

ORIOLA

GRI supplement 2021



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Reporting principles

Oriola's sustainability information for 2021 is reported in two parts. This GRI supplement has been prepared in accordance with the Core option of the GRI Standards from the Global Reporting Initiative (GRI Standards 2016, 2018, 2020). Key sustainability topics are reported also in the disclosure of non-financial information in the Board of Directors' Report according to the Finnish Accounting Act. Since 2017, Oriola has been reporting on its sustainability progress and data annually. More information on Oriola's sustainability work is available on the website oriola.com/sustainability.

This GRI supplement defines the scope and principles of Oriola's GRI reporting, the selected topics and the topic boundaries. The supplement contains data about Oriola Group, unless otherwise stated. The GRI 101 Foundation Standard's reporting principles for defining report content have been taken into account in the preparation of sustainability information. The information related to disclosed indicators is presented in different sections of this supplement and the Financial review 2021. The GRI index of this supplement specifies where the information of each indicator can be found.

Mitopro Oy, as an independent third party, has provided limited assurance on the environmental information presented in this GRI supplement. The scope of assured information is indicated in the independent assurance statement on p. 14 of this report.

Oriola's sustainability governance and management

Oriola's Board of Directors decides, steers and guides sustainability strategy, follows up progress against targets and approves relevant policies. Oriola Management Team prepares and follows up Group's sustainability strategy including plans, risks, targets and performance indicators.

Communications and Sustainability function in Oriola is managed by VP, Communications and Sustainability who reports to CEO and was a member of Oriola Management Team in 2021. Communications and Sustainability function is responsible for sustainability development in line with the strategy and action plan, follow up the implementation, coordination and reporting.

VP, Communications and Sustainability is responsible for the management of the sustainability strategy, development and implementation of sustainability initiatives in compliance with the Group's strategy, policies and principles in Oriola. Environmental Manager and Environmental Specialist are reporting to VP, Communications and Sustainability and they are responsible for monitoring of Group's sustainability objectives, sustainability reporting as well as implementation of sustainability projects and initiatives together with the business.

Oriola's sustainability management approach by focus area is described on p. 9 of this report.

Abbreviations

FR Financial review
GRI GRI Supplement

SDG United Nations Sustainable Development Goals
UNGC United Nations Global Compact

GRI topic	Disclosure number	Disclosure title	Location	Additional information	Cross reference
General disclosures GRI 102 (2016)					
Organisational profile					
GRI 102	102-1	Name of the organisation		Oriola Corporation	
GRI 102	102-2	Activities, brands, products and services	FR p. 17 Non-financial information		
GRI 102	102-3	Location of headquarters		Orionintie 5, P.O. Box 8 FI-02101 Espoo, Finland	
GRI 102	102-4	Location of operations	FR pp. 3–4 Business review		
GRI 102	102-5	Ownership and legal form	FR pp. 21–23 Information on Shares		
GRI 102	102-6	Markets served	FR pp. 3–5 Business review		
GRI 102	102-7	Scale of the organisation	GRI p. 7, FR pp. 4–6 Business review		
GRI 102	102-8	Information on employees and other workers	GRI p. 7	Not possible to disclose data on employment type, calculation method will be developed	SDG 8 UNGC 6
GRI 102	102-9	Supply chain	FR p. 20 Non-financial information		SDG 8 UNGC 1
GRI 102	102-10	Significant changes to the organisation and its supply chain		No significant changes in 2021	
GRI 102	102-11	Precautionary principle or approach	FR p. 14 Governance		
GRI 102	102-12	External initiatives	GRI p. 7		
GRI 102	102-13	Membership of associations	GRI p. 7		
Strategy					
GRI 102	102-14	Statement from senior decision maker	Oriola.com/sustainability FR pp. 17–20 Non-financial information		
Ethics and integrity					
GRI 102	102-16	Values, principles, standards, and norms of behavior	FR p. 18 Non-financial information		SDG 8 UNGC 1, 4, 5, 10
GRI 102	102-17	Mechanisms for advice and concerns about ethics	FR p. 18 Non-financial information		SDG 8 UNGC 1, 4, 5, 10
Governance					
GRI 102	102-18	Governance structure	FR pp. 9–14 Governance, GRI p. 2		
Stakeholder engagement					
GRI 102	102-40	List of stakeholder groups	GRI p. 8		
GRI 102	102-41	Collective bargaining agreements	GRI p. 7		
GRI 102	102-42	Identifying and selecting stakeholders	GRI p. 8		
GRI 102	102-43	Approach to stakeholder engagement	GRI p. 8		
GRI 102	102-44	Key topics and concerns raised	GRI p. 8, FR pp. 17–20 Non-financial information		

