

3. Social information

ESRS S1 Own workforce

Advancing a sustainable people journey is one of the focus areas in Oriola's sustainability agenda. It guides the Group's work in leadership, employee engagement, attracting new employees and wellbeing at work.

Oriola's employees participated actively in the double materiality assessment survey in 2023, where they highlighted the importance of workplace safety measures. Workplace safety continues to be one of the strategic focus areas in Oriola's sustainability agenda.

In 2023 Oriola also implemented a Human Rights impact screening according to which the company updated its internal and external Code of Conducts in 2024 and included human rights topics into the new People Policy.

Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)

Oriola's strategy and business model impact its workforce through safety, regulatory and operational demands. Potential risks include health and safety concerns from handling sensitive products and stress from delivery pressures. By addressing these impacts through training, safety improvements and innovation, the company adapts its strategy to enhance workforce wellbeing while aligning with operational goals.

Material risks and opportunities related to Oriola's workforce stem from safety, regulatory compliance, and operational efficiency. These risks influence the strategy by necessitating strong safety protocols and workforce training, while opportunities for improvement, such as through innovation and technology, help

enhance efficiency and worker wellbeing, aligning with the overall business model.

During the double materiality assessment process, several material potential negative and positive impacts towards own workforce were identified. It was also realised that all Oriola employees can be materially impacted, but some groups may be at greater risk of harm.

Potential negative impacts

- **Occupational health and safety risks of employees.** Employees working in the distribution centres may be exposed to medicine dust, high levels of noise, incidents from trucking or health problems stemming from working in cold storage, and / or poor ergonomics. The risk is heightened in the case of high staff turnover, external workers, or limited cross-functional OHS training. An increasing number of mental health related issues poses health risks for white-collar employees.
- **Challenges with work-life balance** due to organisational transformation and potential lack of resources. Such a lack of resources can result in unbalanced work tasks and potential overburdening. Uncertainty around working conditions for the subcontracted production staff may occur, while peak times in production and delivery might cause additional working hours for external staff.
- **Discrimination, harassment and inappropriate behaviour, especially towards underrepresented groups, including migrant and external workers.** Migrant workers in particular are prone to different forms of discrimination, including racial and ethnic discrimination, and unequal pay and working conditions. Similarly, external workers may be discriminated through lower compensation/benefits, and lack of effective channels (for external workers) to share concerns or grievances may mean that possible discrimination and harassment cases remain unreported and unsolved.

Positive impacts

- **Active participation in developing a positive and inclusive operative environment.** Oriola's own employees are actively involved in developing a positive and inclusive operative environment. For example, during corporate values renewal, most employees were part of developing/commenting on the values and/or value descriptions.
- **Leadership development through promoting equal opportunities, diversity and team building activities.** As **Oriola's business environment**, company structure, culture and ways of working are changing, change leadership is one of the key areas in leadership development. Furthermore, Oriola is committed to providing a fair and equal workplace that supports diversity and inclusion.
- **A large share of employees covered by collective bargaining agreements.** In Finland 78.5% and in Sweden 100% of employees are covered by collective bargaining agreements.

Risks

- **Workplace hazards and incidents.** Workplace hazards and incidents can result in potential costs associated with medical treatments, legal liabilities and lost productivity.

Opportunities

- **Active participation in developing a positive and inclusive operative environment** and serving as a role model for future work. By being an inclusive and attractive employer, Oriola can attract and retain top talent, increase employee engagement and productivity, and therefore foster innovation.

Types of employees and non-employees subject to material impacts

- Active participation in developing a positive and inclusive operative environment and leadership development through promoting equal opportunities, diversity and team building activities concern all own workforce.

- Discrimination, harassment and inappropriate behaviour can especially impact underrepresented groups, including migrant and external workers.
- Challenges with work-life balance can include both white-collar and blue-collar employees in own and external workforce.
- Occupational health and safety risks and workplace hazards and incidents especially include a mix of employees responsible for Oriola's warehousing operations. It may also involve non-employees, including contractors and personnel provided by third-party logistics or employment agencies. These groups face operational impacts such as safety risks, compliance with handling standards, and delivery pressures, depending on their role and employment type.
- All the blue-collar employees and most of the white-collar employees are covered by collective agreements. In Finland, the Commerce sector collective agreement does not include senior salaried employees (personnel group). However, according to Oriola's personnel policy guidelines, collective agreement terms are partially applied to senior salaried employees as well.

Material negative impacts of occupational health and safety, discrimination, harassment and inappropriate behaviour and challenges with work-life balance can be systematic, such as recurring safety or compliance issues, limited working resources or structural discrepancies. They can also be tied to individual incidents such as isolated safety breaches or delivery failures, individual case of discrimination or harassment, or stressful work situation. The nature of the impacts depends on the specific operational context.

Activities that result in positive impacts include involving own employees actively through different channels, such as online platforms, face-to-face meetings, and employee representative engagements. Training leaders about change management and team building results in the positive impact of leadership promoting equal opportunities. To ensure commitment and alignment with collective agreements, the company has compliance practices in place.

Transitioning to greener, climate-neutral operations may impact the workforce by requiring new technologies, training and workflow changes. It could also offer opportunities for skill development and better working conditions through sustainable practices. This can lead to a more engaged and active own workforce pursuing active participation.

Since Oriola operates in Finland and Sweden, there are no operations at significant risk of incidents of forced labour or compulsory labour.

Policies related to own workforce (S1-1)

Oriola's Code of Conduct and People Policy cover material impacts, risks and opportunities related to leadership, culture and talent development, and fair working conditions, including human rights. Risk Management Policy covers Workplace safety and wellbeing related risks and impacts. The policies cover all the company's own workforce.

The content of the policies addresses workforce health and safety, diversity and inclusion, employee training and development, and regulatory compliance. The policies ensure safe conditions, equal opportunities, skills development, and labour standards. Oriola's CEO and the Oriola Management Team are responsible for implementing the policies. To put these policies into practice, Oriola has several local or Group level operational procedures related to for example training and onboarding.

The People Policy was approved by the Board of Directors and launched within Oriola during 2024. The Code of Conduct was updated during 2024. Both policies were sent to sign-off by all employees in December 2024.

Human Rights Policy commitments

Oriola's human rights focus is on the due diligence efforts where the Group's operations can have the most severe impact. Oriola

regularly reviews its approach to human rights and reflects on its commitments to human rights in the policies and procedures where relevant. Fair working conditions, including human rights, are covered by Oriola's People Policy. The policy states that Oriola supports and respects the protection of internationally proclaimed human rights and ensures that the company is not complicit in human rights abuse.

The human rights work is guided by local regulation and Oriola's values. This includes promoting fair wages, safe working conditions, freedom of association, and non-discrimination. Oriola complies with national laws and respects international human rights standards. Where they are in conflict, Oriola respects national law while seeking to honour the principles of internationally recognised human rights.

Regular engagement with own workforce occurs through surveys, consultations and grievance mechanisms to ensure employees' human and labour rights are respected, allowing workers to voice concerns and provide feedback on workplace conditions.

Compliance with these human rights commitments is monitored through internal audits, third-party assessments, and grievance mechanisms. Alignment with the UN Guiding Principles on Business and Human Rights and international labour standards is tracked, and corrective actions are taken as needed.

In cases of human rights impacts, remedies such as grievance channels, mediation and compensation are provided to ensure affected individuals are supported in line with international standards.

Oriola Group operates in countries in which fair working conditions and human rights related legislation is on a high level and therefore there is no remarkable risk identified for severe human rights impacts. The Group is fully committed to local legislation, collective agreements and compliance enhancing practices to ensure social responsibility.

Alignment with the following internationally recognised instruments is recognised in the People Policy and maintained through regular reviews, audits and reporting to ensure integration into Oriola's business practices:

- UDHR, the United Nations Universal Declaration of Human Rights.
- UNGP, the United Nations Guiding Principles on Business and Human Rights.
- UN Guiding Principles: Emphasising respect for human rights, fair treatment, and preventing negative impacts.
- ILO Declaration: Upholding core labour rights such as freedom of association, non-discrimination, and eliminating forced and child labour.
- OECD Guidelines: Ensuring responsible business conduct, transparency, and supply chain due diligence.

Oriola's People Policy explicitly addresses trafficking of human beings, forced labour, and compulsory labour and child labour. Workplace safety and wellbeing is covered in the Workplace accident prevention management procedures.

Eliminating discrimination (including harassment), promoting equal opportunities, and other ways of advancing diversity and inclusion

To ensure fair working conditions, including human rights, the following policies aimed at eliminating discrimination are in place: People Policy and Code of Conduct.

Everyone at Oriola shall follow the Code of Conduct promoting freedom from discrimination. The People Policy was launched during 2024 to further enhance the elimination of discrimination and harassment, promote equal opportunities, and advance diversity and inclusion.

Oriola respects and values diversity in its workforce. Oriola's policy is to treat all applicants and employees equally, without regard to race, ethnic or national origin, colour, creed, gender, gender expression, marital status, sexual orientation, age, medical

condition, or any other characteristic protected by local law or regulation. This applies to all areas of employment: Oriola recruits, employs and promotes people based on their merits and skills required to handle the task.

Within Oriola, fairness and equality are integrated into all business processes including, but not limited to, recruitment, promotion, development, remuneration and termination. Oriola is committed to actively work for, and maintain, an inclusive workplace with zero tolerance for discrimination. Oriola's aim is to foster a workplace where each employee finds a sense of belonging and has equal opportunities to grow.

Remuneration complies with national legislation and collective agreements. Oriola respects the employees' right to leisure time, including their limited availability outside working hours, to enhance work-life balance. Differences in individual salaries are based on how demanding the job is, as well as on differences between competence, work experience and performance. To analyse job demands, Oriola uses a job architecture and grading system, updated in 2021. Oriola is committed to equal pay. Pay level will be reviewed annually and at the same time, possible deviations that cannot be explained by, for example, seniority or performance, will be corrected.

Oriola is committed to providing a workplace where employees can perform their work in an environment of mutual respect and fairness. The company does not tolerate any form of harassment or bullying of employees by other colleagues. All employees are expected to treat each other, customers and stakeholders with dignity and respect.

The following grounds for discrimination are specifically covered in Oriola's policies: racial and ethnic origin, colour, gender, sexual orientation, gender identity, disability, age, religion, political opinion, national extraction and social origin. All other forms of discrimination, covered by the Union regulation and national law, are covered by the People Policy. These include marital status,

medical condition, or any other characteristic protected by local law or regulation.

Oriola has a commitment to fostering inclusion and positive action for vulnerable groups within its workforce, ensured by pay equality reviews and non-discrimination policies.

The Oriola People Policy states that Oriola respects and values diversity in its workforce and believes that diversity and inclusion contribute to Oriola's excellence, and therefore Oriola is committed to providing equal employment opportunity for all applicants and employees. Oriola's policy is to treat all applicants and employees equally based on their merits, regardless of ethnic or national origin, colour, creed, political opinion, gender, gender expression, marital status, sexual orientation, age, medical condition, or any other characteristic protected by local law or regulation. This applies to all areas of employment.

Oriola's policies are implemented through specific procedures aimed at preventing, mitigating and addressing discrimination, while also promoting diversity and inclusion:

Clear Reporting Mechanisms: Confidential grievance mechanisms, such as online platforms, allow employees to report discrimination incidents safely and without fear of retaliation.

Investigation and Response: Upon receiving a report, a structured investigation process is initiated to promptly address and resolve discrimination claims, including disciplinary actions if necessary.

Regular Audits and Monitoring: Ongoing audits and diversity metrics are used to assess the workplace environment, track progress, and identify areas where further action is needed.

These procedures ensure that discrimination is effectively addressed, and that diversity and inclusion are continuously advanced.

Processes for engaging with own workforce and workers' representatives about impacts (S1-2)

Oriola periodically seeks feedback from stakeholders through different surveys and regular engagements. The company encourages transparent dialogue via various communication channels, including online platforms and face-to-face meetings.

At Oriola, engagement with own workforce is frequent and it is established within everyday work. Managers engage with their direct reports on a recurring basis, weekly and/or biweekly. A representative of the employer engages with workers' representatives via recurring collaboration committees monthly, as well as with safety committees at least quarterly. An anonymous employee engagement survey is done yearly.

The most senior level within the organisation that has operational responsibility for ensuring engagement happens and that results inform the undertaking's approach is the CEO and Oriola Management Team.

Oriola has several agreements in place related to respecting the human rights of workers. These include UN rights, local labour legislation and legal requirements, local collective agreements and internal company policies (People Policy).

Personnel feedback is recorded and the result of the feedback has been informed to the personnel through the following channels, depending on the type of the decision:

- Cooperation and safety committees
- Regular meetings and employee events
- Employee development discussions
- Employee engagement surveys
- Whistleblowing channel
- Internal HR case management system
- Internal communication including all-employee information sessions

- Leadership communications
- Sounding boards
- Enterprise social networking service (Engage)
- Company intranet for information sharing purposes

Engagement activities take place at both organisation level and at project or site level. The information from engagement activities is aggregated from individual level all the way to Group level.

Allocated resources for processes for engaging with own workforce or employees' representatives are Business controllers and HR People Partners, nominated occupational health and safety managers, occupational health and safety committee members, dedicated employee sounding board members and cooperation committee members.

Oriola engages with its workforce and employees' representatives on the potential impacts of reducing emissions and transitioning to greener, climate-neutral operations through the processes described above.

Processes to remediate negative impacts and channels for own workforce to raise concerns (S1-3)

Oriola's approach to remedying material negative impacts on its workforce typically includes identifying the issue through internal assessments or grievance mechanisms, engaging with affected workers, and implementing corrective actions. This may involve offering compensation, improving working conditions, or providing access to support services such as counselling. The process also includes monitoring outcomes to ensure that the remedy is effective and preventing recurrence through policy changes or improved oversight.

Oriola provides multiple channels for its workforce to raise concerns promptly and fairly, including:

Grievance mechanism: A formal process where employees can submit complaints or concerns confidentially, through a dedicated portal. Employees may report misconduct or violations to their manager, discuss the topic with the Legal or People and Culture team, or report it anonymously through Oriola's whistleblowing channel. The whistleblowing service is provided by an external partner, Whistleblowing Centre, to ensure anonymity. The communication channel is encrypted and password protected. All messages are processed in confidence.

Employee representatives or unions: Workers may raise issues through elected representatives or collective bargaining structures.

The grievance or complaints handling mechanism for employee matters is integrated into the broader HR and ethical frameworks. Here's an outline of the processes involved:

Existence of Grievance Mechanism:

Maintaining formal channels, such as grievance channels, email addresses, or online platforms, specifically for employees to raise concerns or complaints. These may cover issues related to working conditions, harassment, discrimination, or other workplace-related concerns.

Support for Availability:

Oriola actively promotes awareness of these channels through employee handbooks, onboarding and training sessions, posters, or internal communications. It ensures these mechanisms are easily accessible, confidential, and free from retaliation to encourage open reporting.

Tracking and Monitoring: Once a complaint is raised, it is logged into a system that tracks the issue from submission to resolution. This includes assigning responsibility, setting timelines, and recording actions taken.

Ensuring Effectiveness:

Oriola evaluates the effectiveness of these grievance channels

by seeking feedback from employees, analysing resolution rates, and tracking the recurrence of issues. Oriola also engages stakeholders such as employee representatives or unions to review the grievance handling process and make improvements where necessary. Additionally, periodic audits or reviews are conducted to assess the quality and timeliness of the responses.

Assessing own workforce's awareness and trust towards the processes to raise concerns

Oriola assesses that its own workforce is aware of and trusts structures or processes to raise their concerns or needs through the following channels:

Employee surveys: Regular anonymous surveys or feedback forms are distributed to gauge employees' knowledge of available channels and their confidence in using them without fear of retaliation.

Focus groups or interviews: Focus groups or one-on-one interviews with employees provide qualitative insights into their perceptions of the grievance mechanisms, highlighting levels of trust and effectiveness.

Usage data and trends: Monitoring the frequency and nature of grievances raised, alongside resolution times, can reveal gaps in awareness or trust if usage is low or issues recur.

Internal audits: Periodic reviews of grievance processes, including interviews with HR personnel and employee representatives, help ensure that the channels are effectively communicated and used.

Training and communication: Training sessions and workshops followed by evaluations help confirm employee understanding of grievance mechanisms.

These methods collectively measure both awareness and trust in using these structures to raise concerns.

Policies regarding protection against retaliation for individuals that use channels to raise concerns or needs are in place

Oriola's principles for protecting whistleblowers are described

in Oriola's Code of Conduct. The team investigating the reports ensures that the employee raising the concern is not placed in a disadvantageous position. Any type of retaliation towards employees who have raised concerns is treated as a serious breach of the Code of Conduct.

As long as the employee raising a concern acts in good faith, honestly and with integrity, they will not suffer any negative consequences if they have mistakenly raised this concern. Further information is disclosed in the context of standard G1.

Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions (S1-4)

Needed and appropriate actions in response to material impacts are based on the People Strategy and the Sustainable People journey focus. Oriola's Sustainable People journey guides work in leadership, employee engagement, attracting new employees and wellbeing at work. The aim is to together develop a collaborative culture that is grounded in Oriola's shared values, promotes fairness, encourages skills development, and empowers Oriola's leaders. The Sustainable People journey includes areas such as modern people services promoting equality, diversity and wellbeing, well-functioning organisation, enabling leaders and capable people.

Workplace safety and wellbeing actions are identified through continuous incident and hazard reporting, regular risk assessments, and evaluations of workplace conditions. Feedback from employees, occupational healthcare providers, and safety committees informs action plans, which are reviewed and updated

annually to ensure effectiveness and compliance with regulations.

The process of identifying fair working conditions, including human rights, involves regular assessments of workplace practices against national laws, international standards, and company policies. Feedback from employees, audits and engagement surveys helps identify gaps or risks. Human rights considerations are integrated into business operations, guided by frameworks such as the UN Guiding Principles on Business and Human Rights. Findings inform targeted actions to ensure ethical, equitable and compliant working conditions.

The process of identifying leadership, culture and talent development actions involves analysing employee feedback from engagement surveys, performance reviews and development discussions. Key organisational metrics, such as leadership, are evaluated alongside business objectives. Insights are gathered through collaboration with managers, HR teams and employee focus groups to pinpoint areas for improvement. These findings inform initiatives such as leadership training and cultural development programmes to align workforce capabilities with organisational goals. Strategy and strategic competencies set the baseline for the talent development actions. Oriola iteratively evaluates the need for talent development to meet the future requirements at both organisational and individual level. This approach is linked to the Sustainable People journey and the goal to enhance competent and capable employees.

Key actions taken, planned or underway to prevent or mitigate material negative impacts, risks and opportunities related its own workforce

Material negative impacts and risks include workplace safety and wellbeing, and fair working conditions, including human rights. The following actions are taken, planned or underway to prevent and mitigate these negative impacts. Time horizons for each action are explained in connection with each action description. In general, actions are taken in 2024 or planned to be accomplished in 2025-2026.

Workplace safety and wellbeing

Oriola prioritises workplace safety and employee wellbeing by implementing comprehensive measures across all operations to address occupational health risks, work-life balance challenges, and potential workplace hazards. These measures contribute directly to Oriola's strategic targets, including fostering a culture of safety, reducing workplace risks, and enhancing employee engagement and wellbeing. By maintaining a Group-wide approach to occupational health and safety, Oriola is committed to continuous improvement, compliance with local legislation, and achieving its long-term goal of zero workplace accidents.

Oriola's occupational health and safety (OHS) processes are designed to meet local legislative requirements and promote a safe and supportive work environment. These processes involve collaboration between managers, OHS representatives, line organisations and occupational healthcare professionals, with evaluations conducted at least annually to ensure effectiveness and continuous improvement.

The company has implemented a structured hierarchy for managing incidents and corrective actions, with employees actively participating in hazard reporting and proposing solutions. Line managers and OHS representatives review and approve actions, with final oversight provided by OHS managers in Finland and the Safety Committee of Sweden. All processes are documented and followed by appropriate training or updates to policies and procedures. Employee rights, such as the ability to withdraw from unsafe work situations without reprisal, are protected and supported through reporting channels, including whistleblowing mechanisms.

Key measures and actions

Work ability management:

1. In both Finland and Sweden, work ability management is a critical focus area to mitigate negative impact of occupational health and safety risks and challenges with work-life balance. Training programmes for managers, such as those conducted in Finland during the second half of 2024, enhance their

ability to support employees' work ability. Collaborative steering groups in both countries, such as Finland's Work Ability Steering Group and Sweden's 'Samverkan Arbetsmiljö', continually assess and improve workplace safety and work ability through preventive and proactive measures.

2. Proactive health interventions:

Proactive health interventions aim to mitigate negative impact of occupational health and safety risks and challenges with work-life balance. In Sweden, the integration of health-related questions into follow-up discussions between employees and managers supports early intervention for health risks. Full implementation by 2025 is expected to enhance work ability, reduce absenteeism, and strengthen a supportive work environment. Similarly, Finland updated its work ability processes in line with the occupational healthcare action plan for 2023-2024, focusing on areas such as early intervention, substituting work, and drug policy.

3. Routine health checkups:

In 2024, Oriola Sweden introduced routine health checkups starting from age 35, with full implementation expected by the end of 2025 to mitigate health and work-life balance risks. This initiative is aimed at early detection of health risks and fostering long-term employee engagement and productivity. In Finland, employees have the opportunity for preventive healthcare in addition to sick care. This means that all employees have the right to have health checkups whenever needed. Focused health checkups are also conducted for those employees who are, via the legal workplace investigations, recognised in risk groups and are therefore contacted by OHC.

4. Risk assessments and safety observations:

To mitigate risks of workplace hazards and incidents, health and safety risk assessments are conducted regularly in both Finland and Sweden, with quarterly reviews by Health and Safety Committees. Channels for reporting safety observations and processes for managing accidents are in place to continuously enhance workplace safety.

5. Training and awareness:

Increasing health and safety related competence and

awareness is considered important in the Group for mitigating health safety, and workplace hazard related risks. Training is offered for different roles and responsibilities, the onboarding process includes health and safety topics, and standard operating processes include health and safety aspects. Tailored occupational safety and ergonomic training programmes are provided across all sites, focusing on job-specific risks such as chemical handling and equipment usage. Site management teams are actively involved in identifying and mitigating these risks.

6. Health and safety action plans:

The following action plans are created on a country specific level to mitigate and remediate negative impacts and risks of health, safety and wellbeing:

- Occupational healthcare action plans for 2023-2024
- Safety and health action plans for 2024-2025

Fair working conditions, including human rights

Key measures and actions

The following actions are done to mitigate negative impacts of discrimination, harassment and inappropriate behaviour for employees in Finland and Sweden:

1. **Launch of People Policy:** During 2024, the Group has launched the People Policy, which sets the frames for more detailed human rights principles and approach to equal opportunities at Group level.
2. **The Code of Conduct,** updated in 2024. These ethical principles also guide the Group's approach to fair working conditions and human rights together with the People Policy.
3. **Salary review:** Each year the Group conducts a salary review, including an equal pay review as one of the key elements. Adequate and fair wages are covered by local legislation, applied collective agreements and staffing company agreements.

Action taken or underway to achieve positive material impacts for its own workforce

Employees covered by collective bargaining agreements. Key measures and actions

To promote the positive impact of a large share of employees being covered by collective bargaining agreements, the Group has continued close collaboration with the employee representatives. According to the People Policy, the Group continues to respect freedom of association and the right to collective bargaining.

Leadership, culture and talent development

Key measures and actions

The following actions are underway to pursue the material opportunity of Actively participating employees & leadership promoting equal opportunities for employees in Finland and Sweden.

1. **Leadership quality:** Leadership quality is measured annually to ensure continuous development. In 2024, the leadership index remained at the same level 79 as in the previous year (2023: 79).
2. **Leadership training:** Training programme for leaders (Core Leadership) was launched in 2024 and will continue in 2025 to enable authentic leadership in Oriola. Capable leaders are in key roles in promoting equal opportunities within Oriola. The first half of Oriola leaders, including the management team, participated in the leadership development programme in spring 2024. All the remaining leaders in Oriola will be invited to the programme at the start of 2025, and the plan is to make it a continuous programme at Oriola in the future.
3. **Oriola culture:** Senior Management conducted an organisational culture assessment in 2024 to evaluate the current and desired state of the company culture. Concrete development actions were implemented for example to

increase customer-centricity in the organisation.

4. **Talent development by strategic competencies:** Oriola's strategic competences were defined in 2024. They are Value Adding Relationships, Analytics & Insights, and Business Acumen. Preliminary gap analysis has been piloted in parts of organisation and gap analysis will continue in 2025, resulting in L&D and talent acquisition action plans. Current competence development is based on these competence focus areas for enabling actively participating employees and ensuring the possibilities to adjust for future demands in the changing operating environment.
5. **Talent and Performance Development:** In 2025 and 2026, a renewed Performance & Development process will be implemented to emphasise talent and leadership development.
6. **Talent development by LMS:** The new Learning Management System is planned to be launched in 2025 to enable structured talent development.

Scope of the listed key actions

Leadership or designated leadership groups are included in the scope of actions related to leadership and culture. Actions specific to Finland and Sweden are outlined separately within each action description. The entire own workforce is, or will be, included in the scope of other listed actions.

Addressing material negative impacts

Oriola's approach to addressing risks and pursuing opportunities for its workforce includes systematic monitoring and assessment of health and safety risks, along with proactive adjustments to operational procedures. By investing in training and employee development, the company not only mitigates risks but also fosters a culture of safety and continuous improvement. These efforts, combined with expanded healthcare services and employee benefits, contribute to workforce satisfaction and retention. Oriola's structured and proactive initiatives demonstrate its effectiveness in managing workforce-related impacts and opportunities,

positioning the company to continue driving positive outcomes for its employees.

Oriola has allocated the following resources for the actions listed in this chapter: line managers (according to work delegation in Sweden and legislation in Finland), people and culture team members, healthcare services and dedicated healthcare personnel, OHS representatives, OHS managers in Finland and the Safety Committee of Sweden.

Oriola's approach to remedying material negative impacts on its workforce typically includes identifying the issue through internal assessments or grievance mechanisms, engaging with affected workers, and implementing corrective actions. This may involve offering compensation, improving working conditions, or providing access to support services such as counselling. The process also includes monitoring outcomes to ensure that the remedy is effective and preventing recurrence through policy changes or improved oversight. No severe cases requiring major actions occurred during the reporting period.

Expected outcomes of the listed action plans

The following outcomes are expected from Oriola's Workplace safety & wellbeing action plans:

1. **Enhanced employee health and wellbeing:** Reduced health risks and improved overall wellbeing through proactive health interventions, regular risk assessments, and routine health checkups.
2. **Safer work environment:** Fewer workplace incidents and hazards due to tailored training, improved safety protocols, and ongoing monitoring of risks.
3. **Increased productivity and engagement:** Better work-life balance and healthier employees contribute to higher engagement, motivation and overall productivity.
4. **Reduced absenteeism and turnover:** Early intervention and support minimise health-related absences and improve employee retention.

5. **Stronger safety culture:** Building a proactive and preventive approach fosters a culture of safety and accountability among employees and leadership.
6. **Regulatory compliance and continuous improvement:** Meeting legal and industry standards while enhancing operational efficiency through ongoing evaluations and updates.

These outcomes support Oriola's long-term goal of zero workplace accidents and its commitment to sustainable employee wellbeing and operational excellence.

Expected outcomes of Leadership, culture and talent development action plans:

1. **Motivated and skilled workforce:** In 2025, a renewed performance and development process aims to better support personnel and leadership in development planning and enhancing motivation. The new learning management system aims to provide a tool for offering training and support for efficient processes.
2. **Continued focus on leadership culture development and ensuring equal development opportunities:** The expected outcome of the renewed performance and development process is to ensure equal development opportunities and increase regular feedback about leadership to enhance the leadership culture.

Tracking and assessing the effectiveness of the actions and initiatives in delivering outcomes for own workforce

Leadership, culture and talent development related actions' effectiveness is tracked through employee engagement surveys and regular performance reviews.

Workplace safety and wellbeing actions are tracked in the Occupational Health and Safety (OHS) committee's quarterly meetings. Oriola's occupational health and safety processes are designed to meet local legislative requirements and promote a

safe and supportive work environment. Work-related hazards are systematically identified through continuous processes, such as incident and near-miss reporting, annual or bi-annual risk assessments, and workplace investigations aligned with OHS action plans. Regular health and safety risk assessments are conducted throughout the year. These assessments are reviewed quarterly by the Health and Safety Committees in both countries to ensure consistent monitoring and mitigation of potential hazards. Fair working conditions, including human rights related actions' effectiveness, is tracked through the following channels: equal pay process, employee satisfaction surveys, grievance channels.

Leadership, culture and talent development related actions' effectiveness is tracked through employee engagement surveys and regular performance reviews.

The ways to ensure that its own practices do not cause or contribute to material negative impacts on its own workforce

Occupational health and safety risks of employees: The employer follows local legislation requirements to prevent and mitigate significant negative OHS impacts that are directly linked to its operations, products or services by its business relationships. The legislation covers both own employees and non-employee workers. Related hazards and risks are related to normal physical, social and psychological topics.

Challenges with work-life balance: To ensure that the company's practices do not contribute to material negative impacts of challenges with work-life balance, for example personnel working on projects are supplemented when needed to lighten the workload. Rental workers are insourced, when possible, to bring stability to the working environment. There is also a work ability management system, including individual case management, in place to further monitor work-life balance.

Discrimination, harassment and inappropriate behaviour: The updated Code of Conduct and accessible whistleblowing channel

are in place to mitigate the negative impacts of discrimination, harassment and inappropriate behaviour in the company's own practices. There are regular meetings with rental worker companies to align equal employment conditions for external and internal workers.

Additional actions or initiatives with the primary purpose of delivering positive impacts for its own workforce

Oriola pursues positive material impacts for its workforce by offering a range of health and wellbeing benefits, including sports and cultural activities, to promote physical and mental wellbeing. In Sweden the amount of health allowance was increased in 2024 to provide greater financial support for health-related activities, align with market standards, and strengthen employee satisfaction and engagement.

Bike benefit was implemented to all own workforce in Sweden in 2024 and will be implemented to all own workforce in Finland in 2025. The bicycle benefit encourages sustainable commuting and active lifestyles. By providing access to bicycles, accessories and servicing, this programme supports employee health, environmental responsibility and overall wellbeing. The benefit is expected to promote sustainable commuting and healthier lifestyles, reduce environmental impact, and enhance employee wellbeing and satisfaction. The initiative fosters a positive workplace culture while contributing to Oriola's environmental and wellness goals.

In 2024 Oriola introduced a subsidised lunch benefit for Sweden in addition to a lunch benefit offered in Finland. The benefit allows employees to access nutritious meals conveniently, promoting a healthier lifestyle. This initiative reflects Oriola's commitment to supporting employee wellbeing and work-life balance.

In Sweden, new occupational healthcare service provider implementation was finalised in 2024. Transitioning to a new

provider reflects a commitment to enhancing both employee health as well as offered healthcare services.

Oriola Group operates in countries in which health and safety and work environment related legislation is at a high level. The early intervention model, adopted in both countries, allows proactive identification and resolution of health-related issues. Preventive occupational healthcare services are offered for the employees. In Finland, the statutory occupational safety organisation represents all personnel groups, while in Sweden, compliance with local legislation is supported through partnerships with occupational healthcare providers and collaboration with internal safety officer representatives. To further support the workforce, Oriola provides comprehensive occupational healthcare services and health insurance for employees in Finland and Sweden, ensuring access to medical care and preventive measures.

Oriola applies parental leave rights that are covered by union regulation and national law for both Finland and Sweden.

The implementation of the action plans does not require significant operational expenditures (OpEx) or capital expenditures for Oriola.

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (S1-5)

Workplace safety and wellbeing related targets

Long-term goal of zero accidents in 2024: 0

Performance against the disclosed target:

Number of recordable work-related accidents in 2024 was 28. There has been improvement in recording accidents in the system.

Baseline year: 2023

Baseline value: 7

Lost Time Incident Frequency (LTIF) rate 4.5 by 2026

Performance against the disclosed target:

LTIF value in 2024 was 5.04.

Lost-time injury rate reflects the number of injuries resulting in an absence of at least one workday per million hours worked. Incidents included: Accidents at work, no commuting incidents. Rental workers are excluded.

Baseline year: 2023

Baseline value: 6.09

Workplace safety and wellbeing targets are derived from the Oriola Risk Management policy, which states the company's striving towards zero accidents and emphasises proactive measures to prevent accidents, injuries and health-related incidents. All the company's businesses and functions covering both Sweden and Finland are in scope of these targets. The methodologies and significant assumptions used to define targets are based on Oriola's business strategy.

The methodology for tracking the process is accident reporting tools. Work-related hazards are systematically identified through continuous processes, such as incident and near-miss reporting, annual or bi-annual risk assessments, and workplace investigations aligned with OHS action plans.

Leadership, culture and talent development related targets

Leadership index 80 by 2026

Performance against the disclosed target: Leadership index stayed at last year's level 79 in 2024.

Baseline year: 2023

Baseline value: 79

The leadership index target is connected to the Oriola People Policy that states principles for leadership in Oriola. All the company's businesses and functions covering both Sweden and Finland are in scope of this target. The methodologies and significant

assumptions used to define the target are based on Oriola's business strategy.

Target tracking is based on the annual employee engagement survey which is feedback from the company's personnel.

Fair working conditions, including human rights related target

Annual Code of Conduct training completion rate among Oriola's own workforce 100% from 2025 onwards (including employees working in Oriola Group legal entities, and excluding external workforce, new hires during the onboarding process and people on long leave of absence.)

Performance against the disclosed target: The performance against this target will be reported 2025 onwards.

Baseline year: 2023

Baseline value: no baseline value to be reported.

All the company's businesses and functions covering both Sweden and Finland are in scope of this target. The methodologies and significant assumptions used to define target are based on Oriola's business strategy.

The purpose of Code of Conduct – common to the whole Oriola Group – is to provide guidance and support in daily work and decision-making, ensure common understanding and foster a culture of doing the right thing. In terms of fair working conditions, including human rights, it is important that each employee understands and knows the Code of Conduct, which is why everyone at Oriola must complete the Code of Conduct training annually. The Code of Conduct is signed by all employees in the HR master system as a proof of its reading and understanding.

According to the People Policy, the Group respects freedom of association and the right to collective bargaining. Oriola continuously works to promote a good work environment and fair working conditions according to industry standards. There is no

specific target set for promoting the positive impact of the large share of employees covered by collective bargaining agreements.

Engaging directly with own workforce or the workforce's representatives in setting targets

The leadership index goal is based on the employee engagement survey which is feedback from the company's personnel. LTIF and zero accident goals are based on health and safety committee provided input. The Code of Conduct training completion goal has been set with a focus group collected from representatives of different parts of the organisation.

Engaging directly with own workforce or the workforce's representatives in tracking performance against targets

Employee engagement survey results including the leadership index are tracked yearly in all-employee information sharing channels.

Occupational Health and Safety (OHS) committees participate in tracking workplace accidents and lost time incident frequency in quarterly meetings. Accident statistics are published after meetings of the Occupational Safety and Health Commission. Oriola's occupational health and safety processes are designed to meet local legislative requirements and promote a safe and supportive work environment. Work-related hazards are systematically identified through continuous processes, such as incident and near-miss reporting, annual or bi-annual risk assessments, and workplace investigations aligned with OHS action plans.

Performance against the Code of Conduct training completion has not yet been tracked together with own workforce as the target has been set for 2025.

Engaging directly with own workforce or the workforce's representatives in identifying lessons or improvements as a result of target performance

Own workforce and workforce representatives are engaged directly in identifying lessons and improvements of the Leadership index targets by employee engagement survey related team workshops and action plans.

Occupational Health and Safety processes involve collaboration between managers, OHS representatives, line organisations, and occupational healthcare professionals, with evaluations conducted at least annually to ensure effectiveness and continuous improvement.

The company has implemented a structured hierarchy for managing incidents and corrective actions, with employees actively participating in hazard reporting and proposing solutions. Line managers and OHS representatives review and approve actions, with final oversight provided by OHS managers. All processes are documented and followed by appropriate training or updates to policies and procedures.

The lessons learned and improvement as a result of the Code of Conduct training completion target performance has not yet been tracked together with own workforce as the target has been set for 2025.