Abbreviations

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GRI topic	Disclosure number	Disclosure title	Location	Additional information	Cross reference
Reporting practice					
GRI 102	102-45	Entities included in the consolidated financial statements	FR p.61 Group structure		
GRI 102	102-46	Defining report content and topic boundaries	GRI pp. 2, 9		
GRI 102	102-47	List of material topics	GRI p. 9		
GRI 102	102-48	Restatements of information		Some previously reported data has been restated due to internal data validation review or change in calculation method. Restated data is indicated for each reported information.	
GRI 102	102-49	Changes in reporting		No changes	
GRI 102	102-50	Reporting period		1 January 2021–31 December 2021	
GRI 102	102-51	Date of most recent report		Oriola Financial review, 22 February 2022	
GRI 102	102-52	Reporting cycle		Annual	
GRI 102	102-53	Contact point for questions regarding the report		tuula.lehto@oriola.com sanna.verajankorva@oriola.com	
GRI 102	102-54	Claims of reporting in accordance with the GRI Standards	GRI p. 2	This supplement has been prepared in accordance with the Core option of the GRI Standards from the Global Reporting Initiative (GRI)	
GRI 102	102-55	GRI content index	GRI pp. 3–6		
GRI 102	102-56	External assurance	GRI p. 14	Limited external assurance on the environmental information by Mitopro Oy.	

Management approach GRI 103 (2016)

Management approach

GRI 103	103-1	Explanation of the material topic and its boundary	GRI p. 9		
GRI 103	103-2	The management approach and its components	GRI pp. 2, 9		
GRI 103	103-3	Evaluation of the management approach	GRI pp. 2, 9		

Topic-specific disclosures

Economic performance

GRI 201 (2016)	201-1	Direct economic value generated and distributed	GRI p. 10		
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Anti-corruption

GRI 205 (2016)	205-2	Communication and training about anti-corruption policies and procedures	FR p. 18 Non-financial information, GRI p. 10		UNGC 10
GRI 205 (2016)	205-3	Confirmed incidents of corruption and actions taken	GRI p. 10		UNGC 10

Energy

GRI 302 (2016)	302-1	Energy consumption within the organisation	GRI p. 10		SDG 12, 13 UNGC 7, 8
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Abbreviations
 FR Financial review
 GRI GRI Supplement

SDG United Nations Sustainable Development Goals
UNGC United Nations Global Compact

GRI topic	Disclosure number	Disclosure title	Location	Additional information	Cross reference
Emissions					
GRI 305 (2016)	305-1	Direct (Scope 1) GHG emissions	GRI p. 10		SDG 12, 13 UNGC 7, 8, 9
GRI 305 (2016)	305-2	Energy indirect (Scope 2) GHG emissions	GRI p. 10		SDG 12, 13 UNGC 7, 8, 9
GRI 305 (2016)	305-3	Other indirect (Scope 3) GHG emissions	GRI p. 11		SDG 12, 13 UNGC 7, 8, 9
Waste					
GRI 306 (2020)	306-1	Waste generation and significant waste-related impacts	GRI p. 11		SDG 6, 12 UNGC 7, 8
GRI 306 (2020)	306-2	Management of significant waste-related impacts	GRI p. 11		SDG 6, 12 UNGC 7, 8
GRI 306 (2020)	306-3	Waste generated	GRI p. 12		SDG 6, 12 UNGC 7, 8
GRI 306 (2020)	306-4	Waste diverted from disposal	GRI p. 12		SDG 6, 12 UNGC 7, 8
GRI 306 (2020)	306-5	Waste directed to disposal	GRI p. 12		SDG 6, 12 UNGC 7, 8
Employment					
GRI 401 (2016)	401-1	New employee hires and employee turnover	GRI p. 12		SDG 8 UNGC 3, 6
GRI 401 (2016)	401-3	Parental leave	GRI p. 12		SDG 8 UNGC 1, 6
Occupational health and safety					
GRI 403 (2018)	403-1	Occupational health and safety management system	GRI p. 13	Data reported in 403 disclosures includes only employees. Calculation method will be developed to cover other workers, e.g. facility services' workers.	SDG 8, UNGC 1
GRI 403 (2018)	403-2	Hazard identification, risk assessment, and incident investigation	GRI p. 13		SDG 8, UNGC 1
GRI 403 (2018)	403-3	Occupational health services	GRI p. 13		SDG 8, UNGC 1
GRI 403 (2018)	403-4	Worker participation, consultation, and communication on occupational health and safety	GRI p. 13		SDG 8, UNGC 1
GRI 403 (2018)	403-5	Worker training on occupational health and safety	GRI p. 13		SDG 8, UNGC 1
GRI 403 (2018)	403-6	Promotion of worker health	GRI p. 13		SDG 8, UNGC 1

Abbreviations

FR Financial review
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SDG United Nations Sustainable Development Goals
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GRI topic	Disclosure number	Disclosure title	Location	Additional information	Cross reference
GRI 403 (2018)	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	GRI p. 13		SDG 8, UNGC 1
GRI 403 (2018)	403-9	Work-related injuries	GRI p. 13	Kronans Apotek employees and rental workers are excluded due to availability of information. Calculation method will be developed to cover also total recordable injuries.	SDG 8, UNGC 1
Training and education					
GRI 404 (2016)	404-2	Programs for upgrading employee skills and transition assistance programs	GRI p. 13		SDG 8
GRI 404 (2016)	404-3	Percentage of employees receiving regular performance and career development reviews	GRI p. 13		SDG 8, UNGC 6
Diversity and equal opportunity					
GRI 405 (2016)	405-1	Diversity of governance bodies and employees	GRI p. 13		SDG 8 UNGC 6
Non-discrimination					
GRI 406 (2016)	406-1	Incidents of discrimination and corrective actions taken	GRI p. 10		SDG 8 UNGC 1, 6
Oriola's own topic: medicine availability and promoting health					
Own indicator		Medicine availability and promoting health	FR p. 19 Non-financial information		SDG 3, 12 UNGC 1

Information on general disclosures

This section provides information on the general disclosures that are not reported in the Financial review or the GRI index.

Information on employees and other workers (102-8)

Category	Indicator	2021
Number of employees	Total	4,139
Employees by employment contract, by gender %	Female	
	Permanent	76
	Temporary	24
	Male	
Employees by employment contract, by region %	Permanent	83
	Temporary	17
	Finland	
	Permanent	98
	Temporary	2
	Sweden	
	Permanent	73
	Temporary	27

Employee data is based on headcounts

External initiatives (102-12)

Oriola joined the UN Global Compact initiative in 2018. Oriola is committed to communicating annually on the UN Global Compact website on company's actions and progress in alignment with the 10 principles of the Global Compact.

Membership of associations (102-13)

Oriola is involved in various professional organisations in the sector. Below are listed the international memberships and key memberships in Finland and Sweden in 2021.