S1-6: Employees by contract type, broken down by gender, Head count

| Metric | Female | Male | Other* | Not disclosed | Total |
|--|--------|------|--------|---------------|-------|
| Number of employees | 498 | 434 | 0 | 2 | 934 |
| Number of permanent employees | 477 | 411 | 0 | 2 | 890 |
| Number of temporary employees | 10 | 6 | 0 | 0 | 16 |
| Number of non-guaranteed hours employees | 11 | 17 | 0 | 0 | 28 |
| Number of full-time employees | 453 | 410 | 0 | 1 | 864 |
| Number of part-time employees | 45 | 24 | 0 | 1 | 70 |

Characteristics of the undertaking's employees (S1-6)

S1-6: Employee head count by country

| Country | Number of employees (head count) |
|---------|----------------------------------|
| Finland | 452 |
| Sweden | 482 |

S1-6: Employees by contract type, broken down by region, Head count

| 2024 | Finland | Sweden | Total |
|------------------------------------|---------|--------|-------|
| Number of employees | 452 | 482 | 934 |
| Number of permanent employees | 421 | 469 | 890 |
| Number of temporary employees | 9 | 7 | 16 |
| Number of non-guaranteed employees | 22 | 6 | 28 |
| Number of full-time employees | 397 | 467 | 864 |
| Number of part-time employees | 55 | 15 | 70 |

S1-6: Employee turnover

| Country | Number of employees (head count) |
|--|----------------------------------|
| Employee turnover rate [%] | 10,6 |
| Employees who left the company during the reporting period | 99 |

Characteristics of non-employees in the undertaking's own workforce (S1-7)

Total number of non-employees in the company's own workforce in the end of reporting period was 228 (FTE).

Non-employee workers were mainly staffing consultants in blue collar environment (warehouse operations). Non-employee workers also include consultants in e.g. Finance and IT. The need to employ non-employee workers in the warehouse depends on the volumes over the year. There was no significant fluctuation during the reporting period.

Measurement methodology and significant assumptions used

FTE was calculated by dividing the total externals' worked hours (including overtime) during the year 2024 by country specific default full-time monthly hours and multiplied by number of working months (one month of holiday excluded).

Finland

The data is gathered from worked hours in time management system for blue collars and estimated hours added for white collars in HR system (Pharma Service based on managers estimations).

Sweden

The data is gathered from planners reports and staffing companies for blue collars, and external company invoiced hours for white collars.

Omission: Details on non-employee workers is not available in reliable format. Oriola plans to develop data collection and reporting in the coming years.

Collective bargaining coverage and social dialogue (S1-8)

S1-8: Collective bargaining coverage and social dialogue - Top level

| Year | Collective Bargaining Coverage | Collective Bargaining Coverage | Social dialogue |
|---------------|--------------------------------|--------------------------------|-------------------------------------|
| Coverage Rate | Employees – EEA | Employees – Non-EEA | Workplace representation (EEA only) |
| 0-19% | | | |
| 20-39% | | | |
| 40-59% | | | |
| 60-79% | Finland | | |
| 80-100% | Sweden | Sweden, Finland | |

S1-8: Percentage of employees covered by collective bargaining agreement

| Year | Collective bargaining agreement coverage rate (%) |
|------|---|
| 2024 | 90% |

Measurement methodology(s) and significant assumptions

Data about collective agreement coverage is according to HR data master system. The data in the master system is based on work contracts signed by employees and employer.

In Sweden collective agreement terms are applied throughout the entire internal workforce. In Finland Commerce sector collective agreement does not include Senior salaried employees (personnel group). According to Oriola's personnel policy guidelines, collective agreement terms are partially applied to senior salaried employees.

The percentage of employees covered by collective bargaining agreements is calculated using the following formula: number of employees covered by collective agreements / number of employees x 100. Global workers' representatives coverage is

calculated by using following formula: number of employees working in establishments with workers' representatives / number of employees x 100.

Diversity metrics (S1-9)

Distribution of top management by gender

| | |
|---|-------|
| Number of women in top management | 1 |
| Number of men in top management | 5 |
| Number of other in top management | 0 |
| Number of gender not disclosed in top management | 0 |
| Percentage of women in top management [%] | 16.67 |
| Percentage of men in top management [%] | 83.33 |
| Percentage of other in top management [%] | 0 |
| Percentage of employees with gender not disclosed in top management [%] | 0 |

Top Management covers Oriola Management team members December 31, 2024.

Distribution of employees by age

| | |
|--|-------|
| Number of employees under 30 years old | 170 |
| Number of employees 30-50 years old | 500 |
| Number of employees over 50 years old | 264 |
| Percentage of employees under 30 years old [%] | 18.2 |
| Percentage of employees 30-50 years old [%] | 53.53 |
| Percentage of employees over 50 years old [%] | 28.27 |

Age data is based on verified national IDs.

Adequate wages (S1-10)

All employees are paid an adequate wage, in line with applicable benchmarks.

Collective agreements applied and followed in Oriola both in Finland and Sweden determine minimum wages that provide for the satisfaction of the needs of the worker and their family in light of national economic and social conditions for employees.

In Oriola, base salary ranges are created based on job architecture, current salary ranges, external salary market data and collective agreements to assure fair and adequate pay for each role. To ensure adequate pay levels, the following benchmarks are used: data provided by the Confederation of Finnish Industries, employer unions and Statistics Sweden and Finland.

Social protection (S1-11)

All employees are covered by social protection against loss of income due to major life events, either through public programs or through benefits offered by the company.

S1-13: Percentage of employees that participated in regular performance and career development reviews by gender

| Metric | Female | Male | Other | Gender not disclosed | Total |
|---|--------|-------|-------|----------------------|-------|
| The percentage of employees that participated in regular performance and career development reviews (%) | 83.53 | 44.24 | 0 | 100 | 32.76 |

Training and skills development metrics (S1-13)

Employees who participated in regular performance and career development reviews is presented as the number of white-collar employees that have documentation of the review in the HR master system. The number does not include blue collars. 57% of white collars have completed the review according to the documentation in the system.

The limitation of the method is that blue-collar employees and some white-collar employees do not have documentation in the HR system, although the regular performance and career development review may have been completed.

Training hours data is not available in reportable format currently, so Oriola cannot report information about training hours. A new learning management system that will gather this data is planned to be implemented during 2025. When the new system is in place this can be reported.

Health and safety metrics (S1-14)

S1-14: Health and safety metrics - Own workforce

| Metric | 2024 |
|--|-------|
| Percentage of own workers in headcount who are covered by the company's health and safety management system based on legal requirements and/or recognised standards or guidelines | 100 |
| Percentage of own workers who are covered by a health and safety management system which is based on legal requirements and/or recognised standards or guidelines and which has been internally audited and/or audited or certified by an external party | 0 |
| Number of fatalities as a result of work-related injuries and work-related ill health | 0 |
| Number of recordable work-related accidents (excluding fatalities) | 28 |
| Rate of recordable work-related accidents | 20.15 |
| Number of cases of recordable work-related ill health | 0 |
| Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health | 12.6 |

Work-life balance metrics (S1-15)

S1-15: Percentage of employees entitled to take family-related leave

| Metric | 2024 |
|---|-------|
| Percentage of employees entitled to take family-related leave | 100 |
| Percentage of employees entitled to take family-related leave [%] | 100 |
| Percentage of entitled employees that took family-related leave [%] | 20.02 |
| Percentage of entitled women that took family-related leave [%] | 20.68 |
| Percentage of entitled men that took family-related leave [%] | 19.12 |
| Percentage of entitled other employees that took family-related leave [%] | 0 |
| Percentage of entitled employees with gender not disclosed that took family-related leave [%] | 50 |

Data received from payroll vendors. Reported family-related leaves include: Parental leave, Leave with sick child, First 10 days after child is born (applicable for Sweden), Pregnancy leave.

Remuneration metrics (pay gap and total remuneration) (S1-16)

| Country | Aggregated gender pay gap [%] |
|---------|-------------------------------|
| Finland | 2.1 |
| Sweden | -6.73 |

Gender pay gap is calculated using the following formula: (Average gross hourly pay level of male employees – average gross hourly pay level of female employees) / Average gross hourly pay level of male employees x 100.

Gender pay gap is based on internal workforce's basic salaries, including base salary and monthly fixed entitlements, excluding variable pay, such as bonuses and incentives. CEO is excluded from the data.

Gender pay gap is presented as unadjusted gap by Country. It does not take into consideration different job roles, pay grades, performance rating, tenure in position, or education level.

In Sweden 71% of the employees on the lowest pay grade are men, whereas in Finland the number is 47%. As the figures are unadjusted, this affects the negative gap in Sweden. Oriola is committed to pay equality and the company is preparing to report gender pay gaps in detailed and adjusted level according to the EU Pay transparency directive requirements in 2027.

Annual total remuneration ratio was 12 %. The ratio is calculated using following formula: the annual total compensation of the CEO / The median annual total compensation for all employees (excluding the CEO) x 100.

CEO's total annual remuneration includes base pay, car benefit, holiday bonus, LTI cash rewards and fair value, additional pension and other benefit (medical insurance).

Employees' median total annual salary includes base salaries, monthly fixed entitlements, variable pay (production bonus, STI, LTI cash rewards and fair value), benefits, supplements and holiday bonuses. Employees' median salaries are calculated as annual full-time salaries as of 31.12.2024 together with benefits, supplements and holiday bonuses paid in 2024 and reported from payrolls.

Incidents, complaints and severe human rights impacts (S1-17)

Work-related grievances, incidents and complaints

| | |
|--|---|
| Total number of incidents of discrimination, including harassment | 0 |
| Number of complaints filed through channels for own workers to raise concerns (including grievance mechanisms) | 6 |
| Number of complaints filed through channels for own workers to raise concerns (including grievance mechanisms) to the National Contact Points for OECD Multinational Enterprises | 0 |
| Total amount of fines, penalties, and compensation for damages as a result of incidents and complaints [EUR] | 0 |
| Total number of severe human rights incidents connected to the company's workforce | 0 |

Measurement methodologies for incidents, complaints and severe human rights impacts typically include both qualitative and quantitative approaches, with key assumptions and limitations as follows:

Reporting and tracking systems: Systems are used to log and track incidents and complaints, relying on self-reporting by employees or other stakeholders. Significant assumptions include the completeness of reporting and that all incidents are accurately captured. Limitations may arise from underreporting due to fear of retaliation or lack of awareness.

Employee surveys and feedback: Surveys are distributed to gather insights on perceived human rights impacts. These rely on assumptions that employees provide honest and representative responses. Limitations include survey design bias, low response rates, or fear of negative consequences.

Root cause analysis: For severe human rights impacts, root cause analysis is conducted to identify underlying factors. This assumes that the available data accurately reflects all contributing factors. Limitations may include incomplete data or difficulties in isolating specific causes.

Stakeholder consultations: Engaging with affected individuals and external stakeholders helps validate the reported impacts. A key assumption is that stakeholders provide candid input. Limitations include power imbalances, language barriers, or cultural differences that may affect openness.

Benchmarking and industry standards: Impacts are sometimes measured against industry benchmarks or human rights standards. This assumes that these benchmarks are universally applicable and comparable. Limitations arise if local contexts differ, or benchmarks do not account for specific situations.

ESRS S2 Workers in the value chain

The value chain workers, especially in Oriola's transport partners, play an important role in securing reliable delivery of medicines and ensuring product safety according to Good Distribution Practice (GDP) regulation. As Oriola does not operate its own fleet of transport vehicles, working closely with transport service providers is essential in warehousing and distribution operations. Similarly, co-operation with product manufacturers is important, since Oriola does not have product manufacturing of its own. In addition, Oriola purchases other services, such as cleaning, facility and security services, that support its core business. All these value chain worker groups are included in the scope of this disclosure.

Material impacts, risks and opportunities related to value chain workers (SBM-3)

Potential impacts on Oriola's value chain workers were comprehensively examined in the human rights impact screening and re-evaluated during the double materiality assessment in line with ESRS requirements. This assessment also included an evaluation of financial risks and opportunities as specified by the ESRS framework.

The following potential material impacts, and the value chain worker groups which may be at greater risk of harm, were identified during the process:

Potential negative impacts

- **Risk of forced labour among service providers**, especially when hiring migrant workers. In Oriola's value chain, low-skilled labour, especially in cleaning services, are more prone to forced labour, since those sectors often rely on large migrant workforces who are recruited from abroad. Hiring migrant workers – either directly or indirectly – can inadvertently contribute to human trafficking and forms of forced labour.

- **Health and safety risks** in pharmaceutical manufacturing, R&D, logistics and purchased services. Pharmaceutical manufacturing exposes workers to multiple health and safety risks and in logistics, there is a risk of road accidents. Subcontracted workforce in purchased services, especially migrant workers in roles such as cleaning, are more prone to work related accidents due to unclear instructions or language barriers.
- **Risk of inadequate wages or excessive unpaid working hours**, especially in manufacturing in the lower tiers of the supply chain and transport and logistics. The risk is present especially in the pharmaceutical supply chain, particularly in manufacturing countries where there are gaps in labour laws or enforcement is poor, such as China and India. Furthermore, the transport and logistics industry often requires 24/7 operations, which can lead to long and irregular working hours for employees.
- **Risk for infringement of workers' freedom of association and collective bargaining** as Oriola's supply chain extends to countries such as India and China, where freedom of association and collective bargaining is not recognised.
- **Irregular and long hours in the value chain**. Many of Oriola's value chain workers, such as cleaning and security personnel and truck drivers work irregular hours, which can lead to inadequate rest and recovery time, impacting physical and mental health.

Oriola's strategy is built on strong partnerships and a reliable supplier network, managed through robust supplier relationship management practices. Therefore, based on Oriola's assessment, potential negative impacts are not widespread or systemic but rather linked to individual incidents or specific business relationships. Consequently, the company has not found it necessary to adjust its strategy or business model to address these impacts.

Oriola has recognised that via its ethical sourcing practices and supply chain management, the company may be able to positively

impact its value chain workers. These impacts are reported under G1 Business Conduct section of this report.

No material risks or opportunities arising from impacts and dependencies on value chain workers were identified in the double materiality assessment.

Policies related to value chain workers (S2-1)

To help mitigate human rights risks and drive ethical practices in supply chains, Oriola promotes adherence with ethical principles among its business partners, suppliers and customers. Oriola expects its suppliers and other business partners to commit to Oriola's Business Partner Code of Conduct or have in place equivalent principles regarding respect for people as outlined below. Furthermore, Oriola expects its suppliers and subcontractors to enforce the same requirements in their own supply chains.

Oriola's Business Partner Code of Conduct, which was updated in 2024 and taken into use on 1 January 2025, covers principles related to anti-bribery, anti-corruption and discrimination, respecting labour and human rights (including freedom of association, adequate wages and respect for work-life balance), and promoting occupational safety and health. It explicitly addresses that the company does not tolerate the use of child or any form of forced labour, human trafficking or other forms of modern slavery, or discrimination in its own or its suppliers' or partners' operations. As stated in Oriola's Business Partner Code of Conduct, Oriola supports and respects internationally recognised human rights in its own operations and promotes their implementation in the value chain. Oriola strives to conduct business in a way that does not lead to any harm on people, whether Oriola's own employees, non-employee workers, workers in the value chain or communities around the company's operations.

Oriola aims to identify, prevent and address negative impact on human rights in its operations and requires its suppliers to do the same. Oriola focuses on the areas where its operations have the most severe impact. The company does not tolerate human rights violations in any form.

According to the policy, Oriola complies with national laws, respects human rights and does not take part in abuses. Oriola's operations align with the United Nations' Universal Declaration of Human Rights, the International Bill of Human Rights, and ILO Declaration core conventions. Where national laws and human rights standards are in conflict, Oriola respects national law while seeking to honour human rights principles at the highest standard.

Oriola's Business Partner Code of Conduct has been approved by Oriola's Board of Directors. The Oriola Management Team reviews the Code regularly and proposes changes to it, when necessary, for the approval of the Audit Committee and the Board of Directors. The Oriola Management Team oversees the implementation of the policy, which is further cascaded to the various organisations, functions and teams responsible for supplier and subcontractor contracts.

Ensuring supplier sustainability

Oriola assesses suppliers' sustainability performance as part of its regular supplier evaluation process, which is based on Oriola's Procurement Policy, reviewed and approved by Oriola Management Team. All new suppliers entering into business with Oriola must be appropriately pre-qualified according to process.

The Sourcing function holds overall responsibility for ensuring that suppliers are evaluated and assessed to verify their compliance with all criteria for qualified suppliers. These criteria include financial solvency, adherence to applicable laws and regulations, fulfilment of customer requirements, compliance with Oriola's technical, quality and safety standards, and the ability to meet Oriola's demand.

GDP critical indirect purchases must comply with regulations according to specification set and executed by Oriola's Quality team. GDP critical suppliers are required to provide information about their compliance with internationally accepted standards such as the UN Universal Declaration of Human Rights, the UN Convention against Corruption and ILO's Declaration on Fundamental Principles and Rights at Work.

Oriola maintains close oversight of its suppliers through regular monitoring and re-evaluations to ensure ongoing compliance with its Business Partner Code of Conduct. Both Oriola and any mutually appointed third party have the right to audit the premises of business partners or their subcontractors to verify adherence to the Code of Conduct.

If a supplier encounters a challenging situation or identifies behaviour that violates Oriola's Code of Conduct, they are required to address the matter with their designated contact person at Oriola.

Engagement with suppliers is further reinforced through day-to-day interactions managed by business owners and assortment management. Supplier contracts typically include provisions for regular follow-up meetings with key suppliers and, when necessary, audits to ensure compliance with contractual terms and ethical standards.

To support ethical practices across the value chain, Oriola provides a formal grievance mechanism, including a whistleblowing channel, accessible to all value chain workers via Oriola's external website, for reporting concerns related to human rights or ethical issues.

Based on its supplier evaluations, audits, and grievance reports, Oriola is not aware of any instances of non-compliance involving value chain workers.

Processes for engaging with value chain workers about impacts (S2-2)

Besides the general supplier relationship management processes described above, Oriola has not adopted a specific process to engage directly with value chain workers about potential human rights impacts.

Processes to remediate negative impacts and channels for value chain workers to raise concerns (S2-3)

Oriola's value chain workers may anonymously and confidentially report violations against Oriola's Business Partner Code of Conduct through Oriola's whistleblowing channel, which is available both via Oriola's website. The whistleblowing process is described in section G1 Business Conduct of this statement.

The availability of the whistleblowing channel is included in Oriola's Business Partner Code of Conduct and therefore communicated to all suppliers, but Oriola has not assessed whether value chain workers are aware of the channel or trust the process.

Taking action on material impacts on value chain workers (S2-4)

Oriola did not take specific actions targeting value chain workers during the reporting period. Instead, efforts focused on updating the Business Partner Code of Conduct to set clearer expectations for suppliers regarding labour rights and working conditions.

Currently, Oriola estimates that the efficient implementation of the Business Partner Code of Conduct and supplier evaluation process are adequate to manage potential negative human rights impacts in its value chain.

However, the company acknowledges that human rights due diligence is a continuous process and therefore remains committed to taking necessary steps to mitigate or remediate significant negative impacts on workers in its value chain. Future action plans and timelines will be shaped by the Corporate Sustainability Due Diligence Directive's scope and requirements.

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (S2-5)

Oriola has not established specific quantitative targets related to workers in the value chain. The company is focusing on implementing the supplier evaluation process and adopting the Business Partner Code of Conduct, as outlined in its sustainability agenda and reported under the G1 Business Conduct section of this statement. These efforts aim to ensure suppliers uphold fair labour practices and respect human rights.

ESRS S3 Affected communities

Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)

As a regional pharmaceutical distributor and wholesaler of traded goods and over-the-counter (OTC) products, Oriola relies on a global network of manufacturers rather than engaging in its own product manufacturing. While the company is not directly responsible for the impacts of production, it recognises its indirect responsibility and remains committed to minimising negative impacts throughout the value chain.

In 2023, Oriola conducted a Human Rights impact screening, during which it identified potential negative impacts on local communities near manufacturing sites producing pharmaceutical products, that the company distributes or sells, or their ingredients. These findings were further examined through a double materiality assessment, which highlighted upstream environmental impacts as potential concerns for nearby communities.

However, it was also recognised that as one regional distributor or wholesaler among a large number of others, Oriola's contribution to potential impacts on local communities is modest, and also its possibilities to mitigate these indirect potential impacts are limited. Therefore, Oriola has not adapted its strategy or business model to specifically address these impacts.

No material risks or opportunities arising from the impacts and dependencies on affected communities were identified during the assessment processes.

Potential negative upstream impacts to affected communities

Oriola's upstream value chain may indirectly impact water supply, local air pollution or community health, especially in areas near pharmaceutical manufacturing sites of the products that Oriola distributes or sells.

- Pharmaceutical manufacturing operations require consistent access high-quality drinking water. In water-stressed areas, this can reduce availability of water resources for communities living around manufacturing sites.
- Furthermore, the accumulation of pharmaceuticals in the environment around manufacturing sites, such as in water systems, may cause negative effects for example to biodiversity or long-term health impacts.
- The energy consumption of pharmaceutical manufacturing can contribute to local air pollution and greenhouse gas emissions. Manufacturing may also expose local communities to pharmaceutical pollutants in the air.

The potential impacts on local communities have been identified, but Oriola has not analysed the impacts or their scope further. Neither has Oriola developed an understanding of how affected communities with particular characteristics or those living in particular contexts, or those undertaking particular activities, may be at greater risk of harm.

Processes to remediate negative impacts and channels for affected communities to raise concerns (S3-3)

Given its role in the pharmaceutical value chain, Oriola estimates that its ability to directly interact with affected communities is very limited. As a result, Oriola does not have specific processes or channels in place for affected communities to raise concerns and have them addressed.

However, Oriola's general whistleblowing channel is available to all external stakeholders through the company's website.

Policies, actions and targets related to affected communities (S3-1, S3-2, S3-3, S3-4, S3-5)

To mitigate the environmental impacts of its value chain, Oriola requires its business partners, suppliers and subcontractors to conduct their business in compliance with the same high environmental requirements and principles as Oriola does.

The principles are outlined in Oriola's Code of Conduct and are related to, but not limited to, complying with applicable laws, standards and regulations, addressing climate change and protecting the environment. Furthermore, Oriola expects its suppliers and subcontractors to enforce the same requirements in their own supply chains.

Based on its current assessment of effective ways to mitigate the potential upstream environmental impacts of pharmaceutical manufacturing, Oriola has estimated that its existing principles and processes are adequate. Therefore, Oriola has not adopted any policies, actions or targets specifically aimed at mitigating potential adverse impacts on affected communities.

Oriola remains committed to continuous improvement and will track the effectiveness of its current measures towards its supply chain as has been described in G1 section of this report. In addition, the company plans to continue dialogue with its suppliers to encourage transparency throughout the value chain.

ESRS S4 Consumers and end-users

Ensuring pharmaceutical safety and timely delivery is Oriola's highest operational priority and its most significant societal contribution. The pharmaceutical distribution industry is highly regulated, governed by GDP (Good Distribution Practice) guidelines and legislation, and closely monitored by authorities. In addition to regulatory requirements, Oriola's operations are guided by a comprehensive management system and detailed Standard Operating Procedures (SOP).

Oriola operates in the B2B market and its direct engagement with consumers and end-users is very limited. However, as a leading pharmaceutical distributor in Finland and Sweden, its operations play a crucial role in the pharmaceutical value chain and can indirectly impact patient health in these countries.

With Oriola's extensive distribution network, the positive impacts of prompt and secure pharmaceutical deliveries are widespread across its operating markets. On the other hand, potential negative impacts, such as disruption of product supply or deviations in product safety or quality, could also affect patient health in these regions. However, such cases are very rare, isolated and typically linked to specific cases.

All consumers using medicines distributed by Oriola could be negatively affected, but Oriola has not identified any consumer and end-user groups as being more vulnerable to these potential negative impacts than others.

Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)

As part of its double materiality assessment process, Oriola assessed the impacts its operations and value chain can have on consumers and end-users, as well as business risks and

opportunities arising from these impacts and dependencies on consumers and end-users and its strategy and business model. The following material impacts, risks and opportunities were identified during the process:

Positive impacts:

- **Safe and timely delivery of medicines:** Through its operations, Oriola can positively impact on consumers' health by taking care of the safe and timely delivery of medicines. Oriola is committed to deliver pharmaceuticals within 24 hours of ordering to all pharmacies and hospital pharmacies, as well as other healthcare operators.
- **Enhanced product safety and quality:** Oriola provides health-promoting products for consumers and value-adding services supporting healthcare operators and B2B customers' businesses (including advisory services to support pharmaceutical companies in bringing medicines to market, starting with clinical research, regulatory and market access services).

Potential negative impacts

- **Disruption of product supply:** Unplanned errors in the pharmaceutical products distribution chain may result in risks to patient health. These disruptions can be caused by scarcity of raw materials and disturbances in the supply chain due to for example geopolitical instability. While the availability of medicines is pharmaceutical companies' responsibility, it can also be considered as a potential indirect negative impact for Oriola. Accurate supply data is of utmost importance in ensuring accurate deliveries of pharmaceuticals, and especially in times of shortages in supply.
- **Affordability and accessibility of medicines** can be a barrier to accessing healthcare for some patients. Even though Oriola is not directly responsible for market pricing or distribution optimisation, it is important to consider the company's role as a part of the value chain. As a distributor, Oriola contributes to addressing these issues by ensuring a seamless flow of medicines within its network.

- **Possible deviations in product safety and quality, counterfeit medicines:** Since pharmaceutical distribution increasingly relies on handling the pharmaceuticals in special conditions, distribution errors may compromise product safety and therefore cause risks to patient health (e.g. cold chain, contaminated medicine). This potential negative impact is to be considered in the entire value chain, including also Oriola's operations. Similarly, possible counterfeit medicines pose a danger to patients' health because they do not contain the expected amount of active ingredient and/or do not meet standard requirements for safety, quality and efficiency.

Risks and opportunities

- **Information security risks and disruption to Oriola's IT systems:** Since Oriola handles sensitive data from consumers and end-users in Oriola's Advisory Services, data security has been identified as a potential negative impact on consumers and end-users and a financial risk for Oriola. Additionally, disruption to Oriola's IT systems, for example due to cyber-attacks, infrastructure failure, data breach or breach of EU GDPR, can result in business disruptions, reputational damage and/or sanctions.
- **Disruption of product supply** due to, e.g., geopolitical instability or quality failures compromising the availability of products and therefore impacting overall health and wellbeing of the society. Not being able to deliver the required pharmaceuticals can result in significant reputational damage and lost revenue. Furthermore, effectively managing supply chains may avoid costs related to recalls, and related reputational damage.
- **Growing demand for pharmaceuticals and related services:** As the population grows older and people are more willing to invest in healthy lifestyles, Oriola is in good position to serve this growing need by ensuring a well-functioning distribution chain and selection of healthcare products meeting consumer needs.

The identified impacts, risks and opportunities are already embedded in Oriola's business model and strategy. Consequently, no modifications to the strategy or business model have been required as a result of the double materiality assessment or of identified impacts, risks and opportunities.

Policies related to consumers and end-users (S4-1)

To secure safe and timely delivery of medicines, mitigate potential disruptions in product supply and to maintain product safety and quality, Oriola's operations adhere to the Good Distribution Practice (GDP) guidelines of the European Medicines Agency, which ensure that all pharmaceuticals are handled in compliance with stringent safety and quality requirements. Compliance with GDP is monitored by the Finnish Medicines Agency (Fimea) and the Swedish Medical Products Agency (MPA).

Oriola's Quality Policy further strengthens this commitment by showing the overall intentions and alignments within the organisation regarding quality. Oriola's Quality Policy sets the foundation for the company's quality management and commitment to continuous improvement throughout the Group.

In line with the policy, Oriola is committed to maintaining and continually improving its management system and ensuring that the company complies with requirements set by customers, regulation and the company itself. The policy, approved by the Chief Executive Officer, applies to all employees and Group companies. It is publicly available on Oriola's external website.

The overall policy, owned by the Quality Director, is implemented via Oriola's ISO-certified Quality Management System, ensures the quality of products that Oriola handles, services the company performs, and the safety of human health through the distribution chain. The Oriola Management Team oversees the implementation

of the Quality Policy according to the defined management review procedure.

To mitigate information security risks and potential negative impacts related to IT disruptions and ensure consumer data protection, Oriola has implemented a comprehensive Information Security Management framework including data protection processes. This framework includes policies, procedures and controls that are designed to protect the confidentiality, integrity and availability of its data and information systems. Oriola also has processes in place for protection against cyber-attacks and phishing.

Oriola's approach to data protection focuses on ensuring compliance with EU GDPR and regulations such as GxP, as well as industry best practices. Oriola follows the Information Security Forum's Standard of Good Practices for Information Security framework (ISF SOGP), which includes major frameworks such as ISO 27001, COBIT, and NIST CSF.

Information Security Policy, owned by the CDO, is a key element of Oriola's Information Security Management framework. Information Security's primary focus is securing information from a wide range of threats to ensure business continuity and patient safety.

Oriola has a cross-organisational board (Information Security Steering Group) that governs information security activities throughout the Group. The Head of Information Security is responsible for information security activities and development within the Oriola Group.

Oriola's Privacy Policy outlines the methods by which the company gathers, uses, discloses and otherwise processes personal information. Additionally, it explains individuals' rights, how they can get in touch with the company, and the measures Oriola takes to protect their data. Privacy Policy is applicable to all personal data that Oriola handles. Oriola's Privacy Policy, approved by the

Oriola Management Team, applies to all employees and Group companies. It is available via Oriola's external website.

In case of potential breaches on sensitive patient data or GDPR violations, Oriola follows a strict process for addressing the issue, including immediate notification of relevant stakeholders and authorities and implementation of corrective actions according to Major Incident Management procedure. The Major Incident Management procedure is a common guideline for the IT organisation on how to act when a major incident occurs or when there is an imminent threat of interruption or data breach on any IT system or data category.

Approach towards human rights of consumers and end-users

As part of its human rights impact screening, Oriola identified the accessibility and availability of pharmaceutical products, along with the personal health and safety of consumers and end-users, as key human rights issues relevant for the entire value chain.

Due to Oriola's role in the pharmaceutical value chain, these impacts are managed through general policies and procedures previously listed. Oriola does not have separate human rights policy commitments specifically for consumers and/or end-users; the company's general human rights commitments, included in the company's Code of Conduct, apply to the entire value chain.

In case of potential violations against Oriola's Code of Conduct, Oriola's whistleblowing channel is also available for consumers and end-users via the company's external website. Oriola is not aware of any violations related to the UN Global Compact principles or the OECD Guidelines for Multinational Enterprises involving consumers and/or end-users in its downstream value chain.

Processes for engaging with consumers and end-users about impacts (S4-2)

Oriola engages regularly with its downstream customers, which include pharmacies, veterinarians, healthcare providers and various retailers. These interactions are key to ensuring the reliable supply of pharmaceuticals and health products, supporting partners with timely information, and upholding quality standards.

But, due to its position in the pharmaceutical value chain, Oriola's direct engagement with consumers is very limited. It is currently mainly focused on Oriola's own product lines and branded offerings, where it provides information and support as part of its customer service. Due to the limited scope of these operations, Oriola has not adopted a general process to engage with consumers and end-users. However, the situation will be monitored in the coming years as Oriola continues to expand its wholesale operations in alignment with its strategy.

Processes to remediate negative impacts and channels for consumers and end-users to raise concerns (S4-3)

Oriola operates in a regulated market with well-defined processes and channels for handling product-related grievances and feedback. As a distributor, Oriola does not engage directly with consumers and end-users but plays a critical role in the process by relaying necessary information between product manufacturers ('upstream customers') and consumer-facing organisations, such as pharmacies and healthcare operators ('downstream customers').

In case of disruptions in product deliveries or deviations in product safety or quality, Oriola follows established processes and cooperates closely with its upstream and downstream customers to mitigate impacts and ensure timely resolution.

Handling delivery disruptions

In the event of significant delivery delays, Oriola actively communicates with its downstream customers to minimise disruptions. It also identifies root causes of the issue and implements corrective actions to prevent recurrence.

Addressing product safety and quality deviations

If a quality deviation is identified in a product distributed by Oriola, the company acts as an intermediary by relaying reports to the responsible pharmaceutical company through designated portals or agreed communication channels. For suspected product defects and recalls, Oriola follows a predefined procedure to ensure efficient and coordinated action between upstream and downstream customers.

Grievance channels, including contact details for reporting issues, are typically provided by product manufacturers on packaging. Oriola does not manage or monitor these channels and is therefore unable to evaluate their effectiveness. Responsibility for follow-up and providing remedies for product defects rests with the product manufacturer.

Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions (S4-4)

Securing timely and accurate deliveries, mitigating disruptions of product supply

To ensure that consumers/patients receive the medicines they need at the right time, from the right place, and under the right conditions, Oriola must operate with care and high precision. For Oriola, timely deliveries simply mean high accuracy. In essence,

improvement in delivery accuracy comes from the continuous development of the company's processes. Oriola is committed to delivering pharmaceuticals within 24 hours of ordering to pharmacies, hospital pharmacies, and other healthcare operators. To achieve this, the company closely monitors delivery accuracy and continuously improves key processes to maintain high picking quality.

In 2024, Oriola improved picking accuracy by adhering to the principle of continuous improvement. The development measures implemented were based on precise daily quality monitoring and systematic weekly deviation tracking. By focusing on identified picking deviations and conducting thorough root cause analyses, the company identified, among other things, training needs and invested in the proactive maintenance of picking automation. Additionally, Oriola took ongoing actions to ensure quality by optimising product storage locations and anticipating customer demand.

Collaboration is central to ensuring pharmaceutical availability. Oriola works proactively with authorities, suppliers and stakeholders to strengthen supply chains and improve market operations. Using data-driven tools, Oriola supports pharmaceutical companies in supply and demand planning to mitigate potential disruptions.

Throughout 2024, Oriola closely cooperated with its suppliers and customers to be well informed of the supply and demand balance of the entire value chain. This is important in anticipating and reacting to possible disturbances and shortages.

Ensuring product safety, including counterfeit medicines

Although pharmaceutical companies are responsible for their own products, Oriola plays a key role in ensuring that the medicines delivered to consumers/patients are safe to use. Oriola ensures that pharmaceutical manufacturers have the necessary licenses and

that products are brought to market in accordance with defined processes.

Oriola also contributes to the safe handling and delivery of medicines that require special conditions. As some pharmaceuticals are temperature sensitive products, appropriate conditions are continuously monitored throughout the supply chain. In addition, Oriola promotes pharmaceutical safety by preventing counterfeit pharmaceuticals from entering the market by dealing directly with pharmaceutical companies and complying with the EU Falsified Medicines Directive. Furthermore, Oriola ensures the high quality of its own health and wellbeing brands. This is done through an ongoing quality evaluation process.

Oriola's advisory services support pharmaceutical companies in bringing medicines to the market, starting with clinical research, regulatory and market access services. Once a medicine has a marketing authorisation, there are many obligations and requirements related to regulatory lifecycle management that Oriola helps pharmaceutical companies to meet. These include marketing authorisation applications and maintenance, scientific and medical review of promotional materials, drug safety responsibilities and medical information.

Protecting data and mitigating information security risks

To safeguard consumers'/patients' confidential information Oriola has several ongoing internal training programmes to ensure that employees are aware of the company's data protection policies and procedures. These training programmes are designed to provide employees with the knowledge and skills they need to protect the confidentiality, integrity and availability of Oriola's data and information systems. Basic information security awareness training is provided to all employees, which includes video-based security training and simulated phishing campaigns.

Oriola continuously assesses information security risks through various methods, including regular risk assessments, vulnerability

assessments and penetration testing. These assessments are designed to identify potential vulnerabilities and threats to Oriola's data and information systems, and to develop appropriate controls to mitigate these risks.

Oriola has implemented several audits to ensure that the company's data protection programme is effective and compliant with applicable laws and regulations. These audits are conducted by both internal and external auditors and were designed to identify areas for improvement.

In 2024, Oriola did not face any major incidents or any information security incidents. However, the company has implemented a comprehensive incident response plan to ensure that it can respond quickly and effectively to any incidents that may occur. Major Incident Management procedure is rehearsed continuously.

Meeting the growing demand for pharmaceuticals and related services

To meet consumers' growing needs and desire to invest in their own health Oriola focuses, according to its strategy, on growing its wholesale business by developing existing brands and new brands, product categories and customer segments. The company develops its product assortment in line with market and consumer needs. Its extensive product range covers everyday essentials, from premium consumer brands to private-label products. Product categories include skincare, haircare, vitamins, dietary supplements, self-care products, and animal health products.

Oriola's actions in relation to material impacts on consumers and end-users are ongoing initiatives based on the principle of continuous development and therefore they are not tied to a certain timeframe. The implementation of actions is part of the company's daily operations, and strategy execution involving several teams and functions.

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (S4-5)

Securing timely and accurate deliveries and mitigating disruptions of product supply related target:

Picking quality of ordered pharmaceuticals 99.0% by 2026 at group level, including Enköping and Mankkaa sites

Performance against the disclosed target: 99.8%

Baseline year: 2023

Baseline value: 99.8%

Picking accuracy, which is commonly used in warehousing and logistics industries, measures the percentage of customer orders picked and packed correctly without errors. The aim of the target is to ensure safe and accurate deliveries of pharmaceuticals and other health products to pharmacies, hospital pharmacies, veterinarians and other healthcare operators.

The target, emphasising Oriola's pivotal role in the pharmaceutical value chain, is designed to ensure the safe and timely delivery of medicines and to enhance patient safety by mitigating the risks of incorrect or misplaced medications. By prioritising improved picking accuracy, Oriola reduces the risk of supply chain disruptions, strengthens the accessibility of medicines, and enhances its capacity to meet the increasing demand for pharmaceuticals.

To support the realisation of this target, Oriola is continuously following up a key performance indicator (KPI) of picking accuracy at the company's Enköping and Mankkaa sites.

Consumers and end-users were not engaged in setting the target, tracking performance against the target or identifying lessons or improvements as a result of Oriola's performance.

4. Governance

ESRS G1 Business Conduct

Description of the processes to identify and assess material impacts, risks and opportunities (ESRS 2 IRO-1)

As a part of its double materiality process, Oriola carefully assessed its own operations and the whole chain to identify material impacts, risks and opportunities in relation to business conduct matters.

- Location: Prioritising geographies of own operations and suppliers with heightened risks related to labour, environment or regulations.
- Activity and sector: Assessing core activities with a focus on pharmaceutical sector-specific risks. Aligning with industry standards and evaluating risks such as environmental impacts of production and regulatory compliance (e.g., GxP).
- Transaction structure: Reviewing both direct and indirect relationships across supply chains and ensuring supplier contracts align with Oriola's sustainability principles.

Identified impacts, risks and opportunities

- **Sustainable policies and business practices** (potential positive impact): Oriola has established sustainable policies and business practices, and employee and business partner Code of Conduct, to promote ethical operations across the supply chain. In 2024, Oriola updated its Code of Conduct and Business Partner Code of Conduct to better meet the requirements of sustainable business practices and regulatory frameworks.
- **Financial risks associated with failure to meet environmental, social and governance expectations of stakeholders** (financial risk due to lost opportunities): There are increased requirements to align business and business governance with

sustainable development. Failure to meet environmental, social and governance expectations can impact negatively on the recruitment and retention of employees, operations, financial results and reputation, and/or share price.

- **Ethical sourcing and supply chain management** (potential positive impact): Responsible supply chain practices and transparent, ethical relations with suppliers create a positive impact by promoting sustainability and social responsibility, benefiting the workers in the value chain and communities by upholding fair labour practices and minimising environmental footprints.
- **Supporting animals' health and wellbeing** (potential positive impact): Oriola contributes positively to animal health through its veterinary medicine distribution across Finland, comprehensive animal product offering and special licensed medicine services. Oriola supports veterinarians in their work for animals' health and wellbeing with our vet medicine distributions all over Finland, comprehensive animal product offering and special licensed medicine services.
- **Information security and operational risks related to cyber-attack** (financial risk due to reduced revenues and lost opportunities): Cyber-attacks are potential source of business risks, which may result in operational costs related to corrective actions, they can cause disruption for business operations, and they can harm company's reputation and relationships with key business partners.

Business conduct policies and corporate culture (G1-1)

Oriola is committed to promoting ethical and sustainable business practices. Oriola expects high commitment from all employees to the principles and practices outlined in Oriola's Code of Conduct.

The Code of Conduct applies to all Oriola employees and other representatives acting on behalf of the company, including permanent and temporary employees, non-employee workers, consultants, contractors, senior management and board members of Oriola Group companies.

The purpose of Oriola's Code of Conduct is to provide guidance and support in daily work and decision-making, ensure common understanding and foster a culture of doing the right thing. It is based on national and international laws and regulations applicable to Oriola's operations, as well as good corporate governance, openness, fairness and confidentiality.

The Code of Conduct includes Oriola's commitment to human rights, diversity, non-discrimination and health and safety, and to respecting the environment. Furthermore, it outlines Oriola's commitment to fair competition, anti-bribery and anti-corruption and the company's principles for engaging with suppliers and protecting information.

Oriola's Code of Conduct has been approved by Oriola's Board of Directors. Oriola's Management Team reviews the Code of Conduct regularly and proposes changes to it, when necessary, for the approval of the Audit Committee and the Board of Directors. Oriola's Management Team oversees the implementation of the Code of Conduct.

Animal welfare

Oriola does not have a policy with respect to animal welfare, but the topic is material because of the positive impact that Oriola has on animals' health and wellbeing through the company's important role in distributing vet medicines. Oriola has a comprehensive animal product offering including special licensed medicines, which the company distributes to veterinarians all over Finland.

Additionally, Oriola collaborates with veterinarians and veterinarian students to increase awareness of the products supporting the health and wellbeing of animals.

Anti-corruption and bribery

Oriola's own operations are in among the lowest risk regions in the world in terms of corruption and bribery, so anti-corruption and bribery is not a material topic for Oriola. The company's anti-corruption principles are included in Oriola's Code of Conduct, which is available in Finnish, Swedish and English.

Corporate culture

Oriola's purpose 'Health for life' steers the company's activities. Its refined strategy, financial and sustainability targets give a clear direction forward for the company and its employees. The strategy provides understanding of common priorities, and it brings clarity, alignment and commitment. Oriola has established sustainable policies and business practices, and employee and supplier code of conduct to promote ethical operations across the supply chain. Oriola's collaborative culture is based on the company's common values – openness, responsibility, together and initiative. Through a collaborative culture and with engaged people, Oriola supports cross-market and cross-cultural working, diversity and inclusion, and creates a solid foundation for our future.

There are increased requirements to align business and business governance with sustainable development. Failure to meet environmental, social and governance expectations can impact negatively on the recruitment and retention of employees, operations, financial results and reputation, and/or share price.

Protection of whistleblowers

Oriola's principles for protecting whistleblowers are described in Oriola's Code of Conduct.

Oriola's own employees, non-employee workers, workers in the value chain and other stakeholders may anonymously and confidentially report violations of Oriola's Code of Conduct through

Oriola's whistleblowing channel, which is available both internally and externally.

The external whistleblowing channel, administered by an impartial service provider, safeguards the anonymous handling of whistleblowing reports. Neither Oriola or the service provider can identify or track the source of a report unless the reporter provides contact details.

Access to any reports made through Oriola's reporting channel is restricted to the company's whistleblowing team, which consists of three individuals (General Counsel, Chief People Officer and VP Risk & Security). Any reports submitted through Oriola's whistleblowing channel are anonymous, treated confidentially and investigated in detail. During the investigation process, the team may include other people and request information. All reports will be treated seriously and investigated in accordance with the set guidelines. The whistleblowing team determines the appropriate manner of investigation. All whistleblowing reports are handled confidentially. A report will not be investigated by someone who may be involved or connected with the misgiving.

The team investigating the reports ensures that the employee raising the concern is not placed in a disadvantageous position. Any type of retaliation towards employees who have raised concerns is treated as a serious breach of the Code of Conduct.

As long as the employee raising a concern acts in good faith, honestly and with integrity, they will not suffer any negative consequences if they have mistakenly raised this concern.

Personal data included in a whistleblowing report will be deleted when no longer needed for investigation and enforcement purposes, and within reasonable time from completion of the investigation. Archived documentation from the investigation is anonymised; names and addresses are removed together with any other information which could directly or, in conjunction with other data, indirectly identify the person.

Oriola reports whistleblowing cases to Oriola's Management Team. Whistleblowing cases are further reported to the Board of Directors via the Audit Committee. If needed, corrective actions are taken.

Mechanisms for identifying, reporting and investigating concerns

Everyone at Oriola, our business partners and stakeholders are encouraged to promptly raise concerns, report violations and address potential misconduct of the Code of Conduct.

Oriola's own employees, non-employee workers, workers in the value chain and other stakeholders may anonymously and confidentially report violations through Oriola's whistleblowing channel, which is available both internally and externally at the company's website.

In 2024, the channel received 6 reports related to, among other things, HR and health and safety. No discrimination related cases were reported. All reports were investigated in line with Oriola's process and necessary actions were taken accordingly. None of the cases reported via the whistleblowing channel in 2024 were classified as critical.

Policy for training on business conduct

Oriola has a Code of Conduct online training and it is included in the onboarding process for employees. The company expects each employee to complete the Code of Conduct training annually. Oriola's strategic sustainability target is that from 2025 onwards, 100% of Oriola's own workforce complete the Code of Conduct training annually.

The scope of the training includes the employees that are employed in Oriola Group legal entities, excluding external workforce, new hires during the onboarding process and people on long leave of absence.

Management of relationships with suppliers (G1-2)

Oriola values a diverse supplier base and carefully chooses its suppliers and business partners based on their ability to enable the implementation of Oriola's sustainability agenda and their commitment to operating in accordance with Oriola's values and principles outlined in the company's Code of Conduct.

Oriola requires its business partners, suppliers and subcontractors to conduct their business in compliance with the same high legal, ethical, human rights and environmental requirements and principles as Oriola. The principles are outlined in Oriola's Code of Conduct and are related to, but not limited to, complying with applicable laws, standards and regulations, ensuring human rights, addressing climate change, protecting the environment and ethical business conduct. Furthermore, Oriola expects its suppliers and subcontractors to enforce the same requirements in their own supply chains.

Managing the supply chain ethically

Oriola's direct suppliers include manufacturers of healthcare products (pharmaceuticals, non-pharmaceuticals and other health products), as well as suppliers of packaging materials used in the warehousing of these products. Most of Oriola's direct non-pharmaceutical product purchases come from Europe. In indirect sourcing the key suppliers are transport service providers, energy suppliers and facility management service suppliers. Oriola does not operate its own fleet of vehicles, so working closely with transport service providers is essential in warehousing and distribution operations.

Oriola emphasises the importance of standardised procurement principles, as well as supplier selection and approval processes. With these tools Oriola's sourcing teams assess the business partners' ways of operating and ensure that they meet the requirements set by Oriola. Supplier evaluation process and audits are key tools in ensuring product safety and quality, and form the

foundation of continuous improvement at Oriola. In 2024, Oriola's direct sourcing team conducted in total 54 evaluations of new suppliers of which 30 suppliers were approved in Sweden and 10 in Finland. The supplier evaluations in Oriola's indirect sourcing focus on business-critical suppliers such as transport and logistics partners, facility maintenance and IT services. Oriola also focus on proactive information sharing on forthcoming legislation and regulation, and this approach has been appreciated by the Group's partners.

Oriola's operations regarding the warehousing and distribution of pharmaceuticals, healthcare products and consumer goods, as well as the performance of services and logistics for clinical trials, have been certified according to ISO 9001 and ISO 14001 in Finland and Sweden. Both certificates were renewed in 2024.

Oriola appreciates long-term partnerships and EU-based suppliers. Compliance with laws and regulations as well as respect for the environment and international human rights are required of each supplier. Oriola's transport partners need to fulfil Good Distribution Practice (GDP) requirements.

Oriola's Code of Conduct forms the basis for ethical sourcing. Oriola requires its direct and indirect suppliers either to commit to Oriola's Business Partner Code of Conduct, or to their own equivalent policy, covering principles related to anti-bribery, anti-corruption and discrimination, respecting labour and human rights, promoting occupational safety and health, and respecting the environment. Oriola's target is that 100% of its key suppliers are covered by Oriola's Business Partner Code of Conduct or equivalent. At the end of 2024, 91% of Oriola's key suppliers had signed Oriola's Business Partner of Code of Conduct.

Oriola evaluates suppliers according to the internal supplier evaluation policy. Suppliers and their products and services must be approved by Oriola's Quality and Sourcing teams. Oriola monitors its suppliers and also conducts re-evaluations to ensure continued compliance.

Oriola, or any mutually appointed third party, is entitled to audit the business partner's premises or the premises of any sub-contractor with respect to this Code of Conduct, environment, production, control of quality system and quality control of products, and to carry out sampling and other necessary investigations of quality and environmental management, and delivery performance.

Supplier evaluation process and audits are key tools in ensuring product safety and quality, and form the foundation of continuous improvement at Oriola.

Policies and practices to prevent late payments, specifically to SMEs

Oriola does not have a policy for payments to SMEs, but invoices from SMEs are handled by the same process as all payments.

Payment practices (G1-6)

The average time it takes for Oriola to pay an invoice from the date when the contractual or statutory term of payment calculation begins is 37 days in Finland and 49 days in Sweden. The average time is calculated as an average of total payment days in Finland and Sweden. The calculation is not validated by any external body.

Oriola does not apply standard payment terms, payment terms being negotiated case by case.

Oriola is not party to any legal proceedings due to late payments.

Appendix 1: Content index of ESRS disclosure requirement

| ESRS REQUIREMENT | PARAGRAPH IN THE SUSTAINABILITY STATEMENT | COMMENTS |
|--|---|------------------------------------|
| General information | | |
| ESRS2 General Disclosures | | |
| BP-1 General basis for preparation of the sustainability statement | General basis for preparation of Sustainability Statement (BP-1, BP-2) | |
| BP-2 Disclosures in relation to specific circumstances | General basis for preparation of Sustainability Statement (BP-1, BP-2) | |
| GOV-1 The role of the administrative, management and supervisory bodies | The role of the administrative, management and supervisory bodies (GOV-1) | |
| GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies | Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies (GOV-2) | |
| GOV-3 Integration of sustainability-related performance in incentive schemes | Integration of sustainability-related performance in incentive schemes (GOV-3) | |
| GOV-4 Statement on due diligence | Statement on sustainability due diligence (GOV-4) | |
| GOV-5 Risk management and internal controls over sustainability reporting | Risk management and internal controls over sustainability reporting (GOV-5) | |
| SBM-1 Strategy, business model and value chain | Strategy, business model and value chain (SBM-1) | |
| SBM-2 Interests and views of stakeholders | Interests and views of stakeholders (SBM-2) | |
| SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model | Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3) | |
| IRO-1 - Description of the process to identify and assess material impacts, risks and opportunities | Description of the process to identify and assess material impacts, risks and opportunities (IRO-1) | |
| IRO-2 – Disclosure Requirements in ESRS covered by the undertaking's sustainability statement | Disclosure Requirements in ESRS covered by the sustainability statement (IRO-2) | |
| Environmental information | | |
| E1 Climate change | | |
| Disclosure requirement related to ESRS 2 GOV-3 Integration of sustainability-related performance in incentive schemes | Transition plan (E1-1) | |
| E1-1 – Transition plan for climate change mitigation | Transition plan (E1-1) | |
| Disclosure Requirement related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model | Material impacts, risks and opportunities (SBM-3) | |
| Disclosure requirement related to ESRS 2 IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities | Climate change assessment (IRO-1) | |
| E1-2 – Policies related to climate change mitigation and adaptation | Climate-related policy (E1-2) | |
| E1-3 – Actions and resources in relation to climate change policies | Actions to reduce emissions (E1-3) | |
| E1-4 – Targets related to climate change mitigation and adaptation | Climate targets (E1-4) | |
| E1-5 – Energy consumption and mix | Energy consumption and mix (E1-5) | |
| E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions | GHG Emissions (E1-6) | |
| E1-7 – GHG removals and GHG mitigation projects financed through carbon credits | | Not material, not reported in 2024 |
| E1-8 – Internal carbon pricing | | Not material, not reported in 2024 |
| E1-9 – Anticipated financial effects from material physical and transition risks and potential climate-related opportunities | | Phased-in, not reported in 2024 |

| ESRS REQUIREMENT | PARAGRAPH IN THE SUSTAINABILITY STATEMENT | COMMENTS |
|---|---|------------------------------------|
| E2 Pollution | | |
| Disclosure Requirement related to ESRS 2 IRO-1 – Description of the processes to identify and assess material pollution-related impacts, risks and opportunities | Material impacts, risks and opportunities (IRO-1) | |
| E2-1 – Policies related to pollution | Policies related to pollution (E2-1) | |
| E2-2 – Actions and resources related to pollution | Actions, resources and targets related to pollution (E2-2, E2-3) | |
| E2-3 – Targets related to pollution | Actions, resources and targets related to pollution (E2-2, E2-3) | |
| E2-4 – Pollution of air, water and soil | | Not material, not reported in 2024 |
| E2-5 – Substances of concern and substances of very high concern | | Not material, not reported in 2024 |
| E2-6 – Anticipated financial effects from material pollution-related risks and opportunities | | Phased-in, not reported in 2024 |
| E5 Resource use and circular economy | | |
| Disclosure Requirement related to ESRS 2 IRO-1 – Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities | Material impacts, risks and opportunities (IRO-1) | |
| E5-1 – Policies related to resource use and circular economy | Policies related to resource use and circular economy (E5-1) | |
| E5-2 – Actions and resources related to resource use and circular economy | Waste prevention, minimisation and recycling (E5-2) | |
| E5-3 – Targets related to resource use and circular economy | Targets (E5-3) | |
| E5-4 – Resource inflows | | Not material, not reported in 2024 |
| E5-5 – Resource outflows | Waste (E5-5) | Only waste reported as material |
| E5-6 – Anticipated financial effects from material resource use and circular economy-related risks and opportunities | | Phased-in, not reported in 2024 |
| Social information | | |
| S1 Own workforce | | |
| Disclosure Requirement related to ESRS 2 SBM-2 – Interests and views of stakeholders | Interests and views of stakeholders (SBM-2) | |
| Disclosure Requirement related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model | Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3) | |
| S1-1 – Policies related to own workforce | Policies related to own workforce (S1-1) | |
| S1-2 – Processes for engaging with own workforce and workers’ representatives about impacts | Processes for engaging with own workforce and workers’ representatives about impacts (S1-2) | |
| S1-3 – Processes to remediate negative impacts and channels for own workforce to raise concerns | Processes to remediate negative impacts and channels for own workforce to raise concerns (S1-3) | |
| S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions | Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions (S1-4) | |
| S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities | Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (S1-5) | |

| ESRS REQUIREMENT | PARAGRAPH IN THE SUSTAINABILITY STATEMENT | COMMENTS |
|---|--|-------------------------------------|
| S1-6 – Characteristics of the undertaking's employees | Characteristics of the undertaking's employees (S1-6) | |
| S1-7 – Characteristics of non-employees in the undertaking's own workforce | Characteristics of non-employees in the undertaking's own workforce (S1-7) | |
| S1-8 – Collective bargaining coverage and social dialogue | Collective bargaining coverage and social dialogue (S1-8) | |
| S1-9 – Diversity metrics | Diversity metrics (S1-9) | |
| S1-10 – Adequate wages | Adequate wages (S1-10) | |
| S1-11 – Social protection | Social protection (S1-11) | |
| S1-12– Persons with disabilities | | Not reported due to data protection |
| S1-13 – Training and skills development metrics | Training and skills development metrics (S1-13) | |
| S1-14 – Health and safety metrics | Health and safety metrics (S1-14) | |
| S1-15 – Work-life balance metrics | Work-life balance metrics (S1-15) | |
| S1-16 – Remuneration metrics (pay gap and total remuneration) | Remuneration metrics (pay gap and total remuneration) (S1-16) | |
| S1-17 – Incidents, complaints and severe human rights impacts | Incidents, complaints and severe human rights impacts (S1-17) | |
| S2 Workers in the value chain | | |
| Disclosure Requirement related to ESRS 2 SBM-2 Interests and views of stakeholders | Interests and views of stakeholders (SBM-2) | |
| Disclosure Requirement related to ESRS 2 SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model | Material impacts, risks and opportunities related to value chain workers (SBM-3) | |
| S2-1 – Policies related to value chain workers | Policies related to value chain workers (S2-1) | |
| S2-2 – Processes for engaging with value chain workers about impacts | Processes for engaging with value chain workers about impacts (S2-2) | |
| S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns | Processes to remediate negative impacts and channels for value chain workers to raise concerns (S2-3) | |
| S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions | Taking action on material impacts on value chain workers (S2-4) | |
| S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities | Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (S2-5) | |
| S3 Affected communities | | |
| Disclosure Requirement related to ESRS 2 SBM-2 – Interests and views of stakeholders | Interests and views of stakeholders (SBM-2) | |
| Disclosure Requirement related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model | Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3) | |
| S3-1 – Policies related to affected communities | Policies, actions and targets related to affected communities (S3-1, S3-2, S3-3, S3-4, S3-5) | |
| S3-2 – Processes for engaging with affected communities about impacts | Policies, actions and targets related to affected communities (S3-1, S3-2, S3-3, S3-4, S3-5) | |
| S3-3 – Processes to remediate negative impacts and channels for affected communities to raise concerns | Policies, actions and targets related to affected communities (S3-1, S3-2, S3-3, S3-4, S3-5) Processes to remediate negative impacts and channels for affected communities to raise concerns (S3-3) | |
| S3-4 – Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions | Policies, actions and targets related to affected communities (S3-1, S3-2, S3-3, S3-4, S3-5) | |
| S3-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities | Policies, actions and targets related to affected communities (S3-1, S3-2, S3-3, S3-4, S3-5) | |

| ESRS REQUIREMENT | PARAGRAPH IN THE SUSTAINABILITY STATEMENT | COMMENTS |
|--|---|------------------------------------|
| S4 Consumers and end-users | | |
| Disclosure Requirement related to ESRS 2 SBM-2 – Interests and views of stakeholders | Interests and views of stakeholders (SBM-2) | |
| Disclosure Requirement related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model | Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3) | |
| S4-1 – Policies related to consumers and end-users | Policies related to consumers and end-users (S4-1) | |
| S4-2 – Processes for engaging with consumers and end-users about impacts | Processes for engaging with consumers and end-users about impacts (S4-2) | |
| S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns | Processes to remediate negative impacts and channels for consumers and endusers to raise concerns (S4-3) | |
| S4-4 – Taking action on material impacts on consumers and end- users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions | Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions (S4-4) | |
| S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities | Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (S4-5) | |
| Governance | | |
| G1 Business conduct | | |
| Disclosure Requirement related to ESRS 2 GOV-1 – The role of the administrative, management and supervisory bodies | The role of the administrative, management and supervisory bodies (GOV-1) | |
| Disclosure Requirement related to ESRS 2 IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities | Description of the processes to identify and assess material impacts, risks and opportunities (ESRS 2 IRO-1) | |
| G1-1– Business conduct policies and corporate culture | Business conduct policies and corporate culture (G1-1) | |
| G1-2 – Management of relationships with suppliers | Management of relationships with suppliers (G1-2) | |
| G1-3 – Prevention and detection of corruption and bribery | | Not material, not reported in 2024 |
| G1-4 – Incidents of corruption or bribery | | Not material, not reported in 2024 |
| G1-5 – Political influence and lobbying activities | | Not material, not reported in 2024 |
| G1-6 – Payment practices | Payment practices (G1-6) | |

Appendix 2: List of datapoints that derive from other EU legislation

| Disclosure Requirement and related datapoint | SFDR reference | Pillar 3 reference | Benchmark Regulation reference | EU Climate Law reference | Material/Not material | Paragraph reference |
|--|--|--|--|---|-----------------------|---------------------|
| ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d) | Indicator number 13 of Table #1 of Annex 1 | | Commission Delegated Regulation (EU) 2020/181627, Annex II | | Material | ESRS 2 GOV-1 |
| ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e) | | | Delegated Regulation (EU) 2020/1816, Annex II | | Material | ESRS 2 GOV-1 |
| ESRS 2 GOV-4 Statement on due diligence paragraph 30 | Indicator number 10 Table #3 of Annex 1 | | | | Material | ESRS 2 GOV-4 |
| ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i | Indicators number 4 Table #1 of Annex 1 | Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/245328 Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk | Delegated Regulation (EU) 2020/1816, Annex II | | Not material | |
| ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii | Indicator number 9 Table #2 of Annex 1 | Delegated Regulation (EU) 2020/1816, Annex II | | | Not material | |
| ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii | Indicator number 14 Table #1 of Annex 1 | | Delegated Regulation (EU) 2020/181829, Article 12(1) Delegated Regulation (EU) 20/1816, Annex II | | Not material | |
| ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv | | | Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II | | Not material | |
| ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14 | | | | Regulation (EU) 2021/1119, Article 2(1) | Material | E1-1 |
| ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g) | | Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book- Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity | Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2 | | Material | E1-1 |
| ESRS E1-4 GHG emission reduction targets paragraph 34 | Indicator number 4 Table #2 of Annex 1 | Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics | Delegated Regulation (EU) 2020/1818, Article 6 | | Material | E1-4 |
| ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38 | Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex 1 | | | | Not material | |

| Disclosure Requirement and related datapoint | SFDR reference | Pillar 3 reference | Benchmark Regulation reference | EU Climate Law reference | Material/Not material | Paragraph reference |
|---|---|---|---|---|---------------------------------|---------------------|
| ESRS E1-5 Energy consumption and mix paragraph 37 | Indicator number 5 Table #1 of Annex 1 | | | | Material | E1-5 |
| ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43 | Indicator number 6 Table #1 of Annex 1 | | | | Not material | |
| ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44 | Indicators number 1 and 2 Table #1 of Annex 1 | Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity | Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1) | | Material | E1-6 |
| ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55 | Indicators number 3 Table #1 of Annex 1 | Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics | Delegated Regulation (EU) 2020/1818, Article 8(1) | | Material | E1-6 |
| ESRS E1-7 GHG removals and carbon credits paragraph 56 | | | | Regulation (EU) 2021/1119, Article 2(1) | Not material | |
| ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66 | | | Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II | | Phased-in, not reported in 2024 | |
| ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c) | | Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk. | | | Phased-in, not reported in 2024 | |
| ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c). | | Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book - Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral | | | Phased-in, not reported in 2024 | |
| ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69 | | Delegated Regulation (EU) 2020/1818, Annex II | | | Phased-in, not reported in 2024 | |
| ESRS E2-4 Amount of each pollutant listed in Annex II of the E- PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28 | Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1 | | | | Not material | |
| ESRS E3-1 Water and marine resources paragraph 9 | Indicator number 7 Table #2 of Annex 1" | | | | Not material | |
| ESRS E3-1 Dedicated policy paragraph 13 | Indicator number 8 Table 2 of Annex 1 | | | | Not material | |
| ESRS E3-1 Sustainable oceans and seas paragraph 14 | Indicator number 12 Table #2 of Annex 1 | | | | Not material | |

| Disclosure Requirement and related datapoint | SFDR reference | Pillar 3 reference | Benchmark Regulation reference | EU Climate Law reference | Material/Not material | Paragraph reference |
|--|---|--------------------|---|--------------------------|-----------------------|---------------------|
| ESRS E3-4 Total water recycled and reused paragraph 28 (c) | Indicator number 6.2 Table #2 of Annex 1 | | | | Not material | |
| ESRS E3-4 Total water consumption in m ³ per net revenue on own operations paragraph 29 | Indicator number 6.1 Table #2 of Annex 1 | | | | Not material | |
| ESRS 2- SBM-3 - E4 paragraph 16 (a) i | Indicator number 7 Table #1 of Annex 1 | | | | Material | IRO-1 |
| ESRS 2- SBM-3 - E4 paragraph 16 (b) | Indicator number 10 Table #2 of Annex 1 | | | | Material | IRO-1 |
| ESRS 2- SBM-3 - E4 paragraph 16 (c) | Indicator number 14 Table #2 of Annex 1 | | | | Material | IRO-1 |
| ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b) | Indicator number 11 Table #2 of Annex 1 | | | | Not material | |
| ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c) | Indicator number 12 Table #2 of Annex 1 | | | | Not material | |
| ESRS E4-2 Policies to address deforestation paragraph 24 (d) | Indicator number 15 Table #2 of Annex 1 | | | | Not material | |
| ESRS E5-5 Non-recycled waste paragraph 37 (d) | Indicator number 13 Table #2 of Annex 1 | | | | Material | E5-5 |
| ESRS E5-5 Hazardous waste and radioactive waste paragraph 39 | Indicator number 9 Table #1 of Annex 1 | | | | Material | E5-5 |
| ESRS 2- SBM3 - S1 Risk of incidents of forced labour paragraph 14 (f) | Indicator number 13 Table #3 of Annex I | | | | Material | S1.SBM-3 |
| ESRS 2- SBM3 - S1 Risk of incidents of child labour paragraph 14 (g) | Indicator number 12 Table #3 of Annex I | | | | Not material | |
| ESRS S1-1 Human rights policy commitments paragraph 20 | Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I | | | | Material | S1-1 |
| ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21 | | | Delegated Regulation (EU) 2020/1816, Annex II | | Material | S1-1 |
| ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22 | Indicator number 11 Table #3 of Annex I | | | | Material | S1-1 |
| ESRS S1-1 Workplace accident prevention policy or management system paragraph 23 | Indicator number 1 Table #3 of Annex I | | | | Material | S1-1, S1-4 |

| Disclosure Requirement and related datapoint | SFDR reference | Pillar 3 reference | Benchmark Regulation reference | EU Climate Law reference | Material/Not material | Paragraph reference |
|--|---|---|---|--------------------------|-----------------------|---------------------|
| ESRS S1-3 Grievance/complaints handling mechanisms paragraph 32 (c) | Indicator number 5 Table #3 of Annex I | | | | Material | S1-1, S1-3 |
| ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c) | Indicator number 2 Table #3 of Annex I | Delegated Regulation (EU) 2020/1816, Annex II | | | Material | S1-14 |
| ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e) | Indicator number 3 Table #3 of Annex I | | | | Material | S1-14 |
| ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a) | Indicator number 12 Table #1 of Annex I | | Delegated Regulation (EU) 2020/1816, Annex II | | Material | S1-16 |
| ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b) | Indicator number 8 Table #3 of Annex I | | | | Material | S1-16 |
| ESRS S1-17 Incidents of discrimination paragraph 103 (a) | Indicator number 7 Table #3 of Annex I | | | | Material | S1-17 |
| ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD paragraph 104 (a) | Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex I | | Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1) | | Material | S1-17 |
| ESRS 2- SBM3 – S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b) | Indicators number 12 and n. 13 Table #3 of Annex I | | | | Material | S2.SBM-3, S2-1 |
| ESRS S2-1 Human rights policy commitments paragraph 17 | Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex 1 | | | | Material | S2-1 |
| ESRS S2-1 Policies related to value chain workers paragraph 18 | Indicator number 11 and n. 4 Table #3 of Annex 1 | | | | Material | S2-1 |
| ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19 | Indicator number 10 Table #1 of Annex 1 | | Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1) | | Material | S2-1 |
| ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19 | | | Delegated Regulation (EU) 2020/1816, Annex II | | Material | S2-1 |
| ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36 | Indicator number 14 Table #3 of Annex 1 | | | | Material | S2-4 |
| ESRS S3-1 Human rights policy commitments paragraph 16 | Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1 | | | | Material | S3-1 |

| Disclosure Requirement and related datapoint | SFDR reference | Pillar 3 reference | Benchmark Regulation reference | EU Climate Law reference | Material/Not material | Paragraph reference |
|--|---|--------------------|--|--------------------------|-----------------------|---------------------|
| ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17 | Indicator number 10 Table #1 Annex 1 | | Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1) | | Material | S3-1 |
| ESRS S3-4 Human rights issues and incidents paragraph 36 | Indicator number 14 Table #3 of Annex 1 | | | | Material | S3-4 |
| ESRS S4-1 Policies related to consumers and end-users paragraph 16 | Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1 | | | | Material | S4-1 |
| ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17 | Indicator number 10 Table #1 of Annex 1 | | Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1) Art 12 (1) | | Material | S4-1 |
| ESRS S4-4 Human rights issues and incidents paragraph 35 | Indicator number 14 Table #3 of Annex 1 | | | | Material | S4-1 |
| ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b) | Indicator number 15 Table #3 of Annex 1 | | | | Material | G1-1 |
| ESRS G1-1 Protection of whistle- blowers paragraph 10 (d) | Indicator number 6 Table #3 of Annex 1 | | | | Material | G1-1 |
| ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a) | Indicator number 17 Table #3 of Annex 1 | | Delegated Regulation (EU) 2020/1816, Annex II) | | Material | G1-1 |
| ESRS G1-4 Standards of anti- corruption and anti- bribery paragraph 24 (b) | Indicator number 16 Table #3 of Annex 1 | | | | Material | G1-1 |

Information on shares

Share-related key figures

| | | | 2024 | 2023 | 2022 | 2021 | 2020 |
|---|-------------|-------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Earnings per share | EUR | | -0.11 | -0.11 | -0.01 | 0.06 | 0.06 |
| Earnings per share, continuing operations | EUR | | -0.11 | -0.11 | 0.03 | 0.05 | 0.02 |
| Equity per share | EUR | | 0.74 | 0.94 | 1.24 | 1.20 | 0.94 |
| Total dividends | EUR million | | 12.7* | 12.7 | 10.9 | 7.3 | 5.4 |
| Dividend per share | EUR | | 0.07* | 0.07 | 0.06 | 0.04 | 0.03 |
| Payout ratio | % | | -63.2* | -61.4 | -453.7 | 63.9 | 48.2 |
| Dividend yield | A | % | 7.80* | 6.25 | 3.25 | 2.02 | 1.51 |
| Dividend yield | B | % | 7.87* | 6.43 | 3.45 | 2.00 | 1.58 |
| P/E ratio, continuing operations | A | | -8.11 | -9.82 | 70.34 | 41.67 | 112.61 |
| P/E ratio, continuing operations | B | | -8.04 | -9.54 | 66.33 | 42.09 | 107.63 |
| Share price on 31 Dec | A | EUR | 0.90 | 1.12 | 1.85 | 1.99 | 1.99 |
| Share price on 31 Dec | B | EUR | 0.89 | 1.09 | 1.74 | 2.01 | 1.90 |
| Average share price | A | EUR | 1.04 | 1.38 | 1.96 | 2.04 | 2.01 |
| Average share price | B | EUR | 0.98 | 1.27 | 1.93 | 1.94 | 1.93 |
| Lowest share price | A | EUR | 0.89 | 1.02 | 1.75 | 1.78 | 1.62 |
| Lowest share price | B | EUR | 0.85 | 0.89 | 1.70 | 1.73 | 1.52 |
| Highest share price | A | EUR | 1.23 | 1.93 | 2.30 | 2.37 | 2.25 |
| Highest share price | B | EUR | 1.17 | 1.82 | 2.31 | 2.20 | 2.27 |
| Market capitalisation | | EUR million | 162.0 | 199.2 | 321.4 | 362.8 | 349.9 |
| Trading volume | | | | | | | |
| A shares | | pc | 3,447,305 | 3,140,653 | 6,636,366 | 8,115,284 | 3,320,057 |
| % of average number of A shares | | % | 6.4 | 5.8 | 12.3 | 15.1 | 6.1 |
| B shares | | pc | 33,120,201 | 57,073,164 | 29,890,534 | 50,733,906 | 48,554,934 |
| % of average number of B shares | | % | 25.9 | 44.7 | 23.4 | 39.7 | 38.2 |
| % of average number of all shares | | % | 20.1 | 33.2 | 20.1 | 32.4 | 28.6 |
| Number of shares 31 Dec | A | pcs | 53,748,313 | 53,748,313 | 53,748,313 | 53,748,313 | 53,748,313 |
| Number of shares 31 Dec | B | pcs | 127,737,900 | 127,737,900 | 127,737,900 | 127,737,900 | 127,737,900 |
| Total number of shares 31 Dec | | pcs | 181,486,213 | 181,486,213 | 181,486,213 | 181,486,213 | 181,486,213 |
| Total number of A shares, annual average | | pcs | 53,748,313 | 53,748,313 | 53,748,313 | 53,748,313 | 54,390,973 |
| Total number of B shares, annual average | | pcs | 127,737,900 | 127,737,900 | 127,737,900 | 127,737,900 | 127,095,240 |
| Total number of shares, annual average | | pcs | 181,486,213 | 181,486,213 | 181,486,213 | 181,486,213 | 181,486,213 |

* Proposal by the Board of Directors.