International memberships

- European Association of Pharmaceutical Full-line Wholesalers, (GIRP), Oriola's representative was a board member
- The International Federation of Pharmaceutical Wholesalers' (IFPW)
- United Nations Global Compact

Finland

- Lääke- ja terveyshuolto, LTH ry, 2 Oriola's representatives are board members
- The Association of Products and Services Trade ETU
- Finnish Commerce Federation
- FIBS

Sweden

- Sveriges apoteksförening
- Läkemedelsdistributörernas Förening LDF, Oriola has 2 representatives in the board
- Farmaceuter utan Gränser Sverige
- Svenskt Näringsliv
- Västsvenska Handelskammaren
- Nordic Council of Shopping Centers
- Svensk Handel
- Trygghetsrådet

Collective bargaining agreements (102-41)

Oriola supports the freedom of association and the right to collective bargaining of all its employees. In 2021, over 80% of Oriola Group's employees were covered by collective agreements.

Stakeholder engagement (102)

List of stakeholder groups (102-40), Identifying and selecting stakeholders (102-42), Approach to stakeholder engagement (102-43), Key topics and concerns raised (102-44)

Oriola's stakeholders include current and potential customers (including e.g. pharmaceutical companies, pharmacies, grocery stores and consumers), current and potential employees, investors and analysts, suppliers and subcontractors, authorities and media. Understanding stakeholder expectations requires regular dialogue with them. The table describes the key stakeholders'

expectations, how Oriola responds to them and examples of stakeholder interaction.

In 2021, the COVID-19 pandemic continued as the main concern among stakeholder groups. During the pandemic, Oriola's most important task has been to take care of reliable pharmaceutical deliveries. Also, during the pandemic it has been crucial to keep pharmacies open and dose-dispensing production ongoing. Oriola is offering safety stock services for Finland and Sweden. Oriola has responded to changing needs of societies and health-

care by introducing new services and adapting to new demand. In 2021, Oriola has supported healthcare's carrying capacity by distributing the COVID-19 vaccines in Finland and by administering more than 100,000 vaccine doses in Sweden.

Depending on the pandemic situation, Oriola has introduced protective equipment as well as practices that minimise staff encounters to ensure health and safety of employees.

Key stakeholder	Stakeholder expectations	How Oriola responds to stakeholder expectations	Examples of stakeholder interaction
Customers	Safe and timely delivery of pharmaceuticals and other healthcare products Taking forward health and wellbeing in society Minimise environmental impacts	Customer experience development Internal processes to ensure quality Business Continuation Planning Regulatory compliance Continuous improvement of environmental work	Daily customer interactions, such as customer service and sales representative actions Customer forums and service channels Customer surveys Social media
Employees	Competence and development of personnel Taking health, wellbeing and safety forward as an employer An equal and fair workplace supporting diversity Good leadership	Learning and development opportunities Continuous development of leadership skills Promotion of non-discrimination and fair employment Code of Conduct Change management model	Daily interactions Development discussions Employee engagement surveys Cooperation with employees Whistleblower channel Internal & leadership communications
Investors and analysts	Transparent and reliable financial reporting Sustainable growth and financial profitability Minimise environmental impacts Excellent risk management	Financial and non-financial reporting ESG communication Risk management processes	Annual General Meeting Results announcements Investor meetings Stock exchange releases Press conferences
Suppliers and subcontractors	Reliable operations Market insight Open and transparent information sharing	Supplier cooperation Ethical business practices	Supplier events and meetings Supplier assessments Business Partner Code of Conduct
Authorities	Regulatory compliance in operations	Internal processes to ensure quality Reporting and license processes	Close cooperation and information sharing

Management approach

Defining report content and topic boundaries (102-46)

List of material topics (102-47)

Management approach (103-1, 103-2, 103-3)