Calculation of share related key figures

$$\text{Earnings per share (EPS), EUR} = \frac{\text{Profit attributable to shareholders of the parent company}}{\text{Average number of shares during the period excluding treasury shares}}$$

$$\text{Equity per share, EUR} = \frac{\text{Equity attributable to shareholders of the parent company}}{\text{Number of shares at the end of the period excluding treasury shares}}$$

$$\text{Dividend per share, EUR} = \frac{\text{Dividends paid for the financial period}}{\text{Number of shares at the end of the period excluding treasury shares}}$$

$$\text{Payout ratio, \%} = \frac{\text{Dividend per share}}{\text{Earnings per share}} \times 100$$

$$\text{Effective dividend yield, \%} = \frac{\text{Dividend per share}}{\text{Closing price on the last trading day of the financial period}} \times 100$$

$$\text{Price/Earnings ratio (P/E)} = \frac{\text{Closing price on the last trading day of the financial period}}{\text{Earnings per share}}$$

$$\text{Average price of share, EUR} = \frac{\text{Trading volume, EUR}}{\text{Average number of shares traded during the financial period}}$$

$$\text{Market capitalisation, EUR} = \text{Number of shares at the end of the financial period} \times \text{closing price on the last trading day of the financial period}$$

Financial indicators and performance measures

Financial indicators 2020–2024

| Consolidated income statement* | | 2024 | 2023 | 2022 | 2021 | 2020 |
|---------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Net sales | EUR million | 1,679.7 | 1,493.8 | 1,539.1 | 1,452.2 | 1,398.6 |
| Adjusted EBIT | EUR million | 21.7 | 16.7 | 19.7 | 14.9 | 6.6 |
| % of net sales | % | 1.3 | 1.1 | 1.3 | 1.0 | 0.5 |
| EBIT | EUR million | 13.6 | -5.3 | 9.5 | 10.7 | 5.1 |
| % of net sales | % | 0.8 | -0.4 | 0.6 | 0.7 | 0.4 |
| Financial income and expenses | EUR million | -7.3 | -7.6 | -0.7 | 0.3 | -0.5 |
| % of net sales | % | -0.4 | -0.5 | 0.0 | 0.0 | -0.0 |
| Profit before taxes | EUR million | -18.6 | -17.6 | 6.9 | 11.0 | 4.6 |
| % of net sales | % | -1.1 | -1.2 | 0.4 | 0.8 | 0.3 |
| Profit for the period | EUR million | -20.1 | -20.7 | 4.8 | 8.6 | 3.2 |
| % of net sales | % | -1.2 | -1.4 | 0.3 | 0.6 | 0.2 |

| Consolidated balance sheet | EUR million | 2024 | 2023 | 2022 | 2021 | 2020 |
|--|--------------------|-------------|-------------|-------------|-------------|-------------|
| Non-current assets | | 314.0 | 347.5 | 419.1 | 539.3 | 537.3 |
| Goodwill | | 35.1 | 35.2 | 61.1 | 273.5 | 278.7 |
| Current assets | | 561.6 | 587.1 | 541.8 | 553.9 | 628.3 |
| Inventories | | 176.3 | 162.9 | 148.5 | 229.2 | 250.1 |
| Equity attributable to the parent company shareholders | | 133.4 | 171.3 | 225.6 | 216.8 | 169.6 |
| Liabilities total | | 742.2 | 763.4 | 735.4 | 876.4 | 996.0 |
| Interest-bearing liabilities | | 76.1 | 117.7 | 136.9 | 209.9 | 295.3 |
| Non-interest-bearing liabilities | | 666.2 | 645.7 | 598.4 | 666.5 | 700.8 |
| Total assets | | 875.6 | 934.7 | 960.9 | 1,093.2 | 1,165.6 |

| Key figures | | 2024 | 2023 | 2022 | 2021 | 2020 |
|---|-------------|-------------|-------------|-------------|-------------|-------------|
| Equity ratio* | % | 15.4 | 18.5 | 23.8 | 20.1 | 14.8 |
| Equity per share* | EUR | 0.74 | 0.94 | 1.24 | 1.20 | 0.94 |
| Return on capital employed (ROCE)* | % | 5.4 | -1.6 | 2.4 | 4.6 | 5.0 |
| Return on equity* | % | -13.2 | -10.4 | 2.2 | 5.9 | 6.9 |
| Net interest-bearing debt* | EUR million | -37.4 | -20.6 | -23.7 | 100.8 | 127.1 |
| Gearing* | % | -28.0 | -12.1 | -10.5 | 46.5 | 75.0 |
| Earnings per share from continuing operations | EUR | -0.11 | -0.11 | 0.03 | 0.05 | 0.02 |
| Earnings per share incl. discontinued operations | EUR | -0.11 | -0.11 | -0.01 | 0.06 | 0.06 |
| Average number of shares** | pcs | 181,408,101 | 181,389,629 | 181,371,235 | 181,341,203 | 181,388,782 |
| Average number of personnel from continuing operations, full time equivalents | pers. | 812 | 800 | 914 | 1,077 | 1,091 |
| Gross capital expenditure incl. discontinued operations | EUR million | 2.9 | 3.5 | 8.4 | 22.8 | 32.8 |

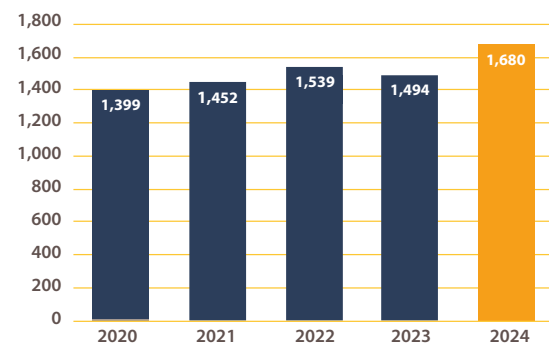
* The comparative figures 2020-2021 include discontinued operations.

** Company-owned treasury shares are not included.

Refer to section Alternative performance measures, for definitions of key figures.

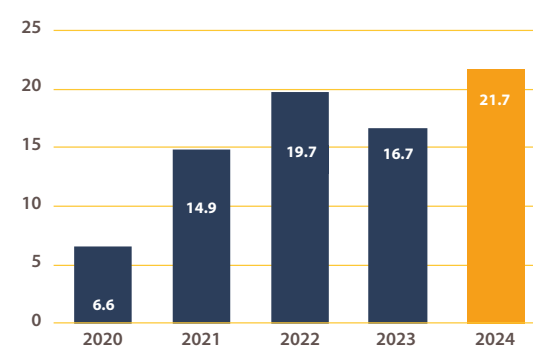
Net sales

EUR million



Adjusted EBIT

EUR million



Alternative performance measures

In order to reflect the underlying business performance and to enhance comparability between financial periods Oriola discloses certain performance measures of historical performance, financial position and cash flows, as permitted in “Alternative performance measures” guidance issued by the European Securities and Markets Authority (ESMA). These measures should not be considered as a substitute for measures of performance in accordance with the IFRS. These alternative performance measures are described in the following tables:

Reconciliation of alternative performance measures to IFRS

Invoicing

| EUR million | 2024 | 2023 |
|---|----------------|----------------|
| Net sales | 1,679.7 | 1,493.8 |
| + Acquisition cost of consignment stock | 2,092.4 | 2,093.4 |
| + Cash discounts | 0.0 | 0.0 |
| + Exchange rate differences on sales | -0.3 | 0.5 |
| Invoicing | 3,771.8 | 3,587.7 |

Adjusted EBIT

| EUR million | 2024 | 2023 |
|------------------------------------|-------------|-------------|
| EBIT | 13.6 | -5.3 |
| - Adjusting items included in EBIT | 8.1 | 21.9 |
| Adjusted EBIT | 21.7 | 16.7 |

Alternative performance measures on a constant currency basis

| EUR million | 2024 | 2023 |
|---|---------|---------|
| Invoicing | 3,771.8 | 3,587.7 |
| Translation difference | -9.7 | 182.5 |
| Invoicing calculated on a constant currency basis | 3,762.1 | 3,770.3 |
| Net sales | 1,679.7 | 1,493.8 |
| Translation difference | -4.5 | 75.6 |
| Net sales calculated on a constant currency basis | 1,675.2 | 1,569.5 |
| Adjusted EBIT | 21.7 | 16.7 |
| Translation difference | -0.0 | 0.4 |
| Adjusted EBIT calculated on a constant currency basis | 21.6 | 17.1 |

Calculation of alternative performance measures

| Alternative performance measure | Definitions | Reason for use of the alternative performance measure |
|---|---|---|
| Invoicing | = Net sales + acquisition cost of consignment stock + cash discounts + exchange rate differences on sales | Invoicing describes the volume of the business. |
| EBIT | = Net sales less material purchases and exchange differences on sales and purchases, less employee benefit expenses and other operating expenses, less depreciation, amortisation and impairment plus other operating income plus share of results in joint venture | EBIT shows result generated by the business. |
| Adjusted EBIT | = EBIT excluding adjusting items | Oriola discloses adjusted EBIT in order to reflect the underlying business performance and to enhance comparability between financial periods. |
| Adjusting items | Adjusting items include gains or losses from the sale or discontinuation of business operations or assets, gains or losses from restructuring business operations, and impairment losses of goodwill and other non-current assets, or other income or expenses arising from rare events, and changes in estimates regarding the realisation of contingent consideration arising from business acquisitions. Adjusting items are specified in note 4.1. Segment reporting. | |
| Invoicing calculated on a constant currency basis | Invoicing calculated with the average exchange rate of the corresponding period of the comparative year. | Invoicing, net sales, and adjusted EBIT on a constant currency basis describe the development of the business without changes due to fluctuating foreign exchange rates and thus enhance the comparability between financial periods. |
| Net sales calculated on a constant currency basis | Net sales calculated with the average exchange rate currency basis of the corresponding period of the comparative year. | |
| Adjusted EBIT calculated on a constant currency basis | Adjusted EBIT calculated with the average exchange rate of the corresponding period of the comparative year. | |
| Net debt | = Interest-bearing liabilities – cash and cash equivalents | Net debt is an indicator to measure the total external debt financing of the company. |
| Investments | = Capitalised investments in property, plant and equipment and in intangible assets including goodwill arising from business combinations, as well as investments in associates and joint ventures. | Investments provide additional information of the cash flow need of the business operations. Investments by business area are presented in note 4.1. Segment reporting. |
| Return on capital employed (ROCE), % | = $\frac{\text{EBIT}}{\text{Total assets} - \text{Non-interest-bearing liabilities (average between the beginning and the end of the year)}} \times 100$ | Return on capital employed measures how efficiently the Group generates profits from its capital employed. |
| Return on equity (ROE), % | = $\frac{\text{Profit for the period}}{\text{Equity total (average between the beginning and the end of the year)}} \times 100$ | Return on equity measures the Group's profitability by showing how much profit is generated with the funds invested to the Group by the shareholders. |
| Gearing, % | = $\frac{\text{Net debt}}{\text{Equity total}} \times 100$ | Gearing provides information of the Group's financial risk level and the level on the Group's indebtedness. |
| Equity ratio, % | = $\frac{\text{Equity total}}{\text{Total assets} - \text{Advances received}} \times 100$ | Equity ratio provides information on the Group's financial risk level and the level of the Group's capital used in operations. |

Financial Statements **2024**

Consolidated statement of comprehensive income (IFRS)

| EUR million | Note | 2024 | 2023 |
|--|-------------|----------------|----------------|
| Net sales | 4.2. | 1,679.7 | 1,493.8 |
| Other operating income | 4.2. | 4.5 | 2.9 |
| Materials and supplies | 4.3. | -1,519.3 | -1,334.1 |
| Employee benefit expenses | 4.4. | -56.1 | -52.8 |
| Other operating expenses | 4.3. | -81.6 | -79.8 |
| Depreciation, amortisation and impairments | 6.1./6.2. | -13.6 | -35.4 |
| EBIT | | 13.6 | -5.3 |
| Financial income and expenses | 8.1. | -7.3 | -7.6 |
| Share of results in joint venture | 10.4. | -24.8 | -4.8 |
| Profit before taxes | | -18.6 | -17.6 |
| Income taxes | 9.1. | -1.5 | -3.1 |
| Profit for the period | | -20.1 | -20.7 |
| Other comprehensive income | | | |
| Items which may be reclassified subsequently to profit or loss: | | | |
| Translation differences recognised in comprehensive income during the reporting period | | -1.7 | 0.1 |
| Cash flow hedge | 8.3. | -1.2 | -1.8 |
| Income tax relating to other comprehensive income | 9.1. | 0.2 | 0.4 |
| | | -2.7 | -1.4 |
| Items which will not be reclassified to profit or loss: | | | |
| Financial assets recognised at fair value through other comprehensive income | 8.2. | -2.6 | -20.6 |
| Actuarial gains/losses on defined benefit plans | 4.4. | 0.2 | -1.4 |
| Income tax relating to other comprehensive income | 9.1. | -0.0 | 0.3 |
| | | -2.5 | -21.7 |
| Total comprehensive income for the period | | -25.2 | -43.8 |
| Profit attributable to | | | |
| Parent company shareholders | | -20.1 | -20.7 |

| EUR million | Note | 2024 | 2023 |
|--|------|-------|-------|
| Total comprehensive income attributable to | | | |
| Parent company shareholders | | -25.2 | -43.8 |
| Earnings per share attributable to parent company shareholders: | | | |
| Basic, EUR | 8.5. | -0.11 | -0.11 |
| Diluted, EUR | 8.5. | -0.11 | -0.11 |

*

Consolidated statement of financial position (IFRS)

| EUR million | Note | 2024 | 2023 |
|---------------------------------|-------|--------------|--------------|
| ASSETS | | | |
| Non-current assets | | | |
| Property, plant and equipment | 6.1. | 45.2 | 45.0 |
| Goodwill | 6.2. | 35.1 | 35.2 |
| Other intangible assets | 6.2. | 10.5 | 16.0 |
| Investments in joint ventures | 10.4. | 210.9 | 235.4 |
| Other non-current assets | 6.3. | 11.7 | 15.5 |
| Deferred tax assets | 9.2. | 0.6 | 0.4 |
| Non-current assets total | | 314.0 | 347.5 |
| Current assets | | | |
| Inventories | 5.2. | 176.3 | 162.9 |
| Trade receivables | 5.1. | 247.1 | 259.5 |
| Income tax receivables | 5.1. | - | 0.6 |
| Other receivables | 5.1. | 11.7 | 13.8 |
| Cash and cash equivalents | 8.2. | 113.5 | 138.4 |
| Assets held for sale | 10.3. | 13.1 | 12.0 |
| Current assets total | | 561.6 | 587.1 |
| ASSETS TOTAL | | 875.6 | 934.7 |

| EUR million | Note | 2024 | 2023 |
|---|-------|--------------|--------------|
| EQUITY AND LIABILITIES | | | |
| Equity | | | |
| Share capital | 8.4. | 36.2 | 36.2 |
| Fair value reserve | 8.4. | 3.1 | 6.6 |
| Contingency fund | 8.4. | 19.4 | 19.4 |
| Invested unrestricted equity reserve | 8.4. | 74.8 | 74.8 |
| Other reserves | 8.4. | 0.1 | 0.1 |
| Translation differences | 8.4. | -18.4 | -16.7 |
| Retained earnings | | 18.2 | 50.8 |
| Equity attributable to the parent company shareholders | | 133.4 | 171.3 |
| Non-current liabilities | | | |
| Deferred tax liabilities | 9.2. | 0.8 | 2.9 |
| Pension obligations | 4.4. | 13.3 | 13.4 |
| Interest-bearing liabilities | 8.2. | 39.7 | 7.1 |
| Other non-current liabilities | 5.3. | 1.0 | 0.8 |
| Non-current liabilities total | | 54.7 | 24.3 |
| Current liabilities | | | |
| Trade payables | 5.3. | 626.2 | 607.5 |
| Interest-bearing liabilities | 8.2. | 36.4 | 110.7 |
| Income tax payables | 5.3. | 0.3 | 0.1 |
| Other current liabilities | 5.3. | 22.9 | 19.1 |
| Liabilities related to assets held for sale | 10.3. | 1.8 | 1.8 |
| Current liabilities total | | 687.6 | 739.1 |
| EQUITY AND LIABILITIES TOTAL | | 875.6 | 934.7 |

Consolidated statement of cash flows (IFRS)

| EUR million | Note | 2024 | 2023 |
|---|-----------|-------------|-------------|
| Net cash flow from operating activities | | | |
| Profit for the period | | -20.1 | -20.7 |
| Adjustments | | | |
| Depreciation and amortisation | 6.1./6.2. | 11.8 | 13.8 |
| Impairment | 6.1./6.2. | 1.9 | 21.6 |
| Share of results in joint venture | 6.3. | 24.8 | 4.8 |
| Financial income and expenses | 8.1. | 7.3 | 7.6 |
| Income taxes | 9.1. | 1.5 | 3.1 |
| Change in pension asset and pension obligation | | 0.4 | 0.2 |
| Other adjustments | | 0.0 | 1.7 |
| | | 27.7 | 32.0 |
| Change in working capital | | | |
| Change in current receivables increase (-)/ decrease (+) | | 9.8 | -38.6 |
| Change in inventories increase (-)/ decrease (+) | | -16.6 | -14.9 |
| Change in non-interest-bearing current liabilities increase (+)/ decrease (-) | | 28.2 | 40.4 |
| | | 21.4 | -13.2 |
| Interest received | | 4.0 | 5.9 |
| Interest paid | | -3.8 | -4.2 |
| Other financial income and expenses | | -7.8 | -6.5 |
| Income taxes paid | | -2.9 | -4.4 |
| Net cash flow from operating activities | | 38.7 | 9.6 |
| Net cash flow from investing activities | | | |
| Investments in property, plant and equipment and intangible assets | 6.1./6.2. | -2.8 | -3.6 |
| Proceeds from sales of property, plant and equipment and intangible assets | 6.1./6.2. | - | 0.0 |
| Net cash flow from investing activities | | -2.8 | -3.5 |
| Net cash flow from financing activities | | | |
| Proceeds from long-term loans | 8.2. | 30.0 | - |
| Repayments of long-term loans | 8.2. | -1.0 | -2.0 |
| Repayments of short-term loans | 8.2. | -56.9 | - |

| EUR million | Note | 2024 | 2023 |
|---|-------------|--------------|--------------|
| Change in other current financing * | 8.2. | -17.0 | -11.9 |
| Amortisations of lease liabilities | 8.2. | -3.1 | -3.5 |
| Purchasing of own shares | | -0.1 | -0.1 |
| Dividends paid | | -12.7 | -10.9 |
| Net cash flow from financing activities | | -60.7 | -28.3 |
| Net change in cash and cash equivalents | | -24.9 | -22.3 |
| Cash and cash equivalents at the beginning of the period | | 138.4 | 160.6 |
| Translation differences | | -0.0 | 0.0 |
| Net change in cash and cash equivalents | | -24.9 | -22.3 |
| Cash and cash equivalents at the end of the period | 8.2. | 113.5 | 138.4 |

* Includes cash flows from commercial papers.

Consolidated statement of changes in equity (IFRS)

| EUR million | Note | Share capital | Funds | Translation differences | Retained earnings | Equity total |
|---|------|---------------|--------------|-------------------------|-------------------|--------------|
| Equity 1 January 2023 | | 36.2 | 122.9 | -16.7 | 83.2 | 225.6 |
| Comprehensive income for the period | | | | | | |
| Net profit for the period | | - | - | - | -20.7 | -20.7 |
| Other comprehensive income: | | | | | | |
| Financial assets recognised at fair value through other comprehensive income: | | | | | | |
| Change in fair value | 8.2. | - | -20.6 | - | - | -20.6 |
| Cash flow hedge | 8.3. | - | -1.8 | - | - | -1.8 |
| Actuarial gains and losses | 4.4. | - | - | - | -1.4 | -1.4 |
| Income tax relating to other comprehensive income | 9.1. | - | 0.4 | - | 0.3 | 0.7 |
| Translation difference | | - | - | 0.1 | - | 0.1 |
| Comprehensive income for the period, total | | - | -22.1 | 0.1 | -21.8 | -43.8 |
| Transactions with owners | | | | | | |
| Dividend distribution | 8.5. | - | - | - | -10.9 | -10.9 |
| Share-based incentive | 4.4. | - | - | - | 0.5 | 0.5 |
| Purchase of own shares | | - | - | - | -0.1 | -0.1 |
| Transactions with owners, total | | - | - | - | -10.5 | -10.5 |
| Equity 31 December 2023 | | 36.2 | 100.9 | -16.7 | 50.8 | 171.3 |
| Comprehensive income for the period | | | | | | |
| Net profit for the period | | - | - | - | -20.1 | -20.1 |
| Other comprehensive income: | | | | | | |
| Financial assets recognised at fair value through other comprehensive income: | | | | | | |
| Change in fair value | 8.2. | - | -2.6 | - | - | -2.6 |
| Cash flow hedge | 8.3. | - | -1.2 | - | - | -1.2 |
| Actuarial gains and losses | 4.4. | - | - | - | 0.2 | 0.2 |
| Income tax relating to other comprehensive income | 9.1. | - | 0.2 | - | -0.0 | 0.2 |
| Translation difference | | - | - | -1.7 | - | -1.7 |
| Comprehensive income for the period, total | | - | -3.5 | -1.7 | -19.9 | -25.2 |
| Transactions with owners | | | | | | |
| Dividend distribution | 8.5. | - | - | - | -12.7 | -12.7 |
| Share-based incentive | 4.4. | - | - | - | 0.1 | 0.1 |
| Purchase of own shares | | - | - | - | -0.1 | -0.1 |
| Transactions with owners, total | | - | - | - | -12.7 | -12.7 |
| Equity 31 December 2024 | | 36.2 | 97.3 | -18.4 | 18.2 | 133.4 |

Notes to the consolidated financial statements

1. Basic information on the company

Oriola Corporation is a Finnish public limited company, domiciled in Espoo, Finland. Oriola and its subsidiaries together form the consolidated Oriola Group. The consolidated financial statements were approved for publication by the Board of Directors of Oriola Corporation on 3 March 2025. In accordance with Finland's Limited Liability Companies Act, the shareholders have the right to approve or reject the financial statements at the General Meeting held after their publication. The General Meeting may also decide to make amendments to the financial statements. The company's business ID is 1999215-0. Copies of the consolidated financial statements of the Oriola Group are available from the head office of Oriola Corporation at the following address: Orionintie 5, FI-02200 Espoo, Finland (investor.relations@oriola.com).

2. Basis of presentation

The consolidated financial statements are prepared in accordance with International Financial Reporting Standards (IFRSs) including the IAS and IFRS standards as well as the SIC and IFRIC interpretations valid as of 31 December 2024. The International Financial Reporting Standards refer to standards and interpretations that have been approved for application in the EU in the Finnish Accounting Act and the provisions issued pursuant to it according to the procedures provided for in EU regulation (EC) No. 1606/2002.

The consolidated financial statements are presented for the 12-month period 1 January - 31 December 2024. The financial statements are presented in EUR million and they have been prepared under the historical cost convention,

except for financial assets recognised at fair value through profit or loss, financial assets recognised at fair value through other comprehensive income, derivatives and share-based payments. The Group has applied the standards and interpretations published by the International Accounting Standards Board (IASB) that are mandatory as of 1 January 2024. These standards did not have a significant impact on the Group in the current reporting period and they are not expected to have a material impact on the Group in the current or future reporting periods and on foreseeable future transactions.

The sale of Svensk dos AB

The Swedish Competition Authority (Konkurrensverket) announced on 30 April 2024 its decision on prohibiting Oriola's sale of Svensk dos AB to Apotekstjänst Sverige AB. The Swedish Patent and Market Court rejected Apotekstjänst Sverige AB's appeal in November 2024 and consequently the Swedish Competition Authority's decision from April 2024 remains in effect. Apotekstjänst Sverige AB has appealed the decision to the Patent and Market Court of Appeal. The final ruling is expected in March 2025.

Svensk dos AB has been classified as held for sale as of October 2023 and Oriola is still committed to selling the company. More information can be found in note 10.3. Assets held for sale and discontinued operations.

Oriola to invest in ERP and warehouse management

On 10 January 2024, Oriola announced that it will be investing in its infrastructure as part of its refined strategy with the aim to enhance efficiency and operational excellence.

The investment comprises the renewal of Oriola's ERP (enterprise resource planning) and warehouse management in 2025–2027. The aim of the project is to have one common system which will enable to harmonise business processes, strengthen data management and enhance customer experience. The value of the total investment is about EUR 35 million. The new ERP and warehouse management system will replace the current two separate systems in Sweden and Finland. The project started in the beginning of 2024 and the new system will be deployed in phases during 2025–2027. The first deployment will be in Sweden followed by the deployment in Finland.

Oriola's ERP arrangement is a cloud computing arrangement where costs incurred in customising or configuring the software are expensed as incurred. Costs arising from developing interfaces to existing on premise systems, will be capitalised. ERP investment related costs are reported as adjusting items. More information has been presented in note 4. Operating result.

Impairment recognised in the share of result in joint venture

In 2024, Oriola recognised a loss of EUR 24.8 (loss of 4.8) million from Swedish Pharmacy Holding AB in the consolidated statement of comprehensive income. The loss included Oriola's share of the impairment of goodwill in Kronans Apotek amounting to EUR 16.3 million. The impairment is related to the integration of Kronans Apotek and the transition to one common ERP system, which have required more time than anticipated. More information has been presented in note 10.4. Investments in joint ventures.

3. Use of estimates and judgement

The preparation of consolidated financial statements in accordance with IFRS requires the application of judgement by management in making estimates and assumptions. Such estimates and assumptions have an impact on the assets and liabilities reported as at the end of the reporting period, and on the presentation of contingent assets and liabilities in the notes to the consolidated financial statements as well as on the income and expenses reported for the financial year. The estimates are based on the management's best knowledge about the facts and as such actual results may differ from the estimates and assumptions used. The application of accounting principles also requires judgement.

Use of judgements

Information about judgements the Group management has made in applying accounting policies that have the most significant effect on the amounts recognised in the financial statements is included in the following notes:

| Item | Nature of management judgement | Note |
|---------------------|---|------|
| Revenue recognition | Principal vs. agent assessment | 4.2. |
| Inventories | Principal vs. agent assessment | 5.2. |
| Other shares | Changes in the fair value of the investment (Doktor.se) | 6.3. |
| Lease liabilities | Determining lease term for contracts | 7.1. |

Estimates and assumptions

Information about assumptions and estimation uncertainties at the reporting date that have a significant risk of resulting in a material adjustment to the carrying amounts of assets and liabilities within the next financial year is included in the following notes:

| Item | Nature of assumptions and estimates | Note |
|--------------------|--|-------|
| Defined benefits | Key actuarial assumptions | 4.4. |
| Impairment testing | Projection parameters and key assumptions used in determining the underlying recoverable amounts | 6.2. |
| Impairment testing | Events or change in circumstances | 10.4. |

4. Operating result

4.1. Segment reporting

Oriola has two reporting segments, Distribution and Wholesale. Oriola's operating and reporting segments are reported in accordance with internal reporting provided to the Chief Executive Officer, the chief operating decision maker responsible for allocating resources and assessing performance of the business areas. The accounting policies do not differ from the accounting policies for the consolidated financial statements.

Segment non-current assets exclude financial instruments and deferred taxes. Investments exclude right-of-use assets. Transactions between segments are based on market prices.

Group items include eliminations and items related to corporate functions.

As of 1 January 2024, Oriola's reporting segments are Distribution and Wholesale. The comparative information has been restated accordingly. Until end of 2023 Oriola had one reportable segment containing two business areas, Oriola Finland and Oriola Sweden.

Distribution segment consists of pharmaceutical logistics, quality control, essential warehousing and dose dispensing services in Finland and in Sweden.

Wholesale segment consists of wholesale of traded goods and over-the-counter (OTC) products, parallel import and special licensed medicines, as well as advisory services in Finland and in Sweden.

Oriola offers advanced distribution, expert and advisory services for pharmaceutical companies and wide range of health and

wellbeing products for pharmacies, veterinarians, other healthcare operators and retail operators in the Finnish and Swedish markets. Additionally, Oriola offers dose dispensing services for pharmacies and healthcare operators.

The geographical areas of Oriola are Finland (the country of domicile), Sweden and other countries. Net sales are divided by the countries in which the customers are located. Assets and investments are divided according to the country in which they are located.

In order to reflect the underlying business performance and to enhance comparability between financial periods Oriola discloses Adjusted EBIT as permitted in ESMA (European Securities and Markets Authority) guidelines on Alternative Performance Measures. These measures should not be considered as a substitute for measures of performance in accordance with the IFRS. Adjusted EBIT is reported excluding adjusting items. In addition, Oriola uses "Invoicing" as the measure to describe the business volume.

Adjusted EBIT excludes gains or losses from the sale or discontinuation of business operations or assets, gains or losses from restructuring business operations, and impairment losses of goodwill and other non-current assets, or other income or expenses arising from rare events and changes in estimates regarding the realisation of contingent consideration arising from business acquisitions.

Oriola's agreements with pharmaceutical companies are either wholesale agreements where Oriola buys the products into own stock and acts as a principal or agreements where Oriola delivers the products from consignment stock and acts as an agent. Oriola reports invoicing of both type of agreements as it describes the volume of the business.

Adjusting items

Adjusting items included in EBIT

| EUR million | 2024 | 2023 |
|--|-------------|--------------|
| Restructuring costs | -0.1 | -0.2 |
| Impairments and write-downs | -1.9 | -21.6 |
| ERP investment related implementation costs in cloud computing arrangement | -5.9 | - |
| Service agreement settlement | -0.9 | - |
| Compensation from court appeal | 1.4 | - |
| Other | -0.8 | -0.2 |
| Total | -8.1 | -21.9 |

Restructuring costs in 2024 relate to expert services. Impairments and write-downs include earlier under construction in progress capitalized ERP investment related costs. Other adjusting items include costs due to the sale of dose dispensing in Sweden.

Adjusting items in 2023 include an impairment loss on goodwill totalling EUR 21.4 million in the dose dispensing cash generating unit and a write-down of assets of EUR 0.2 million at Brunna warehouse, which was closed. Restructuring costs in 2023 relate to expert services and other adjusting items relate to the sale of dose dispensing business in Sweden.

Geographical information

| EUR million 2024 | Sweden | Finland | Other countries | Total |
|--|---------|---------|-----------------|---------|
| Sales to external customers | 1,093.8 | 549.8 | 36.2 | 1,679.7 |
| Non-current assets* | 29.2 | 283.7 | - | 312.8 |
| Investments | 1.0 | 1.8 | - | 2.9 |
| Average number of personnel, full time equivalents | 394 | 418 | - | 812 |

| EUR million 2023 | Sweden | Finland | Other countries | Total |
|--|--------|---------|-----------------|---------|
| Sales to external customers | 836.7 | 536.5 | 120.7 | 1,493.8 |
| Non-current assets* | 55.1 | 290.2 | - | 345.3 |
| Investments | 0.8 | 2.7 | - | 3.5 |
| Average number of personnel, full time equivalents | 389 | 411 | - | 800 |

* Non-current assets exclude financial instruments and deferred tax assets.

Reporting segments

EUR million

| 2024 | Note | Distribution | Wholesale | Group items | Total |
|--|-----------|--------------|-----------|-------------|---------|
| External invoicing | | 3,456.5 | 315.3 | - | 3,771.8 |
| Internal invoicing | | - | 0.6 | -0.6 | 0.0 |
| Invoicing | | 3,456.5 | 315.9 | -0.6 | 3,771.8 |
| Sales to external customers | | 1,364.7 | 315.0 | - | 1,679.7 |
| Sales to other segments | | - | 0.6 | -0.6 | 0.0 |
| Net sales | 4.2. | 1,364.7 | 315.6 | -0.6 | 1,679.7 |
| EBIT | | 20.4 | 8.5 | -15.3 | 13.6 |
| Adjusted EBIT | | 19.0 | 9.5 | -6.8 | 21.7 |
| Non-current assets | | 60.3 | 20.0 | 232.4 | 312.8 |
| Investments | 6.1./6.2. | 2.6 | 0.2 | 0.1 | 2.9 |
| Depreciation, amortisation and impairments | 6.1./6.2. | 8.6 | 3.0 | 2.0 | 13.6 |
| Average number of personnel, full time equivalents | | 447 | 292 | 74 | 812 |

2023

| | | | | | |
|--|-----------|---------|-------|-------|---------|
| External invoicing | | 3,282.5 | 305.3 | - | 3,587.7 |
| Internal invoicing | | - | 0.9 | -0.9 | 0.0 |
| Invoicing | | 3,282.5 | 306.2 | -0.9 | 3,587.7 |
| Sales to external customers | | 1,189.0 | 304.8 | - | 1,493.8 |
| Sales to other segments | | - | 0.9 | -0.9 | 0.0 |
| Net sales | 4.2. | 1,189.0 | 305.7 | -0.9 | 1,493.8 |
| EBIT | | -6.9 | 8.6 | -7.0 | -5.3 |
| Adjusted EBIT | | 14.5 | 8.9 | -6.8 | 16.7 |
| Non-current assets | | 71.5 | 8.9 | 264.9 | 345.3 |
| Investments | 6.1./6.2. | 1.6 | 0.2 | 1.7 | 3.5 |
| Depreciation, amortisation and impairments | 6.1./6.2. | 31.7 | 3.6 | 0.1 | 35.4 |
| Average number of personnel, full time equivalents | | 450 | 268 | 82 | 800 |

4.2. Net sales and other operating income

The Group's net sales include income from the sale of goods, distribution fees and the sale of services adjusted with indirect taxes, discounts and currency translation differences resulting from sales in foreign currencies. Revenue is measured based on the consideration specified in a contract with a customer and excludes amounts collected on behalf of third parties. The Group recognises revenue when it transfers control over a product or service to a customer. Payment terms are typical to the business. Oriola has open-ended frame agreements in Sweden that allow the company to sell trade receivables relating to Swedish wholesale businesses to the financial institutions on a non-recourse basis.

Oriola's agreements with pharmaceutical companies are either wholesale agreements where Oriola buys the products into own stock and acts as a principal or agreements where Oriola delivers the products from consignment stock and acts as an agent. For agreements in which Oriola acts as a principal the revenue is recognized on gross basis. For consignment agreements where Oriola acts as an agent, only the distribution fee is recognized as revenue. Oriola reports invoicing of both type of agreements as it describes the volume of the business. The definition of invoicing is described in section Alternative performance measures.

The Group's revenues derive from the following revenue streams: services and products, dose dispensing, and sale of other services. In the following section the principal activities of the different revenue streams are described as well as the nature of performance obligations.

Services and products in Distribution segment consist of mainly medicinal products sold to pharmacies, veterinarians,

hospitals and other retailers, as well as sale of logistics and transportation services to pharmaceutical companies.

Services and products in Wholesale segment consist of mainly selfcare and other products sold to pharmacies, retailers and veterinarians.

In products the performance obligation is sale of goods, which is based on sales order. The transaction price is the price of goods. Revenue is recognised when the Group transfers control of goods to customer at the amount which the Group expects to be entitled, i.e. the price of goods sold less any possible discounts.

In Distribution segment where Oriola delivers products from consignment stock and acts as an agent, the performance obligation is sale of logistics and transportation services to pharmaceutical companies. The revenue is recognised at the time when actual services have been performed on a net basis as a fee or commission.

Dose dispensing services are offered to pharmacies in Sweden and Finland and county councils in Sweden. The performance obligation is sale of dose dispensed goods. The transaction price includes the price of goods sold and the price of dose dispensing. The revenue is recognised when the control of the dose dispensed goods is transferred to the customer.

Sale of other services consist of Advisory services providing support to pharmacocompanies regulatory needs, market access services and patient support services, clinical trial services and special licenced medicine sales. The performance obligation is sales of services, which is based

on a contract for delivering services to the customer. The revenue is recognised over the period during which the service is performed at the amount totalling the price of service performed less any possible discounts.

Use of judgements: Oriola's agreements with pharmaceutical companies are either wholesale agreements where Oriola buys the products into own stock and acts as a principal or agreements where Oriola delivers the products from consignment stock and acts as an agent. For agreements where Oriola acts as a principal the legal title, control and payment liability has been transferred to Oriola and the revenue is recognized on gross basis. For consignment agreements where Oriola acts as an agent, only the distribution fee is recognized as revenue. Oriola is the principal if it controls the goods and services before they are provided to the customer. Analysis of the agreements and the related revenue recognition method requires management judgement, considering various contractual terms. In such cases, the Group assesses, for example, whether Oriola has the primary responsibility for the supply of the goods or services in question, the risk associated with inventories and the discretion to determine the price of the goods and services.

Net sales by currency

| Million | 2024 | | 2023 | |
|--------------|----------|----------------|----------|----------------|
| | SEK | EUR | SEK | EUR |
| Sweden | 12,782.9 | 1,118.1 | 10,864.3 | 946.5 |
| Finland | | 561.5 | | 547.4 |
| Total | | 1,679.7 | | 1,493.8 |

Disaggregation of revenue

In the following table, the Group's external revenue is disaggregated by the Group's major revenue streams.

| EUR million | | | |
|-----------------------|----------------|--------------|----------------|
| 2024 | Distribution | Wholesale | Total |
| Services and products | 1,302.3 | 244.0 | 1,546.4 |
| Other* | 62.4 | 70.9 | 133.3 |
| Total | 1,364.7 | 315.0 | 1,679.7 |

| EUR million | | | |
|-----------------------|----------------|--------------|----------------|
| 2023 | Distribution | Wholesale | Total |
| Services and products | 1,121.4 | 234.2 | 1,355.6 |
| Other* | 67.7 | 70.6 | 138.2 |
| Total | 1,189.0 | 304.8 | 1,493.8 |

* Other includes sales of dose dispensing and sale of other services.

Revenues from one customer in Distribution and Wholesale segment were 360 (2023:315) million from Group's net sales.

Contract balances

The Group has recognised the following liabilities related to contracts with customers:

| EUR million | 31 Dec 2024 | 31 Dec 2023 |
|---|-------------|-------------|
| Advances received from pharmacies | 7.9 | 10.4 |
| Advances received related to other services | 0.1 | 0.2 |
| Total | 8.0 | 10.6 |

Advances received from pharmacies are presented as current interest-bearing liabilities in the statement of financial position. Additional information on the interest-bearing liabilities can be found in note 8.2. Financial assets and liabilities.

Other operating income

| EUR million | 2024 | 2023 |
|--|------|------|
| Gains on sales of tangible and intangible assets | - | 0.0 |
| Rental income | 0.1 | 0.2 |
| Service charges | 1.4 | 1.3 |
| Other operating income | 2.9 | 1.4 |

| EUR million | 2024 | 2023 |
|--------------|------------|------------|
| Total | 4.5 | 2.9 |

Other operating income in 2024 includes compensation of EUR 1.4 million received from court appeal.

4.3. Operating expenses

Operating expenses include material purchases, employee benefit expenses and other operating expenses as presented on the face of the statement of comprehensive income. Employee benefit expenses are specified in note 4.4. Employee benefits.

Materials and supplies

Materials and supplies include materials, procurement and other costs related to procurement.

| EUR million | 2024 | 2023 |
|------------------------------|----------------|----------------|
| Purchases during the period | 1,535.5 | 1,348.1 |
| Change in inventories | -16.6 | -13.8 |
| Products for own use | -0.1 | -0.1 |
| Foreign exchange differences | 0.4 | -0.1 |
| Total | 1,519.3 | 1,334.1 |

Materials and supplies by currency

| Million | 2024 | |
|--------------|----------|----------------|
| | SEK | EUR |
| Sweden | 11,782.7 | 1 030.6 |
| Finland | | 488.6 |
| Total | | 1,519.3 |

| Million | 2023 | |
|--------------|---------|----------------|
| | SEK | EUR |
| Sweden | 9,857.4 | 858.7 |
| Finland | | 475.3 |
| Total | | 1,334.1 |

Other operating expenses

| EUR million | 2024 | 2023 |
|-----------------------------------|-------------|-------------|
| Freights and other variable costs | 30.2 | 32.4 |
| Marketing | 0.7 | 0.4 |
| Information management | 9.9 | 9.3 |
| Premises | 5.7 | 5.9 |
| External services | 25.7 | 21.8 |
| Other operating expenses | 9.4 | 9.9 |
| Total | 81.6 | 79.8 |

External services include EUR 4.7 million expenses related to the ERP investment.

Audit fees

| EUR million | 2024 | 2023 |
|----------------------------------|------------|------------|
| To member firms of KPMG network | | |
| Fees for statutory audit | 0.3 | 0.2 |
| Fees for other audit assignments | 0.1 | 0.0 |
| Fees for other services | 0.0 | 0.0 |
| Total | 0.4 | 0.3 |

4.4. Employee benefits

The Group's employee benefits include short-term employee benefits, pension benefits, other long-term employee benefits and share-based payments.

Short-term employee benefits: Wages and salaries, fringe benefits, annual leave and bonuses are recognised in the period in which the work is performed.

Pension benefits: The Group's pension arrangements are in compliance with each country's local regulations and practices. The pension arrangements of the Group companies comprise both defined contribution plans and defined benefit plans. The payments to the defined contribution plans are recognised as expenses in the statement of comprehensive income in the period in which they incur. Under a defined benefit pension plan, the Group's obligation is not limited to the payments made under the plan but also includes the actuarial and investment risks related to the pension plan in question.

The pension expenses related to defined benefits have been calculated using the projected unit credit method. Pension expenses are recognised as expenses by distributing them over the estimated period of service of the personnel concerned. The amount of the pension obligation is the present value of the estimated future pensions payable.

Other long-term employee benefits consist of a long-service benefit scheme operated by the Group. The long-service benefit scheme is presented as other non-current liabilities in the statement of financial position.

Share-based payments: Share incentive plans are measured at fair value at the grant date, and are recognised as

expenses over the vesting period. The fair value of the share is the share price on the date at which the target group has agreed to the conditions of the plan. Share-based payments are paid in cash and in equity.

Employee benefit expenses

| EUR million | 2024 | 2023 |
|-----------------------------|-------------|-------------|
| Wages, salaries and bonuses | 42.5 | 39.8 |
| Share-based payments | 0.1 | 0.5 |
| Pension costs | | |
| Defined contribution plans | 5.6 | 5.2 |
| Defined benefit plans | 0.5 | 0.3 |
| Other personnel expenses | 7.3 | 7.0 |
| Total | 56.1 | 52.8 |

Number of employees

At the end of the financial year, the total number of employees (headcount) was 934 (932).

The number of employees in full-time equivalents (FTE) was 816 (801), of which 409 (412) worked in Finland and 407 (389) worked in Sweden. The average number of employees (FTE) during the financial year was 812 (800).

Post-employment benefits

The Oriola Group has defined benefit pension plans in Finland and Sweden.

In Finland, the defined benefits plans consist of a voluntary insurance plan, which is a final average pay pension plan concerning additional pensions. The benefits are insured with OP Life Assurance.

In Sweden, some of the office employees are covered by the defined benefit plan ITP 2 and others by the defined contribution plan ITP 1. The employees have a defined contribution plan according to local legislation. In ITP 2, the company can recognise the old age pension liabilities in its statement of financial position or, alternatively, pay the pension expenses to the pension insurance company Alecta.

Oriola Sweden AB has recognised its ITP 2 old age pension liabilities in full in its statement of financial position. Oriola Sweden AB's old age pension benefits other than ITP 2 are insured with Alecta.

Employer contributions to post-employment benefit plans are expected to be EUR 0.5 million during 2025 financial year. The weighted average duration of the defined benefit obligation is 18.5 years.

All plan assets of the Group relate to the Finnish voluntary insurance plan and are held by the insurance company. They are part of the insurance company's investment assets and are considered to be unquoted.

Net defined benefit liability in the statement of financial position is defined as follows:

| EUR million | 2024 | 2023 |
|---|------|------|
| Present value of funded obligations | 14.7 | 14.8 |
| Fair value of plan assets | -1.4 | -1.4 |
| Deficit/surplus | 13.3 | 13.4 |
| Net liability (+) / assets (-) in the statement of financial position | 13.3 | 13.4 |

Change in defined benefit obligation and plan assets:

| EUR million | Present value of funded obligation | Fair value of plan assets | Total |
|--|------------------------------------|---------------------------|-------------|
| 1 Jan 2023 | 13.2 | -1.4 | 11.8 |
| Current service cost | 0.4 | - | 0.4 |
| Interest cost or income | 0.5 | -0.1 | 0.4 |
| | 14.1 | -1.5 | 12.6 |
| Remeasurements | | | |
| Actuarial gains (-) and losses (+) arising from changes in demographical assumptions | 0.2 | - | 0.2 |
| Actuarial gains (-) and losses (+) arising from changes in financial assumptions | 0.7 | 0.1 | 0.8 |
| Experience profits (-) or losses (+) | 0.5 | - | 0.5 |
| | 15.4 | -1.4 | 14.0 |
| Differences in foreign exchange rates | 0.1 | - | 0.1 |
| Contributions | | | |
| Plan participants | - | -0.1 | -0.1 |
| Expenses arising from the plans | | | |
| Benefits paid | -0.7 | 0.2 | -0.5 |
| 31 Dec 2023 | 14.8 | -1.4 | 13.4 |
| Current service cost | 0.6 | - | 0.6 |
| Interest cost or income | 0.5 | -0.1 | 0.4 |
| | 15.9 | -1.4 | 14.5 |
| Remeasurements | | | |
| Actuarial gains (-) and losses (+) arising from changes in financial assumptions | -0.1 | 0.0 | -0.1 |
| Experience profits (-) or losses (+) | -0.1 | - | -0.1 |
| | 15.7 | -1.4 | 14.3 |

| EUR million | Present value of funded obligation | Fair value of plan assets | Total |
|---------------------------------------|------------------------------------|---------------------------|-------------|
| Differences in foreign exchange rates | -0.4 | - | -0.4 |
| Contributions | | | |
| Plan participants | - | -0.1 | -0.1 |
| Expenses arising from the plans | | | |
| Benefits paid | -0.6 | 0.1 | -0.5 |
| 31 Dec 2024 | 14.7 | -1.4 | 13.3 |

| Significant actuarial assumptions 31 Dec: | 2024 | 2023 |
|---|-----------|-----------|
| Discount rate (%) | 3.30 | 3.10-4.00 |
| Salary increases (%) | 2.30-3.45 | 2.80-3.40 |

Mortality assumptions are made on the basis of actuarial guidelines and they are founded on statistics published in each region and on experience.

Sensitivity of the defined benefit obligation to changes in the most significant assumptions:

| Assumption | Change in assumption as percentage point | Effect of change in assumption % |
|---------------------------|--|----------------------------------|
| Decrease in discount rate | -0.5 | increase by 10.1 |
| Increase in discount rate | +0.5 | reduce by 9.0 |
| Increase in salaries | +0.5 | increase by 2.2 |
| Increase in benefits | +0.5 | increase by 10.0 |

The table presents a sensitivity analysis for the most significant actuarial assumptions, showing the effect of any change in actuarial assumptions on the defined benefit pension obligation.

The effects of the above sensitivity analysis have been calculated so that when the effect of the change in the assumption is calculated all other assumptions are expected to remain unchanged. This is unlikely to happen and in some assumptions changes may correlate with each other. The sensitivity of the defined benefit obligation has been calculated using the same method as in the calculation of the pension obligation to be entered in the statement of financial position (the current value of the defined benefit obligation at

the end of the reporting period using the projected unit credit method).

The most significant risks arising from defined benefit pension plans:

Life expectancy: Most of the plan obligations are connected with generating life-long benefits for employees and for this reason a higher life expectancy will mean more obligations under the plan.

Inflation risk: Some of the Group's pension obligations are linked to inflation, and higher inflation will lead to higher liabilities.

Changes in bond yields: A decrease in bond yields will increase

Use of estimates: The discounted value of the pension obligation is based on several actuarial assumptions. Changes in the assumptions have an impact on the carrying amount of the pension obligation. Discount rate used is one of the assumptions used. The interest rate used is determined at the date of measurement by reference to the maturity of corporate bonds issued by financially sound companies that is similar to that of the pension obligation. Other key assumptions impacting pension liabilities are based on the circumstances valid at the time.

plan liabilities, although this will be partially offset by an increase in the value of the plans' assets.

Short-term Incentive Plan

The Short-term Incentive Plan (STI) is based on the achievement of the company's financial targets and personal targets. The Board of Directors decides annually on the earnings criteria and the determination of the STI based on the proposal of the Compensation and Human Resources Committee.

Share-based payments

Oriola has a share-based long-term incentive plan for the company's key employees, including the CEO and the Oriola Management Team.

The incentive plan comprises a Performance Share Plan (the "PSP") and a share-based bridge plan to cover the transition phase to the new LTI structure (the "Bridge Plan"). In addition, the long-term incentive scheme comprises a Restricted Share Plan (the "RSP") as a complementary long-term share-based retention plan for individually selected key employees in specific situations.

THE PERFORMANCE SHARE PLAN (EQUITY-SETTLED)

The Performance Share Plan for the years 2022-2025 consists of annually commencing individual performance share plans, each of which is subject to separate decision of the Board of Directors. Each plan comprises a performance period followed by the payment of the potential share rewards in listed class B shares of Oriola.

The length of the performance period of the first plan, PSP 2022, is four calendar years. At the end of the financial year PSP 2022 has 10 participants. The performance measures based on which the potential share rewards under PSP 2022 will be paid are earnings per share (EPS) and an environment-related target (CO2). PSP 2022 comprises a performance period covering the calendar years 2022-2025, and the share rewards potentially payable thereunder will be paid during the first half of 2026. The payment of the rewards is conditional on the achievement of the performance targets which the Board of Directors has set for the plan and the individual participant's continued employment or service relationship with Oriola. If all the performance targets for the PSP 2022 are fully achieved, the aggregate maximum number of shares to be paid based on this plan is approximately 2,254,000 class B shares (referring to gross earning, from which the applicable payroll tax is withheld).

The second plan, PSP 2024, is for three calendar years 2024-2026. At the end of the financial year PSP 2024 has 16 participants. The performance measures for this plan are cumulative adjusted EBIT, earnings per share (EPS) and ESG-target (Delivery accuracy of pharma). Possible share rewards are payable during the first half of 2027. The aggregate maximum number of shares payable as a reward based on this plan is approximately 2,283,305 class B shares (referring to gross earnings, from which the applicable payroll tax is withheld).

The expenses recognised for the Performance Share Plans were EUR 0.1 (0.4) million in 2024.

THE BRIDGE PLAN (EQUITY-SETTLED)

In 2024, a total of 11,714 B treasury shares owned by the company were conveyed without consideration to the key employees who participated in the Bridge Plan 2022-2023 in accordance with the terms and conditions of the plan.

THE RESTRICTED SHARE PLAN (EQUITY-SETTLED)

The Restricted Share Plan for the years 2022-2025 consists of annually commencing individual restricted share plans which are subject to a separate decision of the Board of Directors. Each plan comprises a restriction period with an overall length of three years, extending to first half of the fourth year of the individual plan. During the plan period, the company may grant fixed share rewards to individually selected key employees. The granted share rewards are paid to the selected participants in one or several tranches latest by the end of the restriction period. The share rewards are paid in listed class B shares. The first plan, RSP 2022, commenced effective as of the beginning of 2022. The aggregate maximum number of shares payable as a reward is approximately 225,400 class B shares (referring to gross earning, from which the applicable payroll tax is withheld).

For all programs, if the individual's employment with Oriola Corporation terminates before the payment of the reward, the individual is, as a main rule, not entitled to any reward. The value of the reward payable to each individual participant based on the plans is limited by a maximum cap linked to a multiplier of the individual's annual salary. Oriola applies a share ownership requirement to the CEO and the members of Oriola Management Team. They are expected to retain ownership at least half of the shares received under the incentive plans until the value of his/her ownership in the company, in the case of the CEO, corresponds to at least his/her annual gross base salary, and in the case of the other the members of the Oriola Management Team, to at least half of his/her annual gross base salary.

SHARE SAVINGS PLAN

The share savings plan for the key personnel that Oriola Corporation has had since 2013 was terminated in 2022 and a total of 22,138 Oriola Corporation's class B treasury shares were conveyed in 2023 without consideration to the key personnel who participated in the plan.

5. Working capital

5.1. Trade and other receivables

Trade receivables are amounts due from customers for goods sold or services performed in the ordinary course of business. Trade receivables are initially recognised when they are originated and subsequently carried at amortised cost. The Group applies the simplified approach to providing for expected credit losses, which permits the use of the lifetime expected loss allowance for all trade receivables. Loss allowances are recognised as an expense in the consolidated statement of comprehensive income. The part of the trade receivables, which is held for sale, is classified to measurement category fair value through profit and loss. Sold non-recourse trade receivables' credit risk and contractual rights are transferred from the Group on the selling date and related expenses are recognised as financial expenses. Additional information on sales arrangement for trade receivables can be found in note 8.3. Financial risk management.

| EUR million | 2024 | 2023 |
|-------------------------------------|--------------|--------------|
| Trade receivables | 247.1 | 259.5 |
| Income tax receivables | - | 0.6 |
| Prepaid expenses and accrued income | 2.3 | 2.0 |
| VAT receivables | 8.2 | 10.4 |
| Rental prepayments | 0.1 | -0.1 |
| Other receivables | 0.9 | 1.5 |
| Total | 258.8 | 273.9 |

As a part of managing liquidity risk Oriola has open-ended frame agreements in Sweden that allows the company to sell trade receivables relating to Swedish wholesale businesses to the financial institutions on non-recourse basis. Sold and from the statement of financial position derecognised non-recourse trade receivables were EUR 94.1 (97.1) million on the balance sheet date. No significant changes are anticipated in the scope of the agreements to sell trade receivables in 2025.

The credit risk in Finland is reduced by interest-bearing advance payments from pharmacies. These interest-bearing advance payments are presented as current interest-bearing liabilities in the statement of financial position. On the balance sheet date, the amount of prepayments was EUR 7.9 (10.4) million. Additional information on the interest-bearing advance payments can be found in note 8.2. Financial assets and liabilities.

Information about the Group's exposure to credit and market risks, and impairment losses for trade receivables is included in note 8.3. Financial risk management.

Ageing and loss allowance of trade receivables at the closing date

| EUR million | 2024 | | 2023 | |
|-----------------------------|-----------------------|----------------|-----------------------|----------------|
| | Gross carrying amount | Loss allowance | Gross carrying amount | Loss allowance |
| Not past due | 233.7 | -0.0 | 239.3 | -0.0 |
| Past due 1 - 30 days | 11.4 | -0.0 | 7.7 | -0.0 |
| Past due 31 - 180 days | 2.1 | -0.0 | 12.9 | -0.2 |
| Past due more than 180 days | 0.1 | -0.1 | -0.0 | -0.1 |
| Total | 247.3 | -0.2 | 259.8 | -0.3 |

The carrying amount of trade receivables corresponds to the maximum amount of credit risk relating to them at the balance sheet date.

The loss allowance for trade receivables as at 31 December reconcile to the opening loss allowances as follows:

| EUR million | 2024 | 2023 |
|--|------------|------------|
| Opening loss allowance at 1 Jan | 0.3 | 0.0 |
| Net remeasurement of loss allowance | 0.1 | 0.3 |
| Amounts written off during the year as uncollectible | -0.1 | - |
| Unused amount reversed | -0.2 | - |
| Foreign exchange rate differences | -0.0 | - |
| Closing loss allowance at 31 Dec | 0.2 | 0.3 |

5.2. Inventories

Inventories are presented in the consolidated statement of financial position at the lower of cost and net realisable value. The net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated necessary direct costs of sale. The cost of inventories is determined on the basis of FIFO principle. If the net realisable value is lower than cost, a valuation allowance is recognised for inventory obsolescence.

| EUR million | 2024 | 2023 |
|-------------------------------|--------------|--------------|
| Raw materials and consumables | 0.0 | 0.1 |
| Work in progress | 0.0 | 0.0 |
| Finished goods | 176.2 | 162.8 |
| Total | 176.3 | 162.9 |

The inventories as of 31 December 2024 included pharmaceuticals and health related products. No significant valuation allowances have been recognised on inventories.

Oriola's agreements with pharmaceutical companies are either wholesale agreements where Oriola buys the products into own stock and acts as a principal or agreements where Oriola delivers the products from consignment stock and acts as an agent. Consignment stock is not included in Oriola's inventories.

5.3. Trade payables and other liabilities

| EUR million | 2024 | 2023 |
|--|--------------|--------------|
| Trade payables | 626.2 | 607.5 |
| Income tax payables | 0.3 | 0.1 |
| Accrued liabilities | 12.0 | 10.8 |
| Derivatives measured at fair value through profit and loss | 0.0 | 0.6 |
| VAT liabilities | 5.3 | 5.6 |
| Other current liabilities | 5.5 | 2.1 |
| Total | 649.4 | 626.7 |

Material items included in accrued liabilities

| EUR million | 2024 | 2023 |
|--|-------------|-------------|
| Accrued wages, salaries and social security payments | 9.2 | 7.9 |
| Other accrued liabilities | 2.8 | 2.9 |
| Total | 12.0 | 10.8 |

Other non-current liabilities

| EUR million | 2024 | 2023 |
|-------------------------------|------------|------------|
| Derivatives | 0.5 | 0.4 |
| Other non-current liabilities | 0.5 | 0.4 |
| Total | 1.0 | 0.8 |

Other non-current liabilities include long-service benefit liability.

5.4. Provisions

A provision is recognised in the consolidated statement of financial position when the Group has a present legal or contractual obligation as a result of a past event and it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

A restructuring provision is recognised when the Group has a detailed, formal restructuring plan, has started the implementation of the plan or has informed those affected by the plan. No provision related to costs for continuing operations is recognised.

At the end of 2024 and 2023 the Group did not have any provisions in the consolidated statement of financial position.

6. Tangible and intangible assets and other non-current assets

6.1. Property, plant and equipment

Tangible assets are initially recognised at historical cost and they are subsequently measured at historical cost less depreciation and impairment losses. The assets are depreciated over their estimated useful life using the straight-line method. The useful life of assets is reviewed at least annually, and it is adjusted if necessary. The estimated useful lives are as follows:

- Buildings 20–50 years
- Machinery and equipment 5–10 years
- Other tangible assets 3–10 years

Land areas are not subject to depreciation. Repair and maintenance costs are recognised as expenses for the period. Improvement investments are capitalised providing they are expected to generate future economic benefits. Gains and losses resulting from the disposal of tangible assets are recognised as other operating income or expense in the statement of comprehensive income. Impairment of tangible assets is disclosed in the note 6.2.

Property, plant and equipment

| EUR million 2024 | Land and water | Buildings and constructions | Machinery and equipment | Right-of-use assets* | Other tangible assets | Advance payments and construction in progress | Total |
|---|----------------|-----------------------------|-------------------------|----------------------|-----------------------|---|---------------|
| Historical cost 1 Jan 2024 | 1.8 | 60.1 | 52.4 | 24.7 | 0.5 | 3.5 | 143.2 |
| Increases | - | 0.1 | 1.3 | 7.0 | 0.1 | 1.1 | 9.6 |
| Decreases | - | -0.1 | -0.5 | -1.5 | -0.1 | -0.0 | -2.1 |
| Reclassifications | - | 0.0 | 0.9 | - | - | -0.9 | - |
| Foreign exchange rate differences | -0.0 | -0.6 | -1.1 | -0.7 | 0.0 | -0.1 | -2.5 |
| Historical cost 31 Dec 2024 | 1.8 | 59.6 | 53.0 | 29.6 | 0.6 | 3.6 | 148.2 |
| Accumulated depreciation 1 Jan 2024 | - | -44.1 | -34.4 | -16.1 | -0.3 | -3.3 | -98.2 |
| Accumulated depreciation related to decreases and reclassifications | - | 0.1 | 0.5 | 1.1 | 0.1 | - | 1.7 |
| Depreciation for the financial year | - | -1.4 | -3.6 | -3.0 | -0.0 | - | -8.0 |
| Foreign exchange rate differences | - | 0.3 | 0.6 | 0.4 | -0.0 | 0.1 | 1.5 |
| Accumulated depreciation 31 Dec 2024 | - | -45.1 | -36.9 | -17.6 | -0.3 | -3.1 | -103.0 |
| Carrying amount 1 Jan 2024 | 1.8 | 16.0 | 18.0 | 8.6 | 0.3 | 0.3 | 45.0 |
| Carrying amount 31 Dec 2024 | 1.8 | 14.5 | 16.1 | 12.0 | 0.3 | 0.5 | 45.2 |
| 2023 | | | | | | | |
| Historical cost 1 Jan 2023 | 1.8 | 59.7 | 60.0 | 31.6 | 0.7 | 3.4 | 157.2 |
| Increases | - | 0.5 | 0.4 | 3.2 | 0.1 | 0.4 | 4.7 |
| Decreases | - | -0.2 | -2.9 | -6.5 | -0.0 | -0.0 | -9.6 |
| Reclassifications | - | 0.1 | 0.2 | - | - | -0.3 | 0.0 |
| Transfer to assets held for sale (note 10.3.) | - | - | -5.4 | -3.6 | -0.2 | - | -9.3 |
| Foreign exchange rate differences | 0.0 | 0.0 | 0.1 | 0.1 | 0.0 | 0.0 | 0.2 |
| Historical cost 31 Dec 2023 | 1.8 | 60.1 | 52.4 | 24.7 | 0.5 | 3.5 | 143.2 |
| Accumulated depreciation 1 Jan 2023 | - | -42.6 | -35.5 | -17.8 | 0.3 | -3.2 | -99.5 |
| Accumulated depreciation related to decreases and reclassifications | - | 0.2 | 2.3 | 1.6 | - | - | 4.1 |
| Depreciation for the financial year | - | -1.7 | -4.3 | -3.1 | -0.1 | - | -9.1 |
| Impairments | - | - | -0.2 | - | - | - | -0.2 |
| Transfer to assets held for sale (note 10.3.) | - | - | 3.4 | 3.3 | 0.1 | - | 6.9 |
| Foreign exchange rate differences | - | -0.0 | -0.2 | -0.1 | -0.0 | -0.0 | -0.3 |
| Accumulated depreciation 31 Dec 2023 | - | -44.1 | -34.4 | -16.1 | -0.3 | -3.3 | -98.2 |
| Carrying amount 1 Jan 2023 | 1.8 | 17.1 | 24.5 | 13.8 | 0.3 | 0.1 | 57.7 |
| Carrying amount 31 Dec 2023 | 1.8 | 16.0 | 18.0 | 8.6 | 0.3 | 0.3 | 45.0 |

* Decreases in 2023 mainly relate to Brunna warehouse, which was closed. For more details about the right-of-use assets please refer to section 7. Leases.

6.2. Goodwill and other intangible assets

Goodwill: Goodwill arising from business combinations is recognised as the amount by which the aggregate of the fair value of the consideration transferred, the acquisition date fair value of any previously held interest and any non-controlling interest exceeds the fair value of the net assets acquired. Goodwill is not amortised but is tested for impairment at least annually according to the business structure in force at the time of impairment testing. For impairment testing, goodwill is allocated to cash-generating units. Goodwill is measured at cost less accumulated impairment losses. Impairment losses are recognised in the statement of comprehensive income.

Other intangible assets: Other intangible assets are initially recognised at historical cost and they are subsequently measured at historical cost less amortisation and impairment losses. Intangible assets not yet available for use are tested annually for impairment. Other intangible assets include sales licences, trademarks, patents, software licences and product and marketing rights. Assets with finite useful life are amortised over their useful life, using the straight-line method. Research and development costs are normally expensed as other operating expenses for the reporting period in which they are incurred. Expenditures on development is capitalised only when it relates to new products or services that are technically and commercially feasible. The majority of the Group's development expenditure does not meet the criteria for capitalisation and are recognised as expenses as incurred. Configuration and customisation costs in a cloud service contract, which do not meet the definition of an intangible asset, and which are distinct from the actual cloud service, are recognised as expense when the service is received. Customisation costs which are not distinct from the actual cloud services, are recognised as advance payments in the statement of financial position and expensed over the estimated term of the cloud service contract. The estimated useful lives of other intangible assets are as follows:

Intangible rights:

- Patents and trademarks 10 years
- Software 5–10 years
- Other intangible assets 3–10 years

6.2. Goodwill and other intangible assets

| EUR million | Goodwill | Intangible rights | Other intangible assets* | Advance payments and construction in progress** | Total |
|---|-------------|-------------------|--------------------------|---|--------------|
| 2024 | | | | | |
| Historical cost 1 Jan 2024 | 35.2 | 15.5 | 30.8 | 2.4 | 83.9 |
| Increases | - | - | 0.0 | 0.2 | 0.2 |
| Decreases | - | - | -0.1 | -0.0 | -0.1 |
| Impairments | - | - | - | -1.9 | -1.9 |
| Reclassifications | - | - | 0.0 | -0.0 | - |
| Foreign exchange rate differences | -0.0 | -0.3 | - | -0.0 | -0.3 |
| Historical cost 31 Dec 2024 | 35.1 | 15.3 | 30.6 | 0.7 | 81.8 |
| Accumulated amortisation 1 Jan 2024 | - | -15.1 | -17.2 | -0.5 | -32.7 |
| Accumulated amortisation related to decreases and reclassifications | - | - | 0.1 | - | 0.1 |
| Amortisation for the financial year | - | -0.2 | -3.6 | - | -3.8 |
| Foreign exchange rate differences | - | 0.2 | - | 0.0 | 0.3 |
| Accumulated amortisation 31 Dec 2024 | - | -15.0 | -20.7 | -0.5 | -36.1 |
| Carrying amount 1 Jan 2024 | 35.2 | 0.5 | 13.6 | 1.9 | 51.2 |
| Carrying amount 31 Dec 2024 | 35.1 | 0.3 | 10.0 | 0.2 | 45.7 |
| 2023 | | | | | |
| Historical cost 1 Jan 2023 | 61.1 | 20.1 | 32.4 | 7.0 | 120.6 |
| Increases | - | 0.1 | 0.1 | 1.8 | 2.0 |
| Decreases | - | -0.6 | -1.9 | -5.9 | -8.4 |
| Impairments | -21.4 | - | - | - | -21.4 |
| Reclassifications | - | 0.5 | 0.1 | -0.6 | -0.0 |
| Transfer to assets held for sale (note 10.3.) | -4.5 | -4.5 | - | - | -9.0 |
| Foreign exchange rate differences | 0.0 | 0.0 | - | 0.0 | 0.0 |
| Historical cost 31 Dec 2023 | 35.2 | 15.5 | 30.8 | 2.4 | 83.9 |
| Accumulated amortisation 1 Jan 2023 | - | -17.6 | -14.9 | -6.4 | -38.9 |
| Accumulated amortisation related to decreases and reclassifications | - | 0.6 | 1.9 | 5.9 | 8.4 |
| Amortisation for the financial year | - | -0.6 | -4.2 | - | -4.7 |
| Transfer to assets held for sale (note 10.3.) | - | 2.6 | - | - | 2.6 |
| Foreign exchange rate differences | - | -0.0 | - | -0.0 | -0.0 |
| Accumulated amortisation 31 Dec 2023 | - | -15.1 | -17.2 | -0.5 | -32.7 |
| Carrying amount 1 Jan 2023 | 61.1 | 2.5 | 17.5 | 0.6 | 81.7 |
| Carrying amount 31 Dec 2023 | 35.2 | 0.5 | 13.6 | 1.9 | 51.2 |

* Other intangible assets include expenses for installation and specialist work related to the implementation of computer software.

** Advance payments and construction in progress include mainly costs related to software.

Impairments

Impairment of tangible and intangible assets:

The Group assesses at each reporting date whether there is any indication that an asset may be impaired. If any indication exists, the Group estimates the asset's recoverable amount. The recoverable amount is the higher of the net sales price or value in use, which is the present value of the expected future cash flows expected to be derived from the asset.

The impairment loss is recognised in the statement of comprehensive income if the carrying amount of the asset exceeds the recoverable amount. An impairment loss is reversed if there is a change in the circumstances and the recoverable amount exceeds the carrying amount. The reversal of impairment loss cannot exceed the asset's carrying amount without any impairment loss.

Allocation and impairment testing of goodwill:

The goodwill impairment test is conducted at least annually or more frequently if there is any indication that goodwill may be impaired. Impairment testing is conducted according to the business structure in force at the time of impairment testing. Impairment is recognised in the statement of comprehensive income under Depreciation, amortisation and impairments. Goodwill impairment losses are not reversed.

IMPAIRMENT OF TANGIBLE AND INTANGIBLE ASSETS

In 2024 an impairment of EUR 1.9 million was recognised to costs related to ERP investment previously capitalised on unfinished intangible assets. In 2023 an impairment loss of EUR 0.2 million recorded in machinery and equipment related to Brunna warehouse in Sweden, which was closed.

GOODWILL IMPAIRMENT TESTING

The recoverable amount of the cash-generating units (CGUs) in impairment testing was based on value-in-use calculations. Value-in-use has been determined based on discounted cash flows (DCF-model). The cash flow forecasts are based on three-year strategic plans approved by the management and are consistent with the current business structure. The most important assumptions in the strategic plans are estimates of overall long-term growth in the market and the market position as well as the profitability of the Group businesses. The foreign exchange rates used in converting the calculations into euros are those prevailing at the time of testing.

The main parameters used in the impairment testing are net sales growth percentage, EBIT percentage, terminal growth percentage and discount rate.

The three-year net sales forecasts are based on the management's assessment of the net sales growth, market development forecasts available from external information sources and sales growth based on the Group's actions.

The terminal growth rate used in the calculations is based on the management's assessments of the long-term growth. In estimating the terminal growth rate, both country-specific and business sector growth forecasts available from external information sources as well as the characteristic features of each operating segment and cash generating unit are considered. Terminal growth rate for cash generating units was 2.0% from the year 2027. The discount rate used in the calculation is based on the Group's weighted average cost of capital, taking into account the industry and country specific risks in each of the Group's operating segment. When defining the discount rates, Oriola has acquired the necessary information from an external information source.

RESULT OF GOODWILL IMPAIRMENT TESTING

The result of impairment testing performed in the last quarter of the year shows that the "value in use" in the tested cash generating

units exceeds the book value of the carrying amounts, and thus no impairment of goodwill was recognised in 2024. In 2023 a goodwill impairment loss of EUR 21.4 million was recognised in the dose dispensing cash generating unit and EUR 3.3 million from the impairment was related to dose dispensing business in Sweden. The remaining goodwill of EUR 4.5 million in dose dispensing business Sweden is included in assets held for sale. More information is presented in note 10.3. Assets held for sale and discontinued operations.

GOODWILL AND PROJECTION PARAMETERS APPLIED

| | Dose dispensing | Distribution services | Expert services | Total |
|-------------------------|-----------------|-----------------------|-----------------|-------|
| 2024 | | | | |
| Goodwill | 2.3 | 25.9 | 6.9 | 35.1 |
| Pre-tax discount rate % | 9.4 | 8.4 | 8.4 | |
| Terminal growth % | 2.0 | 2.0 | 2.0 | |
| 2023 | | | | |
| Goodwill | 2.3 | 25.9 | 6.9 | 35.1 |
| Pre-tax discount rate % | 10.7 | 9.5 | 9.9 | |
| Terminal growth % | 2.0 | 2.0 | 2.0 | |

Sensitivity analysis for the following projection parameters have been performed: discount rate, EBIT percentage, terminal growth percentage, and net sales growth percentage. For Dose dispensing CGU the recoverable amount would equal the carrying amount if pre-tax rate increased 0.4 percentage points, or if EBIT percentage decreased 0.1 percentage points, or if terminal growth percentage decreased 0.5 percentage point, or if sales growth percentage decreased 0.6 percentage points. For other CGUs, the management believes that any reasonably possible change in the projection parameters would not cause carrying amount of the cash-generating units to exceed its recoverable amount.

Use of estimates: The Group's assets with an indefinite useful life are subject to annual impairment testing and any indication of impairment of assets is assessed using information from external sources on market development as well as information from internal sources on business performance and estimates. When analysing these sources and information and making conclusions, estimates are used. The recoverable values used in impairment testing are discounted future cash flows that can be obtained through usage and possible sale of the assets. If the carrying amount of the asset exceeds either its recoverable amount or fair value, the difference is recognised as an impairment charge. The preparation of such calculations requires the use of estimates.

6.3. Other non-current assets

| EUR million 2024 | Other shares and share- holdings | Other non- current assets | Total |
|------------------------------------|--|------------------------------|-------------|
| Carrying amount 1 Jan 2024 | 13.6 | 1.9 | 15.5 |
| Decreases | - | -1.3 | -1.3 |
| Changes in fair value | -2.6 | - | -2.6 |
| Foreign exchange rate differences | - | -0.0 | -0.0 |
| Carrying amount 31 Dec 2024 | 11.0 | 0.7 | 11.7 |
| 2023 | | | |
| Carrying amount 1 Jan 2023 | 34.2 | 4.0 | 38.3 |
| Increases | - | -2.1 | -2.1 |
| Decreases | -20.6 | - | -20.6 |
| Foreign exchange rate differences | - | 0.0 | 0.0 |
| Carrying amount 31 Dec 2023 | 13.6 | 1.9 | 15.5 |

Other shares and shareholdings

The investment in Doktor.se is accounted for as a financial asset. Additional information can be found in note 8.2 Financial assets and liabilities. Oriola classifies the shares of Doktor.se as the investment in Doktor.se is seen as strategic investment, which supports Oriola's business operations. The shares are presented in the consolidated statement of financial position as part of other non-current assets. Possible changes in fair value of the investment are recognised in other comprehensive income and they shall not subsequently be transferred to profit and loss. Possible dividends are recognised as dividend income in the profit and loss.

Other shares and shareholdings include Oriola's holding in the Swedish online medical centre Doktor.se. Doktor.se offers personal digital healthcare services to its customers. Doktor.se has a comprehensive organisation with specialist nurses, doctors and psychologists.