Society	Description
GRI topics	Oriola's own topic: medicine availability and promoting health, GRI 201: Economic performance, GRI 205: Anti-corruption
Material topics	Safe and timely delivery of medicines Sustainable usage of medicines Taking forward health and wellbeing in the society Cooperation with ethical partners
Targets	Sustainability goals, FR pp. 17, 19 Non-financial information, more information on oriola.com/sustainability
Policies, processes, management model	Code of Conduct, Oriola Common Management System, Quality management, Business Partner Code of Conduct, Purchasing Policy, The United Nations Global Compact
Actions and results	FR p. 19 Non-financial information, oriola.com/sustainability
Disclosures	Oriola's own topic: medicine availability and promoting health, 201-1, 205-2, 205-3
Topic boundary	External and internal impacts: customers, authorities, suppliers, employees

People	Description
GRI topics	GRI 401: Employment, GRI 403: Occupational health and safety, GRI 404: Training and education, GRI 405: Diversity and equal opportunity, GRI 406: Non-discrimination
Material topics	Competence and development of personnel Taking health, wellbeing and safety forward as an employer An equal and fair workplace supporting diversity
Targets	Sustainability goals, FR pp. 17, 19 Non-financial information, more information on oriola.com/sustainability
Policies, processes, management model	Code of Conduct, People strategy, People management process
Actions and results	FR p. 19, Non-financial information, oriola.com/sustainability
Disclosures	401-1, 401-3, 403-1-403-7, 403-9, 404-2, 404-3, 405-1, 406-1
Topic boundary	Internal impacts within operations: employees

Planet	Description
GRI topics	GRI 302: Energy, GRI 305: Emissions, GRI 306: Waste
Material topics	Minimise environmental impact of pharmaceutical waste Minimise waste and increase recycling rate Energy efficiency Reduce CO ₂ emissions
Targets	Sustainability goals, FR pp. 17–18 Non-financial information, more information on oriola.com/sustainability
Policies, processes, management model	Environmental policy, Oriola Common Management System, The United Nations Global Compact
Actions and results	FR p. 18, Non-financial information, GRI pp. 10–12, oriola.com/sustainability
Disclosures	302-1, 305-1, 305-2, 305-3, 306-1-306-5
Topic boundary	External impacts within value chain: customers, authorities, suppliers; internal impacts within operations

Materiality assessment

Oriola's sustainability work is based on material topics gathered under three themes: Society, People and Planet. To ensure Oriola's sustainability programme is focusing on relevant topics, a materiality assessment was conducted with key stakeholders. The original assessment was performed in 2018 with over 460 replies and supplementary interviews with selected investors and customers. During 2021 the materiality assessment was reviewed with focus on the social responsibility topics. In addition to internal evaluation, main stakeholder groups were interviewed to re-evaluate the relevance of the topics and assess gaps in stakeholder expectations and Oriola's sustainability programme. As a result, the topics identified in 2018 were evaluated material for Oriola and its stakeholders and no significant changes were done compared to the previous assessment.

The content of this GRI supplement is based on the material topics presented in the table together with topic boundaries.

In addition to materiality assessment, Oriola's sustainability programme is aligned with United Nations Sustainable Development Goals (SDGs).

Information on topic-specific disclosures

This section provides information on the topic-specific disclosures that are not reported in the Financial review or the GRI index.

Economic performance (201)

Direct economic value generated and distributed (201-1), MEUR

	2021	2020	2019
Economic value generated, total	1,893.4	1,810.2	1,732.2
Revenues ¹	1,893.4	1,810.2	1,732.2
Economic value distributed, total	1,865.6	1,793.9	1,714.1
Operating costs ²	1,665.4	1,597.3	1,519.4
Wages and benefits ³	185.3	172.3	173.4
Payments to providers of capital ⁴	9.6	20.7	19.5
Income taxes ⁵	5.3	3.6	1.8
Donations ⁶	0.0	0.0	0.0
Economic value retained	27.8	16.2	18.1

¹ Revenues include income from the sale of goods, distribution fees and the sale of services as well as other operating income. Sales are adjusted with indirect taxes, discounts and currency translation differences resulting from sales in foreign currencies.