The applied valuation method for the shares in Doktor.se is based on realised transactions. In 2024, a decrease of EUR 2.6 (decrease of 20.6) million was recognised in the fair value of shareholdings in Doktor.se due to the realised transactions at lower price.

Oriola's ownership at the end of the reporting period was approximately 5% of the total number of shares in Doktor.se. Oriola's ownership of shares in Doktor.se has not changed during years 2023 and 2024.

Use of judgements: The management has to evaluate at each balance sheet date whether there have been any changes to the fair value of the shares measured at fair value through other comprehensive income. The applied valuation method for the shares in Doktor.se is based on realised transactions.

7. Leases

Leases: The Group has lease contracts related to real estates, IT equipment, vehicles and other machinery and equipment.

The Group's real estate leases include leases of office and warehouse premises. The usual duration of the leases is 3 years, and the contracts are regularly renewed for the next lease period. For most of the contracts the lease payments are adjusted every year based on the change of the consumer price index.

The Group leases of vehicles consist of company cars, which are used as part of employee benefits and forklifts, which are used in warehouses. The lease period for the company cars is usually 3 years and for forklifts 5 or 6 years.

The Group leases IT equipment such as servers, printers and laptops. The lease period for IT equipment is usually 3-5 years.

Leases of other machinery and equipment include waste presses in the warehouses and dose dispensing equipment, containers, furniture and other machinery and equipment such as franking machines and coffee machines.

At inception of a contract it is assessed whether a contract contains a lease. A contract contains a lease if it conveys the right to control the use of an identified asset for a period of time in exchange for consideration. In order to assess whether a contract conveys the right to control the use of an identified asset, it is assessed whether:

- The contract involves the use of an identified asset
- Oriola has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use

- Oriola has the right to direct the use of the asset.

The right-of-use asset is initially measured at cost, which comprises:

- The initial amount of lease liability
- Any lease payments made at or before the commencement date
- Any initial direct costs incurred by Oriola
- An estimate of costs to be incurred by Oriola in dismantling and removing the underlying assets or restoring the site on which the assets are located

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date. The lease payments included in the measurement of the lease liability include the following:

- Fixed payments, including in-substance fixed payments
- Variable lease payments that depend on an index or a rate, initially measured using the index or the rate as at the commencement date
- Amounts expected to be payable under a residual value guarantee
- The exercise price of a purchase option that Oriola is reasonably certain to exercise
- Penalties for early termination of a lease if the termination is taken into account in determining lease period.

The lease payments included in the measurement of lease liability exclude variable elements which are dependent on sales or usage. Variable payments not included in the initial measurement of the lease liability are recognised as an expense over the lease term.

The lease payments are discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the incremental borrowing rate. The incremental borrowing rate is the rate of interest that a lessee would have to pay to borrow over a similar term and with a similar security, the funds necessary to obtain an asset of a similar value to the right of use asset in a similar economic environment. At Oriola, the incremental borrowing rates are defined for the lease terms of 1, 3, 5 and 10 years. The components of the incremental borrowing rate are:

- Risk free rate which reflect the different jurisdictions and currencies: SEK and EUR swap rates for 1 to 3 years and Government bonds for Finland and Sweden for 5 to 10 years
- Oriola's internal credit rating for the parent company as a company specific margin. As all the Group's treasury functions are centralized to the parent company and all funding for the Group is managed centrally by the parent company resulting in the parent providing a guarantee of the lease payments to the lessor, the pricing of the lease is more significantly influenced by the credit standing of the parent than that of the subsidiary.
- The incremental borrowing rates are reviewed monthly.

The lease term comprises of:

- Non-cancellable period of lease contract
- Periods covered by an option to extend the lease if Oriola is reasonably certain to exercise that option
- Periods covered by an option to terminate the lease if the lessee is reasonably certain not to exercise that option.

The exemption for short term leases is applied to real-estate leases and the exemption for low-value assets is applied to leases of IT equipment and other machinery and equipment. For short term leases of real estate leases that have a lease term of 12 months or less and for low-value leases of IT equipment and other machinery equipment the right-of-use asset and lease liability is not recognised. The lease payments associated with these leases are recognised as an expense on a straight-line basis over the lease term. An asset is considered to be a low-value asset, if the value of the asset when it is new is less than EUR 5.000 or SEK 50.000.

The right-of-use asset is subsequently measured at cost less accumulated depreciation and less any accumulated impairment losses and adjusted for any remeasurements of the lease liability. Depreciation is calculated using the straight-line method from the commencement date to the earlier of the end of useful life of the right-of-use asset or the end of the lease term. The estimated useful lives of right-of-use assets are determined on the same basis as those of property, plant and equipment.

The lease liability is measured at amortised cost using the effective interest method. It is remeasured when there is a change in future lease payments arising from a change in an index or a rate, if there is a change in Oriola's estimate of the amount expected to be payable under a residual value guarantee, or if Oriola changes its assessment of whether it will exercise a purchase, extension or termination option. When the lease liability is remeasured, a corresponding adjustment is made to the carrying amount of the right-of-use asset or is recognised in the profit or loss if the carrying amount of the right-of-use asset has been reduced to zero. The right-of-use assets are presented in property, plant and equipment and the lease liabilities in interest-bearing liabilities in the statement of financial position. The lease liabilities with the maturity of more than 12 months are

presented in the non-current interest-bearing liabilities and the lease liabilities with the maturity of 12 months or less are presented in the current interest-bearing liabilities.

The depreciations of right-of-use assets are presented in depreciation, amortisation and impairments in the statement of comprehensive income. The interest expense on the lease liability is presented within the financial expenses. The lease payments of low-value assets and short-term leases are included in other operating expenses in the statement of comprehensive income.

In the statement of cash flows the cash payments for the principal portion of the lease liability are presented within financing activities. The cash payments for the interest portion of the lease liability as well as short term lease payments, payments for leases of low-value assets and variable lease payments not included in the measurement of the lease liabilities are presented within operating activities.

Use of estimates: The Group's most significant leases relate to the office and warehouse premises, for which the management has taken into account the location of the premises, their importance to the Group's operations and the availability of the alternative premises when determining the lease term. The probable lease term for the leases, which are valid until further notice is estimated based on the business plans, taking into account the costs of termination. Extension options (or periods after termination options) are only included in the lease term if the lease is reasonably certain to be extended (or not terminated).

7.1. Leases in the statement of financial position

The Group has recognised following amounts in the statement of financial position relating to leases:

Right-of-use assets

| EUR million | 2024 | 2023 |
|-------------------------------|-------------|------------|
| Real estate | 10.8 | 7.5 |
| IT equipment | 0.0 | 0.0 |
| Vehicles | 1.2 | 1.0 |
| Other machinery and equipment | 0.1 | 0.1 |
| Total | 12.0 | 8.6 |

Lease liabilities

| EUR million | 2024 | 2023 |
|--------------|-------------|------------|
| Current | 2.7 | 2.8 |
| Non-current | 9.7 | 6.1 |
| Total | 12.3 | 8.9 |

Additions to the right-of-use assets during year 2024 were EUR 7.0 (3.2) million including warehouse lease renewal in Mölnlycke, Sweden and new office lease contract for dose dispensing in Helsinki, Finland.

7.2. Leases in the statement of comprehensive income

The Group has recognised following amounts in the statement of comprehensive income relating to leases:

| EUR million | 2024 | 2023 |
|---|-------------|-------------|
| Depreciation charge of right-of-use assets | | |
| Real estate | -2.3 | -2.6 |
| IT equipment | -0.0 | -0.0 |
| Vehicles | -0.6 | -0.4 |
| Other machinery and equipment | -0.0 | -0.0 |
| Total depreciation | -3.0 | -3.1 |
| Interest expense (included in financial expenses) | -0.3 | -0.3 |
| Expense relating to short-term leases | | |
| Expense relating to short-term leases (included in other operating expenses) | -0.1 | -0.1 |
| Expense relating to leases of low-value assets (included in other operating expenses) | -0.2 | -0.3 |
| Gains from changes in leases (included in other operating income) | 0.0 | 0.1 |

The total cash outflow for leases in 2024 was EUR 3.7 (4.3) million.

8. Capital structure

8.1. Financial income and expenses

Interest income and expenses:

Interest income and expenses are recognised on a time-proportion basis using the effective interest method.

The average interest rate on the interest-bearing liabilities excluding lease liabilities was 3.01% (3.76%) in 2024.

Financial income and expenses

| EUR million | 2024 | 2023 |
|---|-------------|-------------|
| Financial income | | |
| Interest income on financial assets measured at amortised cost | 1.6 | 1.8 |
| Interest income on financial assets and liabilities recognised at fair value | 0.1 | 0.0 |
| Changes in fair values of financial assets and liabilities recognised at fair value, net | - | 0.1 |
| Foreign exchange rate gains from financial assets and liabilities measured at amortised cost, net | 1.3 | - |
| Total | 3.0 | 2.0 |
| Financial expenses | | |
| Interest expenses on financial liabilities measured at amortised cost | 4.0 | 5.0 |
| Interest expenses on leases | 0.3 | 0.3 |
| Changes in fair values of financial assets and liabilities recognised at fair value, net | 1.7 | - |
| Foreign exchange rate losses on financial assets and liabilities measured at amortised cost, net | - | 0.2 |
| Other financial expenses | 4.4 | 4.1 |
| Total | 10.4 | 9.6 |
| Financial income and expenses, total | -7.3 | -7.6 |

Other financial expenses are mainly related to the sale of trade receivables in Sweden.

8.2. Financial assets and liabilities

Classification and measurement: Financial assets and liabilities are recognised at the fair value at the settlement date except derivatives, which are recognised at the trade date in the statement of financial position. The Group's financial assets and liabilities include cash and cash equivalents, loans and other financial receivables, trade receivables, trade payables, loans and derivatives.

Financial assets and liabilities are classified into the following measurement categories:

- Fair value through profit and loss
- Fair value through other comprehensive income
- Amortised cost

The classification of financial assets into different measurement categories depends on the business model for managing the financial asset and the contractual cash flow characteristics of the financial asset. The classification of financial liabilities into different measurement categories depends on the purpose for which the financial liabilities were initially acquired. The measurement category for financial assets and liabilities is determined at the acquisition date. Financial assets are derecognised when the Group loses the rights to receive the contractual cash flows on the financial asset or it transfers substantially all the risks and rewards of ownership outside the Group. Financial liabilities are derecognised when the obligation specified in the contract is discharged or cancelled or expires.

Financial assets measured at fair value through profit and loss: Money market investments, trade receivables held for sale and derivatives which are not designated as hedges are measured at fair value through profit and loss. Assets within this category are short-term assets with a maturity of

less than 12 months and are measured at fair value using the market price on the balance sheet date.

Both realised and unrealised gains and losses arising from the changes in fair value are recognised in the consolidated statement of comprehensive income for the financial period during which they incurred.

Financial assets measured at amortised cost: Cash and cash equivalents consist of cash in hand and cash at the bank accounts. Items classified as cash and cash equivalents have a maturity of less than 3 months from the acquisition date. The used credit limits are included in current interest-bearing liabilities.

Loans and other receivables are measured at amortised cost. Receivables are classified as current financial assets unless their maturity date is more than 12 months from the balance sheet date. Trade and other receivables are included in this category except for trade receivables held for sale, which are measured at fair value through profit and loss. Trade receivables are recognised at their original book value. A valuation allowance for impairment of trade receivables is recognised when there is objective evidence that the Group will not be able to collect all amounts due according to the original terms of the receivables. Significant financial difficulties of the debtor, the probability of the debtor's bankruptcy, failure to pay and significant delay of payments are considered to be justified reasons for the impairment of trade receivables. The Group applies the simplified approach to providing for expected credit losses, which permits the use of the lifetime expected loss provision for all trade receivables. Impairments are recognised as an expense in the consolidated statement of comprehensive income. Sold non-recourse trade receivables' credit risk and contractual

rights are transferred from the Group on the selling date and related expenses are recognised as financial expenses. Information about the Group's exposure to credit and market risks, and impairment losses for trade receivables is included in note 8.3. Financial risk management.

Financial assets measured at fair value through other comprehensive income:

In 2018 and 2020, Oriola Corporation invested a total of EUR 14.2 million in the Swedish online medical centre Doktor.se. The investment is accounted for as a financial asset. Oriola classifies the shares of Doktor.se as fair value through other comprehensive income. The investment in Doktor.se is seen as strategic investment, which supports Oriola's business operations. The purchase price of the shares is recognised in the consolidated statement of financial position in other non-current assets. Possible changes in fair value of the investment are recognised in other comprehensive income and they shall not subsequently be transferred to profit and loss. The applied valuation method for the shares in Doktor.se is based on realised transactions. Possible dividends are recognised as dividend income in the profit and loss. In June 2021, Oriola sold approximately 50% of its shareholding in Doktor.se for EUR 33.9 million. More information on the investment in Doktor.se can be found in note 6.3. Other non-current assets.

Financial liabilities measured at amortised cost: Financial liabilities measured at amortised cost are recognised in the consolidated statement of financial position at the net value received on the date of acquisition. Transaction costs are included in the original carrying amount of financial liabilities. Financial liabilities are subsequently measured at amortised cost using the effective interest method. Interest expenses are recognised in the statement of comprehensive income using the effective interest method. Financial liabilities that expire within 12 months from the balance

sheet date, including bank overdrafts in use, are recognised within current interest-bearing liabilities, and those expiring in a period exceeding 12 months, are recognised within non-current interest-bearing liabilities.

Financial liabilities measured at fair value through profit and loss: The Group's financial liabilities measured at fair value through profit and loss include derivatives which are not designated as hedges. More information on measurement of derivatives can be found from note 8.3.

Financial assets and liabilities by category

| EUR million | Note | 2024 | | | 2023 | | |
|---|------|--------------|--------------|-----------|--------------|--------------|-----------|
| | | Fair value | Book value | Hierarchy | Fair value | Book value | Hierarchy |
| Derivatives designated as hedges | 8.3 | 0.8 | 0.8 | Level 2 | 1.8 | 1.8 | Level 2 |
| Financial assets recognised at fair value through profit and loss | | | | | | | |
| Derivatives measured at fair value through profit and loss | 8.3. | 0.5 | 0.5 | Level 2 | 0.9 | 0.9 | Level 2 |
| Other investments measured at fair value through OCI | 6.3. | 11.0 | 11.0 | Level 3 | 13.6 | 13.6 | Level 3 |
| Trade receivables for sale | 5.1. | 13.1 | 13.1 | Level 2 | 8.0 | 8.0 | Level 2 |
| Financial assets measured at amortised cost | | | | | | | |
| Cash equivalents | | 113.5 | 113.5 | Level 2 | 138.4 | 138.4 | Level 2 |
| Trade receivables and other receivables | 5.1. | 236.7 | 236.7 | Level 2 | 254.0 | 254.0 | Level 2 |
| Financial assets, total | | 375.6 | 375.6 | | 416.8 | 416.8 | |
| Derivatives designated as hedges | 8.3. | 0.5 | 0.5 | Level 2 | 0.4 | 0.4 | Level 2 |
| Financial liabilities recognised at fair value through profit and loss | | | | | | | |
| Derivatives measured at fair value through profit and loss | 8.3. | 0.0 | 0.0 | Level 2 | 0.6 | 0.6 | Level 2 |
| Financial liabilities measured at amortised cost | | | | | | | |
| Non-current interest-bearing liabilities | | 39.7 | 39.7 | Level 2 | 7.1 | 7.1 | Level 2 |
| Current interest-bearing liabilities | | 36.4 | 36.4 | Level 2 | 110.7 | 110.7 | Level 2 |
| Trade payables and other current liabilities | 5.3. | 643.6 | 643.6 | Level 2 | 620.2 | 620.2 | Level 2 |
| Financial liabilities, total | | 720.2 | 720.2 | | 738.9 | 738.9 | |

Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities.

Level 2: Inputs other than quoted prices included within level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices).

Level 3: Inputs for the asset or liability that are not based on observable market data (i.e. unobservable inputs).

Reconciliation of financial assets recognised at fair value according to the level 3

| EUR million | 2024 | 2023 |
|------------------------|------|-------|
| Carrying amount 1 Jan | 13.6 | 34.2 |
| Change in fair value | -2.6 | -20.6 |
| Carrying amount 31 Dec | 11.0 | 13.6 |

Financial assets recognised at fair value through other comprehensive income (level 3) include Oriola's holding in the Swedish online medical centre Doktor.se. In 2024 a decrease of EUR 2.6 (decrease of 20.6) million was recognised in the fair value of shareholdings in Doktor.se due to the realised transactions. More information on the investment in Doktor.se and its valuation can be found in note 6.3. Other non-current assets.

Interest-bearing liabilities

Non-current

| EUR million | 2024 | 2023 |
|-----------------------------------|-------------|------------|
| Loans from financial institutions | 30.0 | 1.0 |
| Lease liabilities | 9.7 | 6.1 |
| Total | 39.7 | 7.1 |

Current

| EUR million | 2024 | 2023 |
|-----------------------------------|-------------|--------------|
| Loans from financial institutions | 1.0 | 58.1 |
| Issued commercial papers | 24.8 | 39.3 |
| Advances received from pharmacies | 7.9 | 10.4 |
| Lease liabilities | 2.7 | 2.8 |
| Total | 36.4 | 110.7 |

Interest-bearing liabilities by currency

| EUR million | 2024 | 2023 |
|--------------|-------------|--------------|
| EUR | 66.8 | 84.0 |
| SEK | 9.3 | 33.8 |
| Total | 76.1 | 117.7 |

The Group's interest-bearing liabilities decreased by EUR 41.7 million during the financial year 2024. During the financial year, EUR 57.9 million in loans from financial institutions were repaid and a new term loan of EUR 30 million was raised. Liabilities related to issued commercial papers were reduced by EUR 14.5 million. The maturity of the new EUR 30 million term loan is three years with one (1) + one (1) year extension options. The loan agreement is subject to financial covenants stating that at the end of each quarter the ratio of Net Debt to EBITDA shall be less than 3.50 and the ratio of Net Debt to Consolidated Equity shall be less than 100%. Interest risk of the loan has been hedged with an interest rate swap.

Net debt

| EUR million | 2024 | 2023 |
|---|--------------|--------------|
| Loans from financial institutions | 30.0 | 1.0 |
| Lease liabilities | 9.7 | 6.1 |
| Non-current interest-bearing liabilities | 39.7 | 7.1 |
| Loans from financial institutions | 1.0 | 58.1 |
| Issued commercial papers | 24.8 | 39.3 |
| Advances received from pharmacies | 7.9 | 10.4 |
| Lease liabilities | 2.7 | 2.8 |
| Current interest-bearing liabilities | 36.4 | 110.7 |
| Interest-bearing liabilities, total | 76.1 | 117.7 |
| Cash and cash equivalents | 113.5 | 138.4 |
| Net debt | -37.4 | -20.6 |

Change in net debt

| EUR million 2024 | Loans from financial institutions | Commercial papers | Advances from pharmacies | Lease liabilities | Cash and cash equivalents | Total |
|---|---|----------------------|-----------------------------|-------------------|------------------------------|-------------|
| Carrying value, at 1 January 2024 | -59.1 | -39.3 | -10.4 | -8.9 | 138.4 | 20.6 |
| Change in net debt, cash: | | | | | | |
| Proceeds from non-current loans | -30.0 | - | - | - | - | -30.0 |
| Repayments of non-current loans | 1.0 | - | - | - | - | 1.0 |
| Repayment of current loans | 56.9 | - | - | - | - | 56.9 |
| Repayments of lease liabilities | - | - | - | 3.1 | - | 3.1 |
| Change in other current liabilities | - | 14.5 | 2.4 | - | - | 17.0 |
| Change in cash and cash equivalents | - | - | - | - | -24.9 | -24.9 |
| Cash flows, total | 27.9 | 14.5 | 2.4 | 3.1 | -24.9 | 23.1 |
| Change in net debt, non-cash: | | | | | | |
| Change in lease liabilities | - | - | - | -6.8 | - | -6.8 |
| Foreign exchange adjustments | 0.3 | - | - | 0.2 | -0.0 | 0.5 |
| Non-cash movements, total | 0.3 | - | - | -6.6 | -0.0 | -6.3 |
| Carrying value, at 31 December 2024 | -31.0 | -24.8 | -7.9 | -12.3 | 113.5 | 37.4 |
| EUR million 2023 | Loans from financial institutions | Commercial papers | Advances from pharmacies | Lease liabilities | Cash and cash equivalents | Total |
| Carrying value, at 1 January 2023 | -61.1 | -49.8 | -11.8 | -14.3 | 160.6 | 23.7 |
| Change in net debt, cash: | | | | | | |
| Repayments of non-current loans | 2.0 | - | - | - | - | 2.0 |
| Repayments of lease liabilities | - | - | - | 3.5 | - | 3.5 |
| Change in other current liabilities | - | 10.5 | 1.4 | - | - | 11.9 |
| Change in cash and cash equivalents | - | - | - | - | -22.3 | -22.3 |
| Cash flows, total | 2.0 | 10.5 | 1.4 | 3.5 | -22.3 | -4.9 |
| Change in net debt, non-cash: | | | | | | |
| Change in lease liabilities | - | - | - | 1.6 | - | 1.6 |
| Changes arising from losing control of subsidiaries | - | - | - | 0.2 | - | 0.2 |
| Foreign exchange adjustments | -0.1 | - | - | 0.1 | -0.0 | 0.1 |
| Non-cash movements, total | -0.1 | - | - | 1.9 | -0.0 | 1.8 |
| Carrying value, at 31 December 2023 | -59.1 | -39.3 | -10.4 | -8.9 | 138.4 | 20.6 |

8.3. Financial risk management

The financial risks relating to the business operations of the Oriola Group are managed in accordance with the treasury policy approved by the Board of Directors. Oriola's centralised Group Treasury is responsible for implementing, monitoring and reporting of the treasury policy.

Oriola's Group Treasury's main objectives are to maintain solid long-term financial position and secure daily liquidity of the Group and to efficiently manage currency and interest rate risks.

The objective of financial risk management is to hedge against unfavourable changes in the financial markets and to minimise the impact of foreign exchange, interest rate, refinancing and liquidity risks on the Group's cash reserves, profits and shareholders' equity. Approved hedging instruments are set in the treasury policy.

Currency risk: The most important country-specific operating currencies for the Oriola Group are the euro (EUR) and the Swedish krona (SEK). A substantial proportion of procurements and sales are conducted in the reporting currency of the subsidiaries, which considerably reduces the currency risk. In accordance with its treasury policy, Oriola's internal loans and deposits are denominated in the local currency of each subsidiary.

Transaction risk: Transaction risks arise from commercial and finance-related transactions and payments made by the business units, which are denominated in a currency other than the unit's reporting currency. Due to the nature of business operations, Oriola's transaction risks are minor. In accordance with its treasury policy, Oriola's internal loans and deposits are denominated in the local currency of each subsidiary, mainly in Swedish krona. In accordance of the treasury policy, transaction risk arising from the items in the statement of financial position recognised in the statement of comprehensive income is aimed to be fully hedged with derivatives. On the balance sheet date Swedish krona denominated open transaction position was EUR 0.1 (0.0) million.

Translation risk: Oriola's most significant translation risk concerns items in Swedish krona. Translation risks arise from capital investments and goodwill in foreign subsidiaries. On the balance sheet date Oriola had not hedged the equity-related translation risks. On the balance sheet date Swedish krona denominated translation risk position was EUR 57.3 (66.2) million. Translation risk sensitivity: A 10% weakening/strengthening of Swedish krona would have an impact of EUR -/+5.2 (-/+6.0) million in the Group's equity.

Liquidity risk: The objective of liquidity risk management is to maintain adequate liquid assets and revolving credit facilities so that Oriola is able to meet all of its financial obligations. The Group's liquidity management is based on 12-month cash flow forecasts and 4-week rolling cash flow forecasts drawn up on a weekly basis. Oriola has diversified its refinancing risk among several different counterparties and various financing sources.

In June 2021, Oriola signed an unsecured revolving credit facility agreement for a total of EUR 140 million. The facility is committed. In May 2024, the revolving credit facility amount was reduced from EUR 140 million to EUR 70 million. The revolving credit facility matures in June 2026. The margin of the revolving credit facility is linked to Oriola's financial covenants and the performance of sustainability targets. The committed long-term revolving credit facility of EUR 70.0 million and short-term uncommitted credit account limits of EUR 40.0 (34.5) million were unused on the balance sheet date. In addition, Oriola has a EUR 200 (200) million uncommitted commercial paper programme of which EUR 24.8 (39.3) million had been issued on the balance sheet date. Maturity distribution of financial assets and liabilities is presented on the following page. Oriola's cash and cash equivalents at the end of 2024 totalled EUR 113.5 (138.4) million.

Oriola's financial agreements include financial covenants that are maximum net debt to EBITDA -ratio of 3.5 and maximum net debt to equity ratio of 100%. In addition to financial covenants, the

margin of the revolving credit facility is linked to the performance of the Group's sustainability targets. Regarding the standard IFRS 16 Leases, the Group has agreed with financial institutions on applying the financial reporting standards in force at the end of 2018 to all of the current long-term agreements. At the end of the reporting period the financial covenants were fulfilled.

Oriola's net working capital was EUR -202.8 (-185.0) million on the balance sheet date. Oriola's net working capital was negative on the balance sheet date owing to the terms of payment defined in principal and customer agreements and to the non-recourse factoring programmes used in the retail and wholesale businesses in Sweden. The Group's principal and customer agreements are based on established, long-term agreements, and no significant changes are anticipated in them during 2025.

Oriola has open-ended frame agreements in Sweden that allow the company to sell trade receivables relating to Swedish wholesale businesses to the financial institutions on a non-recourse basis. Sales of trade receivables were EUR 94.1 (97.1) million in total on the balance sheet date. No significant changes are anticipated in the scope of the agreements to sell trade receivables in 2025.

Interest rate risk: Interest rate risk arise from changes in interest payments of floating rate loans due to changes in market interest rates and market value changes of financial instruments (price risk). The objective of the interest rate risk management is to minimise the impact of interest rate fluctuations on the statement of comprehensive income. The interest rate risk is evaluated using sensitivity analysis and interest rate duration.

On the balance sheet date, Oriola's interest rate risk consisted of EUR 113.5 (138.4) million in cash assets, EUR 76.1 (117.7) million in interest-bearing liabilities, and EUR 94.1 (97.1) million from sales of non-recourse trade receivables in Sweden. The interest-bearing liabilities at the end of 2024 include lease liabilities totalling EUR 12.3 (8.9) million. On the balance sheet date, a total of EUR 82.4

(64.8) million of the interest rate risk was hedged, which covers 48.9% (61.7%) of total sales of non-recourse trade receivables. The average interest rate on interest-bearing liabilities excluding lease liabilities and including the sale of receivables on a non-recourse basis and interest rate hedges, was 3.01% (3.76%), and the interest rate duration was 13.5 (11) months. Interest rate hedges are mainly long-term contracts. Oriola applies hedge accounting to the interest rate swaps hedging cash flows relating to selling of non-recourse trade receivables and to the interest rate swap hedging future cash flows arising from floating rate long-term debt.

Based on the gross debt on the balance sheet date and assuming that the trade receivables sales programmes will continue as normal in Sweden, the effect of a one percentage point increase in market interest rates on the Group's annual earnings after taxes would be EUR -1.9 (-2.5) million (including derivatives) and on equity EUR 1.9 (3.0) million (including derivatives).

Credit and counterparty risks: A credit risk arises from the possibility of a counterparty failing to meet its contractual payment obligations or financial institutions failing to meet their obligations relating to deposits and derivatives trading. Oriola's treasury policy provides the framework for credit-, investment- and counterparty risk management.

Credit limits are determined for investments and derivative agreement counterparties on the basis of creditworthiness and solidity and are monitored and updated on a regular basis.

Business areas are responsible for the credit risk management arising from commercial receivables. The Finnish and Swedish wholesale business is based on well-established customer relationships and contractual terms generally observed within the industry, which significantly reduces the credit risk associated with trade receivables. Due to the nature of the operations there are no significant credit risks associated with the Swedish retail business. The credit risk related to the wholesale business in Finland is reduced by interest-bearing advance payments from pharmacies. These interest-bearing advance payments are presented as current

interest-bearing liabilities in the statement of financial position. In the wholesale business in Sweden, the credit risk is reduced by the sale of non-recourse receivables to financial institutions and by the usage of credit loss insurances.

The Group applies the simplified approach to providing for expected credit losses, which permits the use of the lifetime expected loss provision for all trade receivables. The Group uses a provision matrix for loss allowance provision. The matrix is based on historical observed default rates and incorporates forward looking information.

Credit losses recognised in the statement of comprehensive income for the financial year totalled EUR -0.2 (-0.3) million. The ageing of trade receivables is presented in more detail in note 5.1. Trade and other receivables.

Capital management: Oriola's aim is to have an efficient capital structure that allows the company to manage its ongoing obligations and enables cost-effective operations under all circumstances. The return on capital employed (ROCE) and the gearing ratio are the measurements for monitoring capital structure.

Oriola's long-term financial targets are based on growth, profitability and equity. The Group's long-term targets are to grow at the rate of the market, minimum 4%, adjusted EBIT margin above 3% and return on equity over 20%. In addition, Oriola's aim is to pay out an increasing annual dividend of 2/3 of its net profit.

For a definition of key figures, please see the section Alternative performance measures.

Maturity distribution of financial assets and liabilities

| 31 Dec 2024 EUR million | 2025 | 2026 | 2027 | 2028> | Total |
|--|--------------|------------|-------------|------------|--------------|
| Interest-bearing | | | | | |
| Loans from financial institutions and commercial paper loans | 25.8 | - | 30.0 | - | 55.8 |
| Lease liabilities | 2.7 | 2.7 | 2.2 | 4.7 | 12.3 |
| Advance payments received | 7.9 | - | - | - | 7.9 |
| Non-interest-bearing | | | | | |
| Trade payables and other current liabilities | 643.6 | - | - | - | 643.6 |
| Receivables from interest rate swaps | -0.2 | -0.3 | - | -0.3 | -0.8 |
| Liabilities from interest rate swaps | - | - | 0.5 | - | 0.5 |
| Receivables from foreign currency derivatives | -104.8 | - | - | - | -104.8 |
| Payables on foreign currency derivatives | 104.4 | - | - | - | 104.4 |
| Total | 679.4 | 2.4 | 32.7 | 4.4 | 718.9 |
| Interest payments | 2.1 | 1.5 | 1.4 | 0.2 | 5.2 |

| 31 Dec 2023 EUR million | 2024 | 2025 | 2026 | 2027> | Total |
|--|--------------|------------|------------|------------|--------------|
| Interest-bearing | | | | | |
| Loans from financial institutions and commercial paper loans | 97.5 | 1.0 | - | - | 98.5 |
| Lease liabilities | 2.8 | 2.4 | 2.1 | 1.6 | 8.9 |
| Advance payments received | 10.4 | - | - | - | 10.4 |
| Non-interest-bearing | | | | | |
| Trade payables and other current liabilities | 620.2 | - | - | - | 620.2 |
| Receivables from interest rate swaps | -0.3 | -0.8 | -1.1 | - | -2.2 |
| Liabilities from interest rate swaps | - | - | - | 0.4 | 0.4 |
| Receivables from foreign currency derivatives | -76.0 | - | - | - | -76.0 |
| Payables on foreign currency derivatives | 76.1 | - | - | - | 76.1 |
| Total | 730.5 | 2.6 | 1.0 | 2.0 | 736.1 |
| Interest payments | 3.6 | 0.2 | 0.1 | 0.0 | 3.8 |

Derivatives and hedge accounting

Recognition and measurement: Derivatives are initially recognised at fair value on the date a derivative contract is entered into and are subsequently measured to their fair value at the end of each reporting month. The accounting for subsequent changes in fair value depends on whether the derivative is designated as a hedging instrument. Derivatives are classified as held for trading and accounted for at fair value through profit or loss unless they are designated as hedges. They are presented as current assets or liabilities if they are expected to be settled within 12 months after the end of the reporting period.

Oriola has the following derivative instruments:

- Instruments held for trading: Foreign currency forward and swap contracts
- Cash flow hedges: Interest rate swaps

The change in fair value of derivatives held for trading is recognised either as other income or expense or as financial income or expense depending on the underlying item being hedged.

Hedge accounting: Oriola applies hedge accounting to the interest rate swaps hedging cash flows relating to selling of non-recourse trade receivables and to the interest rate swap hedging future cash flows arising from floating rate long-term debt. The floating interest rate has been converted into fixed rate using interest rate swaps. When initiating hedge accounting, the relationship between the hedged item and the hedging instrument is documented along with the objectives of the Group's risk management. The effective portion of the changes in the fair value of interest rate swaps that are designated and qualify as cash flow hedges is recognised in other comprehensive income and accumulated in the reserves in equity. The ineffective

portion, if any, is recognised immediately in the statement of comprehensive income within the financial items.

The fair value of currency forward and swap contracts is determined by measuring them at fair value using market rates on the balance sheet date.

Derivatives

| EUR million 2024 | Positive fair value | Negative fair value | Nominal value |
|---|------------------------|------------------------|------------------|
| Derivatives recognised as cash flow hedges | | | |
| Interest rate swaps, in hedge accounting | 0.8 | 0.5 | 82.4 |
| Derivatives measured at fair value through profit and loss | | | |
| Foreign currency forward and swap contracts | 0.5 | 0.0 | 104.4 |
| Total | 1.3 | 0.5 | 186.7 |

2023

| | | | |
|---|------------|------------|--------------|
| Derivatives recognised as cash flow hedges | | | |
| Interest rate swaps, in hedge accounting | 1.8 | 0.4 | 54.1 |
| Derivatives measured at fair value through profit and loss | | | |
| Interest rate swaps | 0.3 | - | 10.8 |
| Foreign currency forward and swap contracts | 0.6 | 0.6 | 75.5 |
| Total | 2.8 | 1.0 | 140.4 |

Derivatives that are open on the balance sheet date fall due in the 12-month period except part of the interest rate swaps recognised as cash flow hedges. Interest rate risk relating to cash flow from selling of trade receivables and from floating rate long-term debt has been hedged with interest rate swaps. The fair value of interest rate derivatives is defined by cash flows due to contracts.

Interest rate swaps are designated as cash flow hedges and their changes in fair value related to the effective portion of the hedge are recognised in other comprehensive income and the potential ineffective part is recognised within the financial items in the statement of comprehensive income.

Fair values of the derivatives have been recognised in the statement of financial position in gross amount as the derivatives contracts are related to credit events and cannot be netted in financial statements. The Group has not given nor received collateral to/from derivatives counterparties.

Oriola has derivative positions with several banks and related transactions are effected under master derivative agreements. Master derivative agreements allow settlement on a net basis of all outstanding items within the scope of the agreements for example in the event of bankruptcy. On the balance sheet date, the remaining counterparty risk after net settlement, as allowed in the master derivative agreements, was EUR 1.3 (2.8) for Oriola and EUR 0.5 (1.0) million for the counterparties.

The nominal amount of foreign currency derivatives is the euro equivalent of the contracts' currency denominated amount on the balance sheet date.

8.4. Equity, shares and authorisations

Share capital: Oriola Corporation's share capital on 31 December 2024 stood at EUR 147,899,766.14. All issued shares have been paid up in full. There were no changes in share capital in 2024.

Fair value reserve: The fair value reserve includes the change in fair value of financial assets measured at fair value through other comprehensive income as well as the effective portion of the change in fair value of derivative financial instruments that are designated as and qualify for cash flow hedges. At the balance sheet date, the change in fair value of financial assets measured at fair value through other comprehensive income recognised in the fair value reserve totalled EUR -2.6 million. The change in fair value of derivative financial instruments recognised in the reserve totalled EUR -0.9 million (net of tax).

Contingency fund: The contingency fund is included in the unrestricted equity of the company. The contingency fund has been formed in 2006 when Oriola Corporation was entered into the Trade Register. There were no changes in the contingency fund in 2024, and the fund stood at EUR 19.4 million on 31 December 2024

OTHER FUNDS

Invested unrestricted equity reserve: Oriola Corporation executed a directed share issue against payment in June 2009, issuing 9,350,000 new class B shares. The net proceeds received from the share issue amounted to EUR 20.7 million. The proceeds from the share issue were credited to the reserve of invested unrestricted equity. In accordance with the decision of the Annual General Meeting of 6 April 2011, the company distributed on 19 April 2011 EUR 0.13 per share from the reserve of invested unrestricted equity as repayment of equity, totalling EUR 19.7 million.

Oriola Corporation completed a rights offering in the first quarter of 2015. The subscription period of the offering ended on 3 March 2015. In the offering 9,429,742 new A shares and 20,798,643

new B shares were subscribed and Oriola Corporation raised gross proceeds of EUR 75.6 million through the offering. Oriola Corporation recognised gross proceeds and the transaction costs less taxes, totalling EUR 73.7 million, in the invested unrestricted equity fund. There were no changes in the invested unrestricted equity reserve in 2024, and the fund stood at EUR 74.8 million on 31 December 2024.

Translation differences: Translation differences include translation differences arisen from the subsidiaries' equity translation during the consolidation, change of the fair values of the net investment in the foreign subsidiary, and foreign exchange rate differences arisen from the conversion of the foreign subsidiaries' income statements using the average exchange rate of the reporting period and the conversion of their balance sheets using the exchange rate quoted on the balance sheet date.

Shares: Of the total number of shares in the company, a maximum of 500,000,000 shall be class A shares and a maximum of 1,000,000,000 class B shares. At the end of 2024, the company had a total of 181,486,213 shares, of which 53,748,313 were class A shares and 127,737,900 were class B shares. The shares do not have a nominal value.

At General Meetings, each class A share carries 20 votes and each class B share one vote. No shareholder may vote using a number of votes that exceeds 1/20 of the total number of votes carried by the shares of different share classes represented at the General Meeting. Both share classes give the shareholder the same rights to the company's assets and dividend distribution. Under Article 3 of the Articles of Association, a shareholder may demand conversion of class A shares into class B shares.

Oriola Corporation's class A and B shares are quoted on the main list of the Nasdaq OMX Helsinki exchange. The company's field of business on the stock exchange on 31 December 2024 was Health Care Distributors and the company was classified under Health

Care. The ticker symbol for the class A shares is OKDAV and for the class B shares OKDBV.

Treasury shares: Treasury shares acquired by the company and the related costs are presented as a deduction of equity. Gain or loss on surrender of treasury shares are recognised in equity net of tax.

The company holds a total of 75,712 treasury shares, of which 63,650 are class A shares and 12,062 are class B shares. The treasury shares held by the company account for 0.04% of the company's shares and 0.11% of the votes.

Share trading and prices: In 2024, the traded volume of Oriola Corporation shares, excluding treasury shares, corresponded to 20.2% of the total number of shares. The traded volume of class A shares amounted to 6.4% of the average stock, and that of class B shares, excluding treasury shares, to 25.9% of the average stock.

The average share price of Oriola Corporation's class A shares was EUR 1.04 and of its class B shares EUR 0.98. The market value of all Oriola Corporation shares at 31 December 2024 was EUR 162.0 (199.2) million, of which the market value of class A shares was EUR 48.3 million and of class B shares EUR 113.7 million.

Shareholders: On 31 December 2024 Oriola Corporation had a total of 34,502 registered shareholders. There were 10,192,553 nominee-registered shares on 31 December 2024, corresponding to 5.6% of all shares and 2.0% of all votes.

Share conversions: Under Article 3 of the Articles of Association, a shareholder may demand conversion of class A shares into class B shares. In 2024, no class A shares were converted into class B shares.

Management shareholdings: On 31 December 2024, the members of the company's Board of Directors and the President and CEO, the members of the Oriola Management Team and the companies controlled by them had a total of 540,542 shares, corresponding to 0.30% of the total number of shares in the company and 0.04% of the votes.

Management shareholding

| | 2024 B shares | 2023 B shares |
|--|------------------|------------------|
| Board of Directors | | |
| Heikki Westerlund, Chairman | 46,593 | 31,759 |
| Pension insurance where Heikki Westerlund is a beneficiary | 15,000 | 15,000 |
| Heiwes Oy (Heikki Westerlund's controlling corporation) | 150,000 | 150,000 |
| Harri Pärssinen, Vice Chairman | 51,695 | 34,647 |
| JF Capital Oy (Harri Pärssinen's controlling corporation) | 65,000 | 65,000 |
| Petra Axdorff (from 19 March 2024) | 14,278 | - |
| Ann Carlsson Meyer (from 19 March 2024) | 14,278 | - |
| Nina Mähönen | 30,489 | 16,211 |
| Yrjö Närhinen | 22,657 | 8,379 |
| Ellinor Persdotter Nilsson | 22,657 | 8,379 |
| Eva Nilsson Bågenholm (until 19 March 2024) | - | 50,729 |
| CEO and President | | |
| Katarina Gabrielson | 71,430 | 65,124 |
| Oriola Management team | | |
| Mats Danielsson (from 16 September 2024) | - | - |
| Hannes Hasselrot | 11,414 | 11,414 |
| Niklas Lindholm | - | - |
| Mikael Nurmi | 10,000 | 10,000 |
| Petter Sandström | 30,051 | 27,864 |
| Petri Boman (until 14 August 2024) | - | - |
| Timo Leinonen (until 14 August 2024) | - | 16,000 |

Authorisations: The Annual General Meeting authorised the Board to decide on a share issue against payment in one or more issues, including the right to issue new shares or to assign treasury shares held by the company. The authorisation covers a combined maximum of 5,500,000 class A shares and 12,500,000 class B shares of the company and includes the right to derogate from the shareholders' pre-emptive subscription right. The authorisation is in force for eighteen (18) months following the decision of the Annual General Meeting.

The Board was also authorised to decide on a share issue against payment of class B shares in one or more issues including the right to issue new class B shares or assign class B treasury shares held by the company. The authorisation covers a combined maximum of 18,000,000 class B shares of the company including the right to derogate from the shareholders' pre-emptive subscription right. The authorisation is in force for a maximum of eighteen (18) months following the decision of the Annual General Meeting.

The Annual General Meeting authorised the Board to decide on a share issue of class B shares without payment to the Company and on a directed share issue of class B shares in order to execute the

share-based incentive plan for Oriola Group's executives and the share savings plan for Oriola Group's key personnel. The maximum number of new class B shares to be issued under this authorisation is 250,000, which represents of 0.14% of all shares in the Company. The authorisation is in force for eighteen (18) months from the decision of the Annual General Meeting.

The Annual General Meeting authorised the Board to decide on repurchasing up to 18,000,000 of the company's own class B shares. Shares may be repurchased also in a proportion other than in which shares are owned by the shareholders. The authorisation is in force for a maximum of eighteen (18) months following the decision of the Annual General Meeting.

All decisions of the Annual General Meeting 2024 are available on the company's website www.oriola.com.

Share capital

| Share capital | | A shares | B shares | Total |
|--|-------------|-------------------|--------------------|--------------------|
| Number of shares 1 Jan 2024 | pcs | 53,748,313 | 127,737,900 | 181,486,213 |
| Conversion of A shares to B shares | pcs | - | - | 0 |
| Number of shares 31 Dec 2024 | pcs | 53,748,313 | 127,737,900 | 181,486,213 |
| Treasury shares 31 Dec 2024 | pcs | 63,650 | 12,062 | 75,712 |
| Votes 31 Dec 2024 | pcs | 1,074,966,260 | 127,737,900 | 1,202,704,160 |
| Share capital per share class 31 Dec 2024 | EUR million | 43.8 | 104.1 | 147.9 |
| Percentage from the total shares | % | 29.6 | 70.4 | 100.0 |
| Percentage from the total votes | % | 89.4 | 10.6 | 100.0 |
| Number of shares 1 Jan 2023 | pcs | 53,748,313 | 127,737,900 | 181,486,213 |
| Conversion of A shares to B shares | pcs | - | - | 0 |
| Number of shares 31 Dec 2023 | pcs | 53,748,313 | 127,737,900 | 181,486,213 |
| Treasury shares 31 Dec 2023 | pcs | 63,650 | 23,776 | 87,426 |
| Votes 31 Dec 2023 | pcs | 1,074,966,260 | 127,737,900 | 1,202,704,160 |
| Share capital per share class 31 Dec 2023 | EUR million | 43.8 | 104.1 | 147.9 |
| Percentage from the total shares | % | 29.6 | 70.4 | 100.0 |
| Percentage from the total votes | % | 89.4 | 10.6 | 100.0 |
| EUR million | | | 2024 | 2023 |
| Parent company share capital 31 Dec | | | 147.9 | 147.9 |
| Elimination of the revaluation of subsidiary shares in the consolidated financial statements | | | -111.7 | -111.7 |
| Consolidated share capital 31 Dec | | | 36.2 | 36.2 |

8.5. Earnings per share, dividend and other equity distribution

Earnings per share: Basic earnings per share is calculated by dividing the net result attributable to owners of the parent company by the weighted share issue adjusted average number of shares outstanding during the period, excluding shares acquired by the Group and held as treasury shares. When calculating diluted earnings per share, the weighted share-issue adjusted average number of shares outstanding during the period is adjusted by the effect of all dilutive potential shares.

Dividend and other equity distribution: Dividends or other equity distribution includes dividends and other equity distribution approved by the Annual General Meeting. Dividends and other equity distribution proposed by the Board of Directors are not recognised in the financial statements until they have been approved by the shareholders at the Annual General Meeting. Dividend and other equity distribution for shareholders is recognised as a liability in the consolidated statement of financial position for the period during which the dividend is approved by the Annual General Meeting.

Dividend policy and distribution proposal: Oriola Corporation will seek to pay out annually as dividends a 2/3 of the Group's net profit. The Company's strategy and financial position shall be taken into consideration when determining the annual dividend payout ratio. The dividend paid for 2023 was EUR 12.7 million (EUR 0.07 per share) and for 2022 EUR 10.9 million (EUR 0.06 per share). The Board of Directors proposes to the Annual General Meeting that a dividend of EUR 12.7 million, EUR 0.07 per share is paid for 2024.

Earnings per share

Profit for the period

| EUR million | 2024 | 2023 |
|--|-------|-------|
| Profit attributable to equity owners of the parent | -20.1 | -20.7 |

Average number of outstanding shares pcs

| | | |
|---------|-------------|-------------|
| Basic | 181,408,101 | 181,389,629 |
| Diluted | 181,422,563 | 181,422,563 |

Earnings per share, EUR

| | | |
|---------|-------|-------|
| Basic | -0.11 | -0.11 |
| Diluted | -0.11 | -0.11 |

9. Income taxes

9.1. Taxes recognised in the comprehensive income for the period

Tax expense in the consolidated statement of comprehensive income consists of income taxes based on the taxable profit for the financial year, prior period adjustments, and changes in deferred tax assets and liabilities. Income tax for the taxable profit for the period is calculated based on the effective income tax rate for each tax jurisdiction. Taxes are recognised in profit and loss, except when they relate to items recognised directly in equity or in other comprehensive income, when the taxes are also recognised in equity or in other comprehensive income respectively.

Oriola Group is within the scope of the Pillar Two legislation, where the Group is liable to pay a top-up tax for the difference between their GloBE effective tax rate per jurisdiction and the 15% minimum rate. All entities within the Group have an effective tax rate that exceeds 15% and therefore the Group does not expect to be subject to the top-up tax. The Group has applied a temporary mandatory relief from deferred tax accounting for the impacts of the top-up tax and accounts for it as a current tax when it is incurred.

Income taxes

| EUR million | 2024 | 2023 |
|--------------------------|------------|------------|
| Taxes for current year | 3.6 | 3.1 |
| Taxes for previous years | 0.0 | 0.9 |
| Deferred taxes | -2.1 | -1.0 |
| Total | 1.5 | 3.1 |

Taxes related to other comprehensive income

| EUR million | Before taxes | Tax effect | After taxes |
|--|--------------|-------------|-------------|
| 2024 | | | |
| Cash flow hedge | -1.2 | -0.2 | -0.9 |
| Financial assets recognised at fair value through other comprehensive income | -2.6 | - | -2.6 |
| Actuarial gains and losses | 0.2 | 0.0 | 0.1 |
| Translation differences | -1.7 | - | -1.7 |
| Total | -5.3 | -0.2 | -5.1 |

2023

| | | | |
|--|--------------|-------------|--------------|
| Cash flow hedge | -1.8 | -0.4 | -1.5 |
| Financial assets recognised at fair value through other comprehensive income | -20.6 | - | -20.6 |
| Actuarial gains and losses | -1.4 | -0.3 | -1.1 |
| Translation differences | 0.0 | - | 0.0 |
| Total | -23.8 | -0.7 | -23.1 |

Tax rate reconciliation

| EUR million | 2024 | 2023 |
|---|------------|------------|
| Profit before taxes | -18.6 | -17.6 |
| Corporate income taxes calculated at Finnish tax rate | -3.7 | -3.5 |
| Effect of different tax rates of foreign subsidiaries | -0.1 | -0.0 |
| Impairment of goodwill - non-deductible | - | 4.3 |
| Non-deductible expenses and tax-exempt income | 0.2 | 0.4 |
| Share of result in joint venture | 5.1 | 1.0 |
| Adjustments recognised for taxes of previous years | - | 0.9 |
| Other items | -0.0 | -0.0 |
| Income taxes in the income statement | 1.5 | 3.1 |
| Effective tax rate | -8.1% | -17.4% |

Taxes entered with a positive value are recognised as expenses and taxes entered with a negative value are recognised as income.

The Finnish tax rate used to calculate taxes was 20.0% and the Swedish tax rate was 20.6%.

9.2. Deferred tax assets and liabilities

Deferred tax is calculated on temporary differences between the carrying amounts and the taxable values of assets and liabilities and for tax loss carry-forwards to the extent that it is probable that these can be utilised against future taxable profits. The largest temporary differences are caused by lease agreements, depreciation of property, plant and equipment and defined pension benefit plans. The deferred taxes are determined using tax rates and laws that have been enacted or substantially enacted by the balance sheet date and are expected to apply when the related deferred income tax asset is realised, or the deferred income tax liability is settled. Deferred tax assets and liabilities offset in the consolidated statement of financial position when there is a legally enforceable right to offset current tax assets against current tax liabilities and when the deferred taxes relate to the same fiscal authority.

Deferred tax assets and liabilities

| 2024 | 1 Jan | Items recognised in income statement | Items recognised in other comprehensive income | Classified as held for sale | Translation differences | 31 Dec |
|---|------------|---|---|--------------------------------|----------------------------|------------|
| Deferred tax assets | | | | | | |
| Confirmed losses | - | 0.1 | - | -0.1 | - | - |
| Pension liabilities | 0.7 | -0.1 | -0.0 | - | 0.0 | 0.6 |
| Employee benefits | 0.3 | 0.0 | - | - | -0.0 | 0.3 |
| Lease agreements | 1.9 | 0.7 | - | 0.1 | -0.1 | 2.6 |
| Other temporary differences | 0.0 | 1.3 | - | - | - | 1.4 |
| Deferred tax assets | 3.0 | 2.1 | -0.0 | -0.1 | -0.1 | 4.9 |
| Set-off of tax | -2.6 | | | | | -4.3 |
| Net deferred tax assets | 0.4 | | | | | 0.6 |
| Deferred tax liabilities | | | | | | |
| Depreciation difference and other untaxed reserves | 3.8 | -1.2 | - | 0.2 | -0.1 | 2.7 |
| Acquisitions | -0.1 | - | - | - | - | -0.1 |
| Lease agreements | 1.8 | 0.7 | - | 0.0 | -0.0 | 2.5 |
| Other temporary differences | 0.0 | 0.1 | - | - | - | 0.1 |
| Deferred tax liabilities | 5.5 | -0.5 | - | 0.2 | -0.2 | 5.1 |
| Set-off of tax | -2.6 | | | | | -4.3 |
| Net deferred tax liabilities | 2.9 | | | | | 0.8 |

| 2023 | 1 Jan | Items recognised in income statement | Items recognised in other comprehensive income | Discontinued operations | Translation differences | 31 Dec |
|---|------------|---|---|----------------------------|----------------------------|------------|
| Deferred tax assets | | | | | | |
| Inventories | - | 0.8 | - | -0.8 | - | - |
| Pension liabilities | 0.7 | -0.2 | 0.3 | - | 0.0 | 0.7 |
| Employee benefits | 0.2 | 0.0 | - | - | - | 0.3 |
| Lease agreements | 3.1 | -1.1 | - | -0.1 | 0.0 | 1.9 |
| Other temporary differences | 0.0 | -0.3 | 0.4 | -0.0 | 0.0 | 0.0 |
| Deferred tax assets | 4.0 | -0.8 | 0.7 | -0.9 | 0.0 | 3.0 |
| Set-off of tax | -2.8 | | | | | -2.6 |
| Net deferred tax assets | 1.2 | | | | | 0.4 |
| Deferred tax liabilities | | | | | | |
| Depreciation difference and other untaxed reserves | 4.9 | -0.9 | - | -0.2 | 0.0 | 3.8 |
| Acquisitions | -0.1 | -0.0 | - | - | - | -0.1 |
| Lease agreements | 2.8 | -1.0 | - | -0.0 | 0.0 | 1.8 |
| Other temporary differences | 0.1 | 0.0 | - | -0.1 | - | 0.0 |
| Deferred tax liabilities, total | 7.7 | -1.9 | - | -0.4 | 0.0 | 5.5 |
| Set-off of tax | -2.8 | | | | | -2.6 |
| Net deferred tax liabilities | 4.9 | | | | | 2.9 |

10. Group structure

Consolidation principles: The consolidated financial statements include Oriola Corporation and those directly or indirectly owned subsidiaries over which Oriola Corporation exercises control. Control is presumed to exist when the Group through participation in an investee becomes exposed to its variable returns or is entitled to its variable returns and is able to have an influence on the returns through exercising power over the investee. Subsidiaries are consolidated from the date the Group has gained control and divested companies are consolidated until the date control is lost.

The acquisition method is used in the accounting for the elimination of internal ownership. All intra-group transactions, as well as intra-group receivables, payables, dividends and unrealised internal margins, are eliminated. The Group's profit for the period is attributed to the equity holders of the parent and non-controlling interests. Identifiable assets acquired and assumed liabilities of an acquired entity are measured at their fair value as of the acquisition date. Any contingent consideration is measured at fair value at the date of acquisition and classified under other interest-bearing liabilities. Changes in the contingent consideration and acquisition-related expenses are recognised as an expense in the statement of comprehensive income.

Changes in the parent's ownership interest in a subsidiary that do not result in a loss of control are accounted for as equity transactions. As at the date when control is lost, any investment retained in the former subsidiary is recognised at fair value and the difference is recorded through the statement of comprehensive income.

The consolidation principles for joint ventures are presented in the note 10.4.

Foreign currency denominated items: The consolidated financial statements have been presented in euros, which is the functional and presentation currency of the Group's parent company. The items included in the financial statements of the subsidiaries are valued in the currency, which best describes the financial operating conditions of each subsidiary "functional currency".

Transactions in foreign currencies are translated into functional currency/euro at the rates of exchange prevailing at the dates of transactions. Monetary items have been translated into euros using the rates of exchange as at the balance sheet date and non-monetary items using the rates of exchange at the dates of transactions, excluding items measured at fair value, which have been translated using the rates of exchange on the date of valuation. Gains and losses arising from the translation are recognised in the profit or loss. Foreign exchange gains and losses from operations are included within the corresponding items above EBIT. Foreign exchange gains and losses from loans denominated in a foreign currency are included within financial income and expenses.

The income statements of foreign group companies outside the eurozone are translated into euros using the weighted average rate of exchange of the financial year and the statements of financial position using the rates of exchange as at the balance sheet date. Differences resulting from the translation of the result for the period at a different rate in the statement of comprehensive income and in the statement of financial position are recognised as a separate

item within the consolidated statement of comprehensive income. Translation differences arising from the acquisition cost elimination of foreign subsidiaries and from the translation of equity items accrued after the acquisition date are recognised in other comprehensive income. When a subsidiary is sold in full or in part, related translation differences are included in the calculation of gain or loss for the sale and recognised in the profit or loss for the period.

10.1. Subsidiaries

| 31 Dec 2024 | Domicile | Group | | Parent company | |
|--|----------------|--------------|---------|----------------|---------|
| | | Owner-ship % | Share % | Owner-ship % | Share % |
| Parent company Oriola Corporation | | | | | |
| | Finland | | | | |
| Oriola Finland Oy | Finland | 100 | 100 | 100 | 100 |
| Oriola Sweden AB | Sweden | 100 | 100 | 100 | 100 |
| Svensk dos AB | Sweden | 100 | 100 | 100 | 100 |
| Pharmaservice Oy | Finland | 100 | 100 | 100 | 100 |

ICTHS Health Support AB was merged with the parent company Oriola Sweden AB in January 2024.

| 31 Dec 2023 | Domicile | Group | | Parent company | |
|--|----------------|--------------|---------|----------------|---------|
| | | Owner-ship % | Share % | Owner-ship % | Share % |
| Parent company Oriola Corporation | | | | | |
| | Finland | | | | |
| Oriola Finland Oy | Finland | 100 | 100 | 100 | 100 |
| Oriola Sweden AB | Sweden | 100 | 100 | 100 | 100 |
| Svensk dos AB | Sweden | 100 | 100 | 100 | 100 |
| Pharmaservice Oy | Finland | 100 | 100 | 100 | 100 |
| Oriola Sweden AB | | | | | |
| | Sweden | | | | |
| ICTHS Health Support AB | Sweden | 100 | 100 | | |

10.2. Related party transactions

Related parties in the Oriola Group are deemed to comprise the members of the Board of Directors and the President and CEO of Oriola Corporation, other members of the Oriola Management Team (key management), the immediate family of the aforementioned persons and companies in which they have control or joint control, the Group's subsidiaries and joint ventures.

The Group has transactions between the group companies and the joint venture in the ordinary course of business. The Group has no significant business transactions with other related parties.

Transactions with the joint venture are presented in the following table:

| EUR million | 2024 | 2023 |
|---------------------------------|-------|-------|
| Net sales* | 360.0 | 314.7 |
| Purchases of goods and services | 0.8 | 0.4 |
| Trade and other receivables | 70.0 | 70.5 |
| Trade and other payables | 4.3 | 0.8 |
| Commitments | - | 0.1 |

* Presentation of sales has been changed to net sales instead of invoicing and comparative information has been restated accordingly.

Key management benefits

| EUR thousand | 2024 | 2023 |
|---|----------------|----------------|
| Salaries and other short-term employee benefits | 2,173.2 | 2,515.9 |
| Termination benefits | 408.0 | 159.0 |
| Share-based payments | 132.5 | 97.4 |
| Total | 2,713.6 | 2,772.3 |

Employee benefits to President and CEO

| EUR thousand | 2024 | 2023 |
|---|--------------|--------------|
| Katarina Gabrielson | | |
| Basic salary | 427.5 | 418.1 |
| Bonuses | - | 204.9 |
| Share-based payments | 16.4 | 3.6 |
| Pension expenses (statutory) | 36.1 | 33.0 |
| Pension expenses (voluntary) | 42.0 | 41.9 |
| Employee benefits to President and CEO total | 522.1 | 701.4 |

Employee benefits to other members of the Oriola Management Team

| EUR thousand | 2024 | 2023 |
|------------------------------|----------------|----------------|
| Basic salary | 1,155.1 | 1,001.7 |
| Bonuses | - | 337.1 |
| Share-based payments | 5.1 | 5.1 |
| Termination expenses * | 408.0 | 159.0 |
| Pension expenses (statutory) | 243.2 | 238.1 |
| Pension expenses (voluntary) | 23.6 | 23.5 |
| Total | 1,835.0 | 1,764.4 |

* Termination expenses include the severance pay equal to 6 months' salary.

The total benefits of the President and CEO of the Group and the Oriola Management Team include a supplementary health insurance. The President and CEO of the Group and the Oriola Management Team participate in statutory pension schemes. Two Oriola Management Team members participate in a voluntary defined contribution plan.

Remuneration of the members of the Board of Directors

| EUR thousand | 2024 | 2023 |
|--------------------------------|------|------|
| Heikki Westerlund, Chairman* | 85.5 | 75.0 |
| Harri Pärssinen, Vice Chairman | 52.5 | 50.0 |
| Petra Axdorff** | 43.0 | - |
| Ann Carlsson Meyer** | 41.0 | - |
| Nina Mähönen | 43.0 | 41.5 |
| Yrjö Närhinen* | 47.0 | 39.5 |
| Ellinor Persdotter Nilsson* | 42.5 | 38.0 |
| Eva Nilsson Bågenholm*** | 2.0 | 50.0 |

| EUR thousand | 2024 | 2023 |
|----------------------|--------------|--------------|
| Juko-Juho Hakala**** | - | 7.0 |
| Lena Ridström**** | - | 2.5 |
| Panu Routila**** | - | 4.5 |
| Total | 356.5 | 308.0 |

* from 21 March 2023

** from 19 March 2024

*** until 19 March 2024

**** until 21 March 2023

Annual General Meeting in 2024 confirmed that the fee for the term of office of the Chairman of the Board of Directors is EUR 70,000, the fee for the term of office of the Vice Chairman of the Board of Directors and for the Chairman of the Board's Audit Committee is EUR 40,000 and the fee for the term of office of other members of the Board of Directors is EUR 33,500. Of the annual fee, 60 per cent shall be paid in cash and 40 per cent shall be used to acquire Oriola Corporation's class B shares. The Chairman of the Board of Directors receives an attendance fee of EUR 1,000 per meeting for meetings of the Board of Directors held in the Chairman's home country and EUR 2,000 for meetings of the Board of Directors held elsewhere and the other members of the Board of Directors receive attendance fees of EUR 500 per meeting for meetings held in the home country of the respective member of the Board of Directors and EUR 1,000 for meetings held elsewhere. Attendance fees are correspondingly also paid to the Chairman and members of company committees. Travel expenses are compensated in accordance with the travel policy of the company.

For the apportionment paid in shares, an expense of EUR 0.1 (0.1) million was recognised in 2024.

10.3. Assets held for sale and discontinued operations

Non-current assets, or disposal groups comprising assets and liabilities, are classified as held for sale if it is highly probable that they will be recovered primarily through sale rather than through continuing use. Such assets, or disposal groups, are generally measured at the lower of their carrying amount and fair value less costs to sell. The recognition criteria are met when a sale is highly probable, the asset or a disposal group is available for immediate sale in its present condition subject only to terms that are usual and customary for the sales of such assets, the management is committed to the plan to sell the asset and the sale is expected to be completed within one year from the date of classification.

Once classified as held for sale, intangible assets and property, plant and equipment are no longer amortised or depreciated, and any equity-accounted investee is no longer equity accounted. From the date of the classification, assets held for sale or disposal group are measured at the lower of its carrying amount and fair value less costs to sell.

Operations are classified as discontinued operations in case a component of an entity has either been disposed of, or is classified as held for sale, and it represents a separate major line of business or geographical area of operations, it is part of a single coordinated plan to dispose of a separate major line of business or geographical area of operations or it is a subsidiary acquired exclusively with a view to resale.

The result for the period of discontinued operations is presented as a separate item in the consolidated statement of comprehensive income.

Assets held for sale

Oriola announced on 13 October 2023 that it has signed an agreement to sell all shares in Svensk dos AB to Apotekstjänst Sverige AB and is thereby exiting the dose dispensing business in Sweden as part of Oriola's strategic decision to strengthen focus on wholesale business. Oriola has not seen a foreseeable recovery of the business due to current tender market structure and dynamics. Svensk dos AB has been classified as held for sale since October 2023.

The Swedish Competition Authority (Konkurrensverket) announced on 30 April 2024 its decision on prohibiting Oriola's sale of Svensk dos AB to Apotekstjänst Sverige AB due to negative effects on the competition in the market. The Swedish Patent and Market Court rejected Apotekstjänst Sverige AB's appeal in November 2024 and consequently the Swedish Competition Authority's decision from April 2024 remains in effect. Apotekstjänst Sverige AB has appealed the decision to the Patent and Market Court of Appeal. The final ruling is expected in March 2025. Oriola is still committed to selling Svensk dos AB.

In dose dispensing business, Svensk dos AB offers pharmaceuticals and dose dispensing for private and public healthcare sector operators. The net sales of dose dispensing Sweden in 2024 was EUR 21.7 (25.3) million and EBIT was EUR 1.5 (-6.1) million. In 2023 EBIT includes a goodwill impairment loss of EUR 3.3 million.

The following assets and liabilities were classified as held for sale:

| EUR million | 2024 | 2023 |
|-------------------------------|------|------|
| Property, plant and equipment | 2.3 | 2.4 |
| Goodwill | 4.5 | 4.5 |
| Other intangible assets | 1.8 | 1.9 |
| Deferred tax assets | 0.6 | 0.5 |
| Inventories | 1.5 | 1.2 |

| EUR million | 2024 | 2023 |
|--------------------------------------|-------------|-------------|
| Trade and other receivables | 2.4 | 1.5 |
| Cash and cash equivalents | 0.0 | 0.0 |
| Total assets | 13.1 | 12.0 |
| EUR million | | |
| Deferred tax liabilities | 0.1 | 0.1 |
| Current interest-bearing liabilities | - | 0.2 |
| Current trade and other payables | 1.7 | 1.5 |
| Total liabilities | 1.8 | 1.8 |

Discontinued operations

There were no discontinued operations in 2023 or 2024.

10.4. Investments in joint ventures

Joint ventures are joint arrangements where the Group has joint control with other parties and the parties have rights to the arrangement's net assets.

Interests in joint ventures are accounted for using the equity method of accounting and are initially recognised at cost after which the Group's share of the post-acquisition retained profits and losses is included as part of investments in joint ventures in the consolidated statement of financial position. Under the equity method the share of profits and losses of joint ventures is presented separately in the statement of comprehensive income after EBIT.

Investments in joint ventures are tested for impairment whenever events or change in circumstances indicate that the carrying amount may not be recoverable.

Oriola has 50% shareholding in Swedish Pharmacy Holding AB, which controls pharmacy chain Kronans Apotek in Sweden.

Use of estimates: Management judgement is required when testing the carrying amount of the joint venture for impairment.

| EUR million | 2024 | 2023 |
|-----------------------------------|--------------|--------------|
| Carrying amount 1 Jan | 235.4 | 240.4 |
| Share of result for the period | -24.8 | -4.8 |
| Foreign exchange rate differences | 0.3 | -0.2 |
| Carrying amount 31 Dec | 210.9 | 235.4 |

The share of result in 2024 includes Oriola's share of the impairment of goodwill in Kronans Apotek amounting to EUR 16.3 million. The impairment is related to the integration of Kronans Apotek and Apoteksgruppen, and the transition to one common ERP system, which have required more time than anticipated.

Summarised financial information for joint venture

The summary below is based on the reporting of the joint venture prepared in accordance with IFRS.

| Balance sheet EUR million | Swedish Pharmacy Holding AB | |
|--------------------------------|-----------------------------|--------------|
| | 31 Dec 2024 | 31 Dec 2023 |
| Current assets | | |
| Cash and cash equivalents | 3.8 | 13.5 |
| Other current assets | 156.5 | 157.2 |
| Current assets total | 160.3 | 170.6 |
| Non-current assets | | |
| | 507.8 | 587.9 |
| Current liabilities | | |
| Trade payables | 114.2 | 114.1 |
| Other current liabilities | 48.7 | 59.9 |
| Current liabilities total | 162.8 | 174.0 |
| Non-current liabilities | | |
| | 104.8 | 116.5 |
| Net assets total | 400.4 | 468.1 |

| Reconciliation to carrying amounts EUR million | 31 Dec 2024 | 31 Dec 2023 |
|--|--------------|--------------|
| Net assets 1 Jan | 468.1 | 474.1 |
| Change in reserves | -5.0 | - |
| Adjustment to the opening balance | 1.7 | 2.7 |
| Translation differences | -14.7 | 0.8 |
| Loss for the period | -49.7 | -9.5 |
| Net assets 31 Dec | 400.4 | 468.1 |
| Group's share in joint venture | 50% | 50% |
| Group's share of net assets | 200.2 | 234.0 |
| Translation differences | 7.4 | -0.4 |
| Other | 3.3 | 1.8 |
| Carrying amount 31 Dec | 210.9 | 235.4 |

| Income statement EUR million | Swedish Pharmacy Holding AB | |
|--|-----------------------------|---------|
| | 2024 | 2023 |
| Net sales | 1,151.1 | 1,126.9 |
| Depreciation, amortisation and impairment losses | -84.7 | -45.6 |
| Net interest expenses | -5.0 | -3.9 |
| Income taxes | 2.6 | 2.3 |
| Result for the period | -49.7 | -9.5 |

In 2024 the company recognised a goodwill impairment loss of EUR 32.6 million. The impairment is related to integration of Kronans Apotek and Apoteksgruppen, and the transition to one common ERP system, which have required more time than anticipated.

11. Unrecognised items

11.1. Commitments and contingent liabilities

| EUR million | 2024 | 2023 |
|---|-------------|-------------|
| Commitments for own liabilities | | |
| Guarantees on behalf of subsidiaries | 7.1 | 6.6 |
| Guarantees on behalf of other companies | - | 0.1 |
| Mortgages on company assets | 2.0 | 1.9 |
| Other guarantees and liabilities | 1.7 | 3.8 |
| Total | 10.9 | 12.4 |

The most significant guarantees on behalf of subsidiaries are bank guarantees against Swedish wholesale company's trade payables.

11.2. Future lease payments

Committed future minimum lease payments:

| EUR million | 2024 | 2023 |
|-------------------|------------|------------|
| Within one year | 0.7 | 0.5 |
| One to five years | 0.3 | 0.4 |
| Total | 0.9 | 0.9 |

Future payments consist of minimum leasing commitments related to low-value assets and short-term leases, to which the Group elected to apply recognition exemptions permitted by IFRS 16. For details about leases please refer to section 7. Leases. The leasing expenses related to short-term leases and leases of low-value assets are presented in note 7.2. Leases in the statement of comprehensive income.

11.3. Litigation

Oriola is from time to time involved in legal actions, claims and other proceedings. It is Oriola's policy to provide for amounts related to the proceedings if liability is probable and such amounts can be estimated with reasonable accuracy. Taking into account all available information to date, the legal actions, claims and other proceedings are not expected to have material impact on the financial position of the Group.

11.4. Events after the balance sheet date

Acquisition of MedInfo ApS in Denmark

Oriola announced on 27 January 2025 that it acquires 100% of the shares in MedInfo ApS in Denmark to strengthen its Nordic footprint in medical information (MI) and patient support programmes (PSP). MedInfo is currently Oriola's subcontractor covering the Danish and Norwegian markets with MI and PSP services.

MedInfo's net sales in 2024 were EUR 0.9 million, which mainly came from transactions with Oriola, and which is eliminated in the consolidated financial statements. The company employs five persons in full-time equivalents (FTE) and an interim manager, who will stay on for the first months to ensure a smooth transition. MedInfo will be integrated in Oriola's Advisory services, which is part of Wholesale segment. The transaction was closed on 3 February 2025. The acquisition does not have a significant impact on Oriola's financial position.

Oriola Management Team

Oriola announced on 3 March 2025 that Stig Tornell, B. Sc. (Bus. Adm. & Econ.), has been appointed as Executive Vice President, Sales and member of the Oriola Management Team as of 1 April 2025.

Shareholder's proposal regarding combination of share classes and directed issuance of shares without payment

As announced on 7 February 2025, the Board of Directors of Oriola Corporation has on 7 February 2025 received a demand in accordance with Chapter 5 Section 5 of the Finnish Companies Act to have the combination of share classes and directed issuance of shares without payment dealt with by the Annual General Meeting of Oriola scheduled to be held on 2 April 2025.

As announced on 3 March 2025, the Board of Directors of Oriola Corporation recommends that the shareholder's proposal regarding combination of share classes and directed issuance of shares without payment be accepted at the Annual General Meeting.

12. Other notes

12.1. Application of new and amended IFRS standards and IFRIC interpretations

Certain new or revised standards and interpretations have been published by the International Accounting Standards Board (IASB) that are not mandatory for 31 December 2024 reporting periods and have not yet been applied by the Group. These standards are not expected to have a material impact on the Group in the current or future reporting periods and on foreseeable future transactions. The Group is evaluating the effects of the new IFRS 18 *Presentation and Disclosure in Financial Statements* -standard, which will be effective from 1 January 2027.

The Group will apply each new standard and interpretation from the effective date. If the effective date is other than the first day of a financial year, the Group will apply the standard or interpretation from the beginning of the following financial year.

Parent company financial statements

Parent company income statement (FAS)

| EUR thousand | Note | 2024 | 2023 |
|---|------|------------------|------------------|
| Other operating income | 2 | 17,580.9 | 17,148.6 |
| Personnel expenses | 3 | -8,038.3 | -7,777.8 |
| Depreciation, amortisation and impairment charges | 4 | -3,634.8 | -4,185.0 |
| Other operating expenses | 5 | -13,032.5 | -11,164.2 |
| Operating result | | -7,124.7 | -5,978.5 |
| Financial income and expenses | 6 | -35,425.4 | -18,405.9 |
| Result before appropriations and taxes | | -42,550.1 | -24,384.4 |
| Appropriations | 7 | 19,278.5 | 19,663.5 |
| Income taxes | 8 | -1,335.8 | -2,214.3 |
| Result for the period | | -24,607.3 | -6,935.1 |

Parent company balance sheet (FAS)

| EUR thousand | Note | 31 Dec 2024 | 31 Dec 2023 |
|---|------|------------------|------------------|
| Assets | | | |
| Non-current assets | | | |
| Intangible assets | 9 | | |
| Intangible rights | | 151.3 | 222.9 |
| Other intangible assets | | 9,832.2 | 13,368.1 |
| Advance payments and construction in progress | | 6,394.9 | 1,865.6 |
| | | 16,378.4 | 15,456.5 |
| Property, plant and equipment | 10 | | |
| Land and water areas | | 77.4 | 77.4 |
| Machinery and equipment | | 1.1 | 2.6 |
| Other tangible assets | | 7.5 | 7.5 |
| | | 86.0 | 87.5 |
| Investments | 11 | | |
| Holdings in group companies | | 273,720.6 | 284,765.1 |
| Holdings in participating interest companies | | 215,212.0 | 242,250.0 |
| Other shares | | 8,203.2 | 8,203.2 |
| | | 497,135.7 | 535,218.3 |
| Non-current assets, total | | 513,600.1 | 550,762.4 |
| Current assets | 12 | | |
| Receivables | | | |
| Long-term receivables | | | |
| Accrued receivables | | 600.3 | 1,847.4 |
| Short-term receivables | | | |
| Trade receivables | | - | 233.6 |
| Receivables from group companies | | 19,662.5 | 19,903.1 |
| Other receivables | | 511.6 | 662.0 |
| Accrued receivables | | 1,381.1 | 1,167.9 |
| | | 22,155.4 | 23,814.1 |
| Cash and cash equivalents | | 113,463.9 | 137,532.8 |
| Current assets, total | | 135,619.3 | 161,346.8 |
| Assets total | | 649,219.5 | 712,109.2 |

| EUR thousand | Note | 31 Dec 2024 | 31 Dec 2023 |
|--------------------------------------|------|------------------|------------------|
| Equity and liabilities | | | |
| Equity | 13 | | |
| Share capital | | 147,899.8 | 147,899.8 |
| Other funds | | 19,418.7 | 19,418.7 |
| Invested unrestricted equity reserve | | 76,957.5 | 76,957.5 |
| Retained earnings | | 81,503.8 | 101,248.6 |
| Result for the financial year | | -24,607.3 | -6,935.1 |
| | | 301,172.4 | 338,589.5 |
| Appropriations | 14 | 1,488.8 | 1,597.4 |
| Liabilities | 15 | | |
| Long-term liabilities | | | |
| Borrowings | | 30,000.0 | 1,000.0 |
| Liabilities to group companies | | 18,326.2 | 37,851.5 |
| Accrued liabilities | | 499.0 | 391.5 |
| | | 48,825.2 | 39,243.0 |
| Short-term liabilities | | | |
| Borrowings | | 1,000.0 | 58,135.5 |
| Trade payables | | 2,778.6 | 1,936.4 |
| Liabilities to group companies | | 264,829.6 | 228,665.5 |
| Other liabilities | | 27,384.6 | 41,999.0 |
| Accrued liabilities | | 1,740.2 | 1,942.9 |
| | | 297,733.1 | 332,679.4 |
| Liabilities total | | 346,558.3 | 371,922.3 |
| Equity and liabilities total | | 649,219.5 | 712,109.2 |

Parent company cash flow statement (FAS)

| EUR thousand | 2024 | 2023 |
|---|------------------|-----------------|
| Cash flow from operating activities | | |
| Result before appropriations and taxes | -42,550.1 | -24,384.4 |
| Adjustments | | |
| Depreciation, amortisation and impairment charges | 3,634.8 | 4,185.0 |
| Unrealised foreign exchange gains and losses | 1,054.3 | 1,989.7 |
| Other non-cash items | -1.2 | -6.9 |
| Financial income and expenses | 33,180.5 | 16,416.2 |
| | -4,681.6 | -1,800.4 |
| Change in working capital | | |
| Change in current non-interest-bearing receivables | -802.6 | -941.1 |
| Change in non-interest-bearing current liabilities | -537.3 | 487.2 |
| | -6,021.5 | -2,254.2 |
| Paid and received other financial expenses and income | -497.3 | -667.3 |
| Interest received | 3,748.4 | 4,024.5 |
| Interest paid | -7,924.4 | -9,401.0 |
| Income taxes paid | -1,250.0 | -1,433.6 |
| Cash flow from operating activities | -11,944.7 | -9,731.6 |
| Cash flow from investing activities | | |
| Investments in tangible and intangible assets | -3,294.9 | -1,601.0 |
| Dividends received | 8,799.7 | 38,171.4 |
| Cash flow from investing activities | 5,504.8 | 36,570.4 |
| Cash flow from financing activities | | |
| Purchase of own shares | -111.0 | -88.8 |
| Proceeds from long-term loans | 30,000.0 | - |
| Repayments of long-term loans | -18,502.2 | -40,171.4 |
| Repayments of short-term loans | -57,860.5 | - |

| EUR thousand | 2024 | 2023 |
|---|------------------|------------------|
| Change in other current financing | 22,147.9 | -16,282.9 |
| Group contributions received | 19,392.5 | 18,181.9 |
| Dividends paid | -12,695.6 | -10,869.2 |
| Cash flow from financing activities | -17,628.9 | -49,230.5 |
| Change in cash and cash equivalents | -24,068.9 | -22,391.7 |
| Cash and cash equivalents at the beginning of period | 137,532.8 | 159,924.5 |
| Net change in cash and cash equivalents | -24,068.9 | -22,391.7 |
| Cash and cash equivalents at the end of period | 113,463.9 | 137,532.8 |

Notes to the parent company financial statements (FAS)

1. Accounting principles

Oriola Corporation is the parent company of the Oriola Group, domiciled in Espoo, Finland. Oriola Corporation provides administrative services to group companies. These administrative services are centralised to the parent company. Copies of the consolidated financial statements of the Oriola Group are available at the head office of Oriola Corporation, Orionintie 5, FI-02200 Espoo, Finland (investor.relations@oriola.com).

Oriola Corporation's financial statements are prepared in euros and according to Generally Accepted Accounting Principles in Finland (Finnish GAAP) and according to corporate legislation. The financial statements are presented in thousand euros.

When appropriate, the financial statements of Oriola Corporation comply with the Group's accounting principles based on IFRS. Below are described those accounting principles in which the financial statements of Oriola Corporation differ from the accounting principles of the consolidated financial statements. The accounting principles for the consolidated financial statements are presented in the notes to the consolidated financial statements.

Financial assets and liabilities: Financial items classified as loans and receivables or other financial liabilities are carried at amortised cost.

The change in the fair value of the effective portion of interest rate derivative agreements under hedge accounting made to hedge cash flows is directly recognised against the fair value reserve included in equity. Derivatives acquired to hedge balance sheet items like bank accounts, loans and receivables denominated in foreign currencies and derivatives made to hedge cash flows that are not under hedge accounting are recorded in exchange gains and losses in the financial items.

Share-based payments: The accounting treatment of Oriola Corporation share-based incentive plans is described in the accounting principles for the consolidated financial statements. The share incentive plans of Oriola Corporation are a combination of shares and a cash payment. The granted amount of the incentive plans, settled in shares, is measured at share price of the grant date less expected dividends. The cash-settled part of the plans is measured at fair value, which is the share price at the end of the reporting period. The expenses arising from the incentive plans are recognised in the income statement over the vesting period. In the financial statements of the parent company the component settled in shares as well as the cash-settled part are recognised as accrued liability until paid out. When paid out the share settled part is credited to the equity.

Pension arrangements: The Statutory pension coverage of Oriola Corporation is provided by Ilmarinen Mutual Pension Insurance Company. Supplementary pension coverage is provided by OP Life Assurance Company Ltd. Pension-related payments are recognised as pension expenses on an accrual basis. No other pension liabilities arising from pension arrangements are recognised in the balance sheet except for pension-related accruals.

Leases: The lease agreements of Oriola Corporation consist mainly of information and communication technology equipment. Lease payments are expensed over the rental period and they are included in other operating expenses. Assets leased and related liabilities are not recognised in the parent company's balance sheet.

Subsidiary shares: The carrying amounts of subsidiary shares are assessed as part of the Group's impairment testing, where cash flow forecasts based on value-in-use calculations are prepared for the Group's cash-generating units. In the impairment testing of subsidiary shares, the cash flows are further allocated to subsidiaries' recoverable amounts. The impairment loss is recognised, if the carrying amount of the subsidiary shares and the amount of net loan receivables from the subsidiary exceed the recoverable amount of the corresponding assets.

Other investments in non-current assets: If the recoverable amount of the other investment in non-current assets is estimated to be permanently lower than the acquisition cost less amortisation, the difference is recorded as an impairment loss in the income statement.

2. Other operating income

| EUR thousand | 2024 | 2023 |
|------------------------|-----------------|-----------------|
| Rental income | 12.9 | 12.9 |
| Other service charges | 16,910.0 | 17,124.3 |
| Other operating income | 658.0 | 11.4 |
| Total | 17,580.9 | 17,148.6 |

3. Personnel

| EUR thousand | 2024 | 2023 |
|---|----------------|----------------|
| Personnel costs | | |
| Salaries and fees | 6,529.3 | 6,262.9 |
| Pension costs | 1,111.2 | 1,018.2 |
| Other personnel costs | 397.8 | 496.7 |
| Total | 8,038.3 | 7,777.8 |
| Average number of personnel | 67 | 62 |
| Salaries and bonuses to the Management | | |
| CEO and Members of the Board of Directors | 878.6 | 1,052.4 |

Remuneration and pension costs for the CEO and the members of the Board of Directors are disclosed in the consolidated financial statement in note 10.2. Related party transactions.

4. Depreciation, amortisation and impairment charges

| EUR thousand | 2024 | 2023 |
|--------------|----------------|----------------|
| Depreciation | 3,634.8 | 4,185.0 |
| Total | 3,634.8 | 4,185.0 |

Criteria applied for the straight-line depreciation is disclosed in notes 6.1. and 6.2. to the consolidated financial statement.

Depreciation by asset class is presented in notes 9-10.

5. Other operating expenses

| EUR thousand | 2024 | 2023 |
|---|-----------------|-----------------|
| Postage, telephone and banking expenses | 137.3 | 144.4 |
| IT expenses | 7,650.0 | 7,096.3 |
| Travelling and car expenses | 366.9 | 240.1 |
| Administrative consultancy services | 3,082.9 | 2,069.6 |
| Other operating expenses | 1,795.3 | 1,613.7 |
| Total | 13,032.5 | 11,164.2 |

Other operating costs are mainly costs related to the ownership.

| Audit costs included in other operating costs, EUR thousand | 2024 | 2023 |
|---|--------------|--------------|
| Fees for statutory audit | 82.0 | 72.8 |
| Fees for audit related assignments | 104.7 | 20.5 |
| Fees for other services | 39.5 | 33.1 |
| Total | 226.2 | 126.4 |

6. Financial income and expenses

| EUR thousand | 2024 | 2023 |
|---|------------------|------------------|
| Income from group companies | | |
| Dividend income from group companies | 8,799.7 | - |
| Other interest and financial income | | |
| Interest income from group companies | 33.4 | 140.4 |
| Interest income from other companies | 3,715.0 | 3,884.1 |
| Other financial income | 16,184.5 | 14,647.9 |
| Interest and other financial expenses | | |
| Interest expenses to group companies | -3,240.6 | -4,447.1 |
| Interest expenses to other companies | -4,448.8 | -5,143.9 |
| Other financial expenses | -18,386.0 | -17,661.2 |
| Impairment on investments | | |
| Impairment on investments in non-current assets | -38,082.6 | -9,826.1 |
| Total | -35,425.4 | -18,405.9 |

Financial income and expenses include:

| | | |
|----------------------------|----------|----------|
| Interest income | 3,748.4 | 4,024.5 |
| Interest expenses | -7,689.4 | -9,591.1 |
| Exchange rate gains/losses | -36.3 | -28.9 |

Impairment on investments in non-current assets include impairment on subsidiary shares (EUR 11.0 million) and impairment on joint venture shares (EUR 27.0 million).

7. Appropriations

| EUR thousand | 2024 | 2023 |
|-----------------------------------|-----------------|-----------------|
| Change in depreciation difference | 108.6 | 271.1 |
| Group contribution received | 19,170.0 | 19,392.5 |
| Total | 19,278.5 | 19,663.5 |

8. Income taxes

| EUR thousand | 2024 | 2023 |
|---|----------------|----------------|
| Income taxes for the financial period | 1,335.8 | 1,323.4 |
| Income taxes for previous financial periods | - | 890.9 |
| Total | 1,335.8 | 2,214.3 |

9. Intangible assets

| EUR thousand 2024 | Intangible rights | Other intangible assets | Advance payments and construction in progress | Total |
|---|----------------------|-------------------------------|--|-----------------|
| Historical cost 1 Jan | 812.7 | 29,819.9 | 1,865.6 | 32,498.1 |
| Increases | - | 13.6 | 4,541.6 | 4,555.2 |
| Reclassifications | - | 12.3 | -12.3 | - |
| Historical cost 31 Dec | 812.7 | 29,845.8 | 6,394.9 | 37,053.3 |
| Accumulated amortisation 1 Jan | 589.8 | 16,451.8 | - | 17,041.6 |
| Amortisation for the financial year | 71.6 | 3,561.7 | - | 3,633.3 |
| Accumulated amortisation 31 Dec | 661.4 | 20,013.6 | - | 20,674.9 |
| Carrying amount 31 Dec | 151.3 | 9,832.2 | 6,394.9 | 16,378.4 |
| 2023 | | | | |
| Historical cost 1 Jan | 940.1 | 31,404.0 | 6,312.5 | 38,656.6 |
| Increases | - | 117.1 | 1,568.0 | 1,685.1 |
| Decreases | -127.4 | -1,819.4 | -5,896.8 | -7,843.6 |
| Reclassifications | - | 118.1 | -118.1 | - |
| Historical cost 31 Dec | 812.7 | 29,819.9 | 1,865.6 | 32,498.1 |
| Accumulated amortisation 1 Jan | 611.7 | 14,193.5 | 5,896.8 | 20,702.0 |
| Accumulated depreciation related to decreases | -127.4 | -1,819.4 | -5,896.8 | -7,843.6 |
| Amortisation for the financial year | 105.6 | 4,077.7 | - | 4,183.3 |
| Accumulated amortisation 31 Dec | 589.8 | 16,451.8 | - | 17,041.6 |
| Carrying amount 31 Dec | 222.9 | 13,368.1 | 1,865.6 | 15,456.5 |

10. Property, plant and equipment

| EUR thousand 2024 | Land and water areas | Machinery and equipment | Other tangible assets | Total |
|--|-------------------------|----------------------------|--------------------------|--------------|
| Historical cost 1 Jan | 77.4 | 17.7 | 7.5 | 102.6 |
| Historical cost 31 Dec | 77.4 | 17.7 | 7.5 | 102.6 |
| Accumulated depreciation 1 Jan | - | 15.1 | - | 15.1 |
| Depreciation for the financial year | - | 1.5 | - | 1.5 |
| Accumulated depreciation 31 Dec | - | 16.6 | - | 16.6 |
| Carrying amount 31 Dec | 77.4 | 1.1 | 7.5 | 86.0 |
| 2023 | | | | |
| Historical cost 1 Jan | 77.4 | 17.7 | 7.5 | 102.6 |
| Historical cost 31 Dec | 77.4 | 17.7 | 7.5 | 102.6 |
| Accumulated depreciation 1 Jan | - | 13.3 | - | 13.3 |
| Depreciation for the financial year | - | 1.8 | - | 1.8 |
| Accumulated depreciation 31 Dec | - | 15.1 | - | 15.1 |
| Carrying amount 31 Dec | 77.4 | 2.6 | 7.5 | 87.5 |

11. Investments

| EUR thousand | Holdings in group companies | Holdings in participating interest companies | Other shares | Total |
|-------------------------------|-----------------------------|--|----------------|------------------|
| 2024 | | | | |
| Historical cost 1 Jan | 308,750.9 | 242,250.0 | 8,203.2 | 559,204.1 |
| Historical cost 31 Dec | 308,750.9 | 242,250.0 | 8,203.2 | 559,204.1 |
| Accumulated impairments 1 Jan | -23,985.8 | - | - | -23,985.8 |
| Impairments | -11,044.6 | -27,038.0 | - | -38,082.6 |
| Impairment 31 Dec | -35,030.4 | -27,038.0 | - | -62,068.4 |
| Carrying amount 31 Dec | 273,720.6 | 215,212.0 | 8,203.2 | 497,135.7 |
| 2023 | | | | |
| Historical cost 1 Jan | 308,750.9 | 242,250.0 | 8,203.2 | 559,204.1 |
| Historical cost 31 Dec | 308,750.9 | 242,250.0 | 8,203.2 | 559,204.1 |
| Accumulated impairments 1 Jan | -14,159.7 | - | - | -14,159.7 |
| Impairments | -9,826.1 | - | - | -9,826.1 |
| Impairment 31 Dec | -23,985.8 | - | - | -23,985.8 |
| Carrying amount 31 Dec | 284,765.1 | 242,250.0 | 8,203.2 | 535,218.3 |

Holdings in participating interest companies include Oriola Corporation's 50% shareholding in Swedish Pharmacy Holding AB, which controls pharmacy chains Kronans Apotek and Apoteksgruppen in Sweden. In 2024, an impairment of EUR 11.0 million was made to the subsidiary shares and an impairment of EUR 27.0 million to the shareholding in Swedish Pharmacy Holding AB. In 2023, an impairment in total of EUR 9.8 million was made to the subsidiary shares.

12. Receivables

| EUR thousand | 2024 | 2023 |
|--|-----------------|-----------------|
| Receivables from group companies | | |
| Short-term receivables | | |
| Trade receivables | 466.1 | 35.5 |
| Other receivables | 26.5 | 475.1 |
| Accrued income and prepaid expenses | 19,170.0 | 19,392.5 |
| Total | 19,662.5 | 19,903.1 |
| Items included in accrued receivables | | |
| Long-term accrued receivables | | |
| Change of fair value for interest rate swap | 600.3 | - |
| Short-term accrued receivables | | |
| Arrangement fees relating to loans | 146.8 | 236.7 |
| Exchange rate profit on hedges | 450.1 | 481.5 |
| Compensations not received | 15.1 | 8.0 |
| Group contribution | 19,170.0 | 19,392.5 |
| Other accrued receivables | 573.1 | 441.8 |
| Change of fair value for interest rate swap | 195.9 | - |
| Total | 21,151.4 | 20,560.4 |

13. Equity

| EUR thousand | 2024 | 2023 |
|--|------------------|------------------|
| Share capital 1 Jan | 147,899.8 | 147,899.8 |
| Share capital 31 Dec | 147,899.8 | 147,899.8 |
| Restricted equity | 147,899.8 | 147,899.8 |
| Contingency fund 1 Jan | 19,418.7 | 19,418.7 |
| Contingency fund 31 Dec | 19,418.7 | 19,418.7 |
| Invested unrestricted equity reserve 1 Jan | 76,957.5 | 76,957.5 |
| Invested unrestricted equity reserve 31 Dec | 76,957.5 | 76,957.5 |
| Profit/ loss from previous years 1 Jan | 94,313.5 | 112,220.0 |
| Dividend paid | -12,698.7 | -10,882.6 |
| Share-based compensation | -124.0 | -121.1 |
| Purchase of own shares * | -111.0 | -88.8 |
| Delivery of own shares | 124.0 | 121.1 |
| Profit/loss from previous years 31 Dec | 81,503.8 | 101,248.6 |
| Result for the period | -24,607.3 | -6,935.1 |
| Non-restricted equity | 153,272.7 | 190,689.8 |
| Total | 301,172.4 | 338,589.5 |

* Shares purchased for the share based incentive programme.

| Distributable funds 31 Dec | 2024 | 2023 |
|--------------------------------------|------------------|------------------|
| Contingency fund | 19,418.7 | 19,418.7 |
| Invested unrestricted equity reserve | 76,957.5 | 76,957.5 |
| Profit/ loss from previous years | 81,503.8 | 101,248.6 |
| Net profit for the period | -24,607.3 | -6,935.1 |
| Distributable funds 31 Dec | 153,272.7 | 190,689.8 |

14. Appropriations

| EUR thousand | 2024 | 2023 |
|--|----------------|----------------|
| Cumulative accelerated depreciation difference | 1,488.8 | 1,597.4 |
| Total | 1,488.8 | 1,597.4 |

15. Liabilities

| EUR thousand | 2024 | 2023 |
|--|------------------|------------------|
| Liabilities to group companies | | |
| Long-term liabilities | | |
| Other liabilities | 18,326.2 | 37,851.5 |
| Short-term liabilities | | |
| Trade payables | 54.7 | 94.6 |
| Other liabilities | 264,775.0 | 228,555.9 |
| Accrued liabilities | - | 14.9 |
| Total | 283,155.8 | 226,516.9 |
| Items included in accrued liabilities | | |
| Long-term accrued liabilities | | |
| Change of fair value for interest rate swap | 499.0 | 391.5 |
| Short-term accrued liabilities | | |
| Items related to personnel | 1,544.4 | 1,113.8 |
| Interest | 107.0 | 342.0 |
| Other accrued liabilities | 88.8 | 76.4 |
| Change of fair value for interest rate swap | - | 410.8 |
| Total | 2,239.2 | 2,334.4 |

16. Guarantees, liability engagements and other liabilities

| EUR thousand | 2024 | 2023 |
|---|----------------|----------------|
| Guarantees and other liabilities | | |
| Guarantees for group companies | - | 86.7 |
| Other liabilities and engagements | 1,000.0 | 3,000.0 |
| Total | 1,000.0 | 3,086.7 |
| Rental liabilities on real estate | | |
| Maturity within one year | 33.0 | 33.0 |
| Total | 33.0 | 33.0 |
| Rental liabilities on machinery and fixtures | | |
| Maturity within one year | 288.2 | 299.6 |
| Maturity within 1–5 years | 248.7 | 282.2 |
| Total | 536.9 | 581.9 |

17. Derivatives and financial risk management

| EUR thousand | 2024 | 2023 |
|--|------------------|------------------|
| Book values of derivative instruments | | |
| Interest rate swap agreements | 82,360.6 | 64,888.2 |
| Foreign currency forward and swap contracts | 94,249.1 | 57,678.4 |
| Total | 176,609.7 | 122,566.7 |
| Fair values of derivative instruments | | |
| Interest rate swap agreements | 595.6 | 1,800.3 |
| Foreign currency forward and swap contracts | 450.1 | 360.5 |
| Total | 1,045.8 | 2,160.9 |

Oriola Corporation has interest rate swap agreements hedging the Oriola Group's cash flows as well as foreign currency forward and swap contracts with various counterparties. These derivatives are managed in accordance with the treasury policy approved by the Oriola Corporation Board of Directors. While the Oriola Group's interest rate risks from Oriola Sweden AB's selling of trade receivables are hedged with derivative agreements on a group level, the hedging presents an interest rate risk to Oriola Corporation.

More information on the Oriola Group's financial risk management and derivatives are presented in note 8.3. Financial Risk Management in the notes to the consolidated Financial Statements.

18. Ownership in other companies

The Parent company's ownership in other companies is presented in the note 10.1. Subsidiaries, in the notes to the Consolidated Financial Statements.

The Board of Directors' proposal for the profit distribution and Auditor's Note

Parent company financial statements

According to the parent company's balance sheet as at 31 December 2024, the total distributable funds are:

| | |
|---|----------------|
| Other funds, EUR | 19,418,729.58 |
| Invested unrestricted equity reserve, EUR | 76,957,531.72 |
| Retained earnings, EUR | 81,503,757.57 |
| Loss for the period, EUR | -24,607,349.51 |
| Total distributable funds, EUR | 153,272,669.36 |

The Board of Directors proposes to the Annual General Meeting that a dividend of EUR 0.07 per share will be distributed to 181,410,501 shares, EUR 12,698,735.07 for year 2024 and EUR 140,573,934.29 will be retained in equity.

There have been no material changes in the financial position of the company after the end of the financial year.

Signatures for the financial statements and the report of the Board of Directors

Espoo, 3 March 2025

Heikki Westerlund
Chairman

Harri Pärssinen
Vice Chairman

Petra Axdorff

Ann Carlsson Meyer

Nina Mähönen

Yrjö Närhinen

Ellinor Persdotter Nilsson

Katarina Gabrielson
President and CEO

Auditor's Note

The Auditor's report has been issued today.

Helsinki, 3 March 2025
KPMG Oy Ab

Kirsi Jantunen
Authorised Public Accountant

Auditor's Report

To the Annual General Meeting of Oriola Corporation

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Oriola Corporation (business identity code 1999215-0) for the year ended December 31, 2024. The financial statements comprise the consolidated statement of financial position, statement of comprehensive income, statement of changes in equity, statement of cash flows and notes, including material accounting policy information, as well as the parent company's balance sheet, income statement, statement of cash flows and notes.

In our opinion

- the consolidated financial statements give a true and fair view of the group's financial position, financial performance and cash flows in accordance with IFRS Accounting Standards as adopted by the EU
- the financial statements give a true and fair view of the parent company's financial performance and financial position in accordance with the laws and regulations governing the preparation of financial statements in Finland and comply with statutory requirements.

Our opinion is consistent with the additional report submitted to the Audit Committee.

Basis for Opinion

We conducted our audit in accordance with good auditing practice in Finland. Our responsibilities under good auditing practice are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report.

We are independent of the parent company and of the group companies in accordance with the ethical requirements that are applicable in Finland and are relevant to our audit, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

In our best knowledge and understanding, the non-audit services that we have provided to the parent company and group companies are in compliance with laws and regulations applicable in Finland regarding these services, and we have not provided any prohibited non-audit services referred to in Article 5(1) of regulation (EU) 537/2014. The non-audit services that we have provided have been disclosed in note 4.3 to the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Materiality

The scope of our audit was influenced by our application of materiality. The materiality is determined based on our professional judgement and is used to determine the nature, timing and extent of our audit procedures and to evaluate the effect of identified misstatements on the financial statements as a

whole. The level of materiality we set is based on our assessment of the magnitude of misstatements that, individually or in aggregate, could reasonably be expected to have influence on the economic decisions of the users of the financial statements. We have also taken into account misstatements and/or possible misstatements that in our opinion are material for qualitative reasons for the users of the financial statements.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. The significant risks of material misstatement referred to in the EU Regulation No 537/2014 point (c) of Article 10(2) are included in the description of key audit matters below.

We have also addressed the risk of management override of internal controls. This includes consideration of whether there was evidence of management bias that represented a risk of material misstatement due to fraud.

THE KEY AUDIT MATTER

HOW THE MATTER WAS ADDRESSED IN THE AUDIT

Revenue Recognition (refer to accounting principles for the consolidated financial statements and notes 4.2)

Revenue is mainly generated through the sale of goods and services. The revenue earned is recognized when the control is transferred to the customer in accordance with the terms of delivery or agreement.

There are two types of agreements with the pharmaceutical companies in which Oriola acts either as a principal or an agent. For agreements in which Oriola acts as a principal the legal title, control and payment liability has been transferred to Oriola, and the revenue is recognized on gross basis. For consignment agreements where Oriola acts as an agent, only the distribution fee is recognized as revenue. Analysis of the agreements and the related revenue recognition method requires management judgement, considering the various contractual terms.

Due to the large volumes of transactions and management judgement involved revenue recognition has been identified as an area of focus in the audit.

We obtained an understanding of the revenue recognition processes and evaluated the design and tested the controls over revenue recognition. With special focus on identifying unusual sales transactions, we also performed substantive procedures such as testing samples of sales agreements and year-end transactions to ensure appropriate application of revenue recognition criteria.

We examined sales contracts with pharmaceutical companies to ensure that revenue was recognized in accordance with the terms of the contract and the group's accounting policy.

Audit procedures were performed over revenue recognition at the group level and at each of the reporting components that were in scope for the group audit.

In addition, we have assessed the appropriateness of accounting policy and disclosure information related to revenue recognition in the financial statements.

Valuation of Inventories (refer to accounting principles for the consolidated financial statements and note 5.2)

The carrying value of inventories amounted to EUR 176 million at the end of the financial year.

Inventory management, stocktaking routines and pricing of inventories are key factors in the valuation of inventories. Oriola has different types of contracts with pharmaceutical companies which are either accounted for as own inventory or consignment stock.

In addition, the valuation of inventories requires management estimates in respect of obsolescence assessment.

Due to management judgement and the significant carrying amount involved, valuation of inventories is determined a key audit matter that our audit is focused on.

We evaluated the appropriateness of the accounting policies by reference to IFRS standards, as well as the functionality of the key IT systems of inventory management.

We tested the controls over inventory management, accuracy of inventory amounts and valuation of inventories. We performed substantive audit procedures in relation to pricing of inventory and provision for obsolete inventory.

We reviewed a sample of contracts to ensure that inventory is accounted appropriately in line with the terms of the contract and the group's accounting policy.

We also attended physical inventory counting at selected locations to assess the appropriateness of stocktaking routines.

Valuation of Investments in the parent company's financial statements (refer to notes 1 and 11 to the parent company's financial statements)

After recognizing impairment losses of EUR 38 million, the carrying amount of the investments is EUR 497 million in the parent company's financial statements as of December 31, 2024.

The valuation of investments requires management to make estimates of the probable amount of future income generated by the asset and the permanence of any impairment. The valuation of investments is assessed annually and, if necessary, tested for impairment based on future income expectations.

Due to the high level of judgment incorporated in respect of the future income expectations and the significant carrying amounts involved, valuation of investments is considered a key audit matter for the parent company.

KPMG valuation specialists were involved in the audit of the investments assessing the appropriateness of the technical model used in the impairment tests and testing the integrity of the calculations.

We challenged the assumptions used by management in respect of forecasted growth rates and profitability as well as the appropriateness of the discount rates used. We also validated the assumptions used in relation to market and industry information.

We evaluated the cash flows used by comparing them to the group's budgeting process, external sources and the understanding we gained from our audit.

Responsibilities of the Board of Directors and the President and CEO for the Financial Statements

The Board of Directors and the President and CEO are responsible for the preparation of consolidated financial statements that give a true and fair view in accordance with IFRS Accounting Standards as adopted by the EU, and of financial statements that give a true and fair view in accordance with the laws and regulations governing the preparation of financial statements in Finland and comply with statutory requirements. The Board of Directors and the President and CEO are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors and the President and CEO are responsible for assessing the parent company's and the group's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting. The financial statements are prepared using the going concern basis of accounting unless there is an intention to liquidate the parent company or the group or cease operations, or there is no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with good auditing practice will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with good auditing practice, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the parent company's or the group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of the Board of Directors' and the President and CEO's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the parent company's or the group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the parent company or the group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events so that the financial statements give a true and fair view.

- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the group financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Other Reporting Requirements

Information on our audit engagement

We were first appointed as auditors by the Annual General Meeting on March 19, 2018, and our appointment represents a total period of uninterrupted engagement of 7 years.

Other Information

The Board of Directors and the Managing Director are responsible for the other information. The other information comprises the report of the Board of Directors and the information included in the Annual Report, but does not include the financial statements or our auditor's report thereon. We have obtained the report of the Board of Directors prior to the date of this auditor's report, and the Annual Report is expected to be made available to us after that date. Our opinion on the financial statements does not cover the other information.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. With respect to the report of the Board of Directors, our responsibility also includes considering whether the report of the Board of Directors has been prepared in compliance with the applicable provisions, excluding the sustainability report information on which there are provisions in Chapter 7 of the Accounting Act and in the sustainability reporting standards.

In our opinion, the information in the report of the Board of Directors is consistent with the information in the financial statements and the report of the Board of Directors has been prepared in compliance with the applicable provisions. Our opinion does not cover the sustainability report information on which there are provisions in Chapter 7 of the Accounting Act and in the sustainability reporting standards.

If, based on the work we have performed on the other information that we obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Helsinki, March 3, 2025
KPMG OY AB

Kirsi Jantunen

Authorized Public Accountant, KHT

Assurance Report on the Sustainability Report

To the Annual General Meeting of Oriola Corporation

We have performed a limited assurance engagement on the group sustainability report of Oriola Corporation (business identity code 1999215-0) that is referred to in Chapter 7 of the Accounting Act and that is included in the report of the Board of Directors for the financial year 1.1.–31.12.2024.

Opinion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the group sustainability report does not comply, in all material respects, with

1. the requirements laid down in Chapter 7 of the Accounting Act and the sustainability reporting standards (ESRS);
2. the requirements laid down in Article 8 of the Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088 (EU Taxonomy).

Point 1 above also contains the process in which Oriola Corporation has identified the information for reporting in accordance with the sustainability reporting standards (double materiality assessment) and the tagging of information as referred to in Chapter 7, Section 22 of the Accounting Act.

Our opinion does not cover the tagging of the group sustainability report with digital XBRL sustainability tags in accordance with Chapter 7, Section 22, Subsection 1(2), of the Accounting Act, because sustainability reporting companies have not had the possibility to comply with that provision in the absence of the ESEF regulation or other European Union legislation.

Basis for Opinion

We performed the assurance of the group sustainability report as a limited assurance engagement in compliance with good assurance practice in Finland and with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*.

Our responsibilities under this standard are further described in the *Responsibilities of the Authorized Group Sustainability Auditor* section of our report.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Matter

We draw attention to the fact that the group sustainability report of Oriola Corporation that is referred to in Chapter 7 of the Accounting Act has been prepared and assurance has been provided for it for the first time for the financial year 1.1.–31.12.2024. Our opinion does not cover the comparative information that has been presented in the group sustainability report. Our opinion is not modified in respect of this matter.

Authorized Group Sustainability Auditor's Independence and Quality Management

We are independent of the parent company and of the group companies in accordance with the ethical requirements that are applicable in Finland and are relevant to our engagement, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

The authorized group sustainability auditor applies International Standard on Quality Management ISQM 1, which requires the authorized sustainability audit firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director of Oriola Corporation are responsible for:

- the group sustainability report and for its preparation and presentation in accordance with the provisions of Chapter 7 of the Accounting Act, including the process that has been defined in the sustainability reporting standards and in which the information for reporting in accordance with the sustainability reporting standards has been identified as well as the tagging of information as referred to in Chapter 7, Section 22 of the Accounting Act and
- the compliance of the group sustainability report with the requirements laid down in Article 8 of the Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088;
- such internal control as the Board of Directors and the Managing Director determine is necessary to enable the preparation of a group sustainability report that is free from material misstatement, whether due to fraud or error.

Inherent Limitations in the Preparation of a Sustainability Report

Preparation of the sustainability report requires company to make materiality assessment to identify relevant matters to report. This includes significant management judgement and choices. It is also characteristic to the sustainability reporting that reporting of this kind of information includes estimates and assumptions as well as measurement and estimation uncertainty. Furthermore, when reporting forward looking information company has to disclose assumptions related to potential future events and describe company's possible future actions in relation to these events. Actual outcome may differ as forecasted events do not always occur as expected.

Responsibilities of the Authorized Group Sustainability Auditor

Our responsibility is to perform an assurance engagement to obtain limited assurance about whether the group sustainability report is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our opinion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of the group sustainability report.

Compliance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) requires that we exercise professional judgment and maintain professional skepticism throughout the engagement. We also:

- Identify and assess the risks of material misstatement of the group sustainability report, whether due to fraud or error, and obtain an understanding of internal control relevant to the engagement in order to design assurance procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the parent company's or the group's internal control.

- Design and perform assurance procedures responsive to those risks to obtain evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Description of the Procedures That Have Been Performed

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. The nature, timing and extent of assurance procedures selected depend on professional judgment, including the assessment of risks of material misstatement, whether due to fraud or error. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our procedures included for ex. the following:

- We interviewed Oriola Corporation's management and persons responsible for the preparation and gathering of the sustainability information.
- We familiarized with interviews to the key processes related to collecting and consolidating the sustainability information.
- We got acquainted with the relevant guidances and policies related to the sustainability information disclosed in the sustainability report.
- We acquainted ourselves to the background documentation and other records prepared by the company, as appropriate and assessed how they support the information included in the sustainability report.

- In relation to the double materiality assessment process, we interviewed persons responsible for the process and familiarized ourselves with the process description prepared of the double materiality assessment and other documentation and background materials.
- In relation to the EU taxonomy information we interviewed the management of the company and persons with key roles in reporting taxonomy information to examine how taxonomy eligible activities have been identified, we obtained evidence supporting the interviews and reconciled the reported EU taxonomy information to supporting documents and to the bookkeeping, as applicable.
- We assessed the application of the ESRS sustainability reporting standards reporting principles in the presentation of the sustainability information.

Helsinki, 3 March 2025

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