² Operating costs include purchases of goods and services from suppliers, rental costs as well as other operating expenses.

³ Wages and benefits include wages, salaries and bonuses paid to employees as well as share-based payments, pension benefits and social costs for the financial year.

⁴ Payments to providers of capital include interest paid and other financial expenses less interest received and other financial income as well as dividends distributed to the parent company shareholders during the financial year.

⁵ Income taxes include income taxes based on the taxable profit for the financial year as well as prior period adjustments to the income taxes. Changes in deferred taxes are excluded.

⁶ Donations include contributions to non-profit organisations.

Anti-corruption (205), Non-discrimination (406)

Communication and training about anti-corruption policies and procedures (205-2), Confirmed incidents of corruption and actions taken (205-3), Incidents of discrimination and corrective actions taken (406-1)

Oriola's anti-corruption and non-discrimination principles are included in Oriola's Code of Conduct, which is available in Finnish, Swedish and English. Oriola has a Code of Conduct online training and it is included in onboarding process for employees. Oriola expects its business partners to follow the same ethical principles and to adhere to the Business Partner Code of Conduct.

Oriola has a confidential channel where violations of Code of Conduct can be anonymously reported. The Board of Directors monitors compliance with the Code of Conduct. In 2021, the channel received 17 reports (2020: 16) related to, among other things, leadership and occupational safety. No corruption cases were reported.

Energy (302)

Energy consumption within the organisation (302-1), MWh

	2021	2020	2019
Electricity	23,223	22,114	22,990
Heat ¹	5,584	5,086	5,423
Total energy consumption	28,807	27,200	28,413

¹ Kronans Apotek consumption data is not included.

Emissions (305)

Direct GHG emissions (Scope 1) (305-1), Energy indirect GHG emissions (Scope 2) (305-2), tCO₂

	2021	2020	2019
Scope 1 emissions ¹	376	860	473
Scope 2 emissions (location based) ²	1,258	1,166	1,527
Scope 2 emissions (market based) ²	139	917	1,635

¹ Scope 1 emissions include fugitive emissions. Source for emission factors is EPA.

² Sources for Scope 2 emission factors are AIB, Fingrid and energy suppliers.

Oriola reports Scope 1 and 2 greenhouse gas (GHG) emissions from its operations according to the GHG Protocol standard.

Other indirect GHG emissions (Scope 3) (305-3), tCO₂

	2021	2020	2019
Category 1: Purchased goods and services ¹	974	875	846
Category 4: Upstream transportation and distribution ²	3,213	3,218	2,498
Category 5: Waste ³	315	310	327
Category 6: Business travel ⁴	565	628	1,116
Category 7: Employee commuting ⁵	133	116	196

¹ Category purchased goods and services covers purchased packaging materials. Source for emission factors is DEFRA database for material use.

² Category upstream transportation and distribution covers transportation and distribution of goods. Data for 2019 and 2020 has been restated due to updated emission factors. Emission data is obtained from the suppliers.

³ Category waste covers non-pharmaceutical waste generated in everyday business operations and collected from Oriola Group facilities, excluding Kronans Apotek pharmacies. Emission factors: GHG emission factors for waste components produced, treated and recovered in the HSY area, Julia 2030 project.

⁴ Category business travel covers business travel by air, car and use of leasing cars. Data for 2019 and 2020 has been restated due to updated emission factor. Emission data obtained from travel agencies, leasing companies and Oriola payroll department.

⁵ Category employee commuting covers travelling between home and workplace. Calculations are based on an employee commuting survey conducted in 2020. Data covers only employees in Finland.

Oriola reports Scope 3 greenhouse gas (GHG) emissions according to the GHG Protocol standard.

Waste (306)

Waste generation and significant waste-related impacts (306-1), Management of significant waste related impacts (306-2)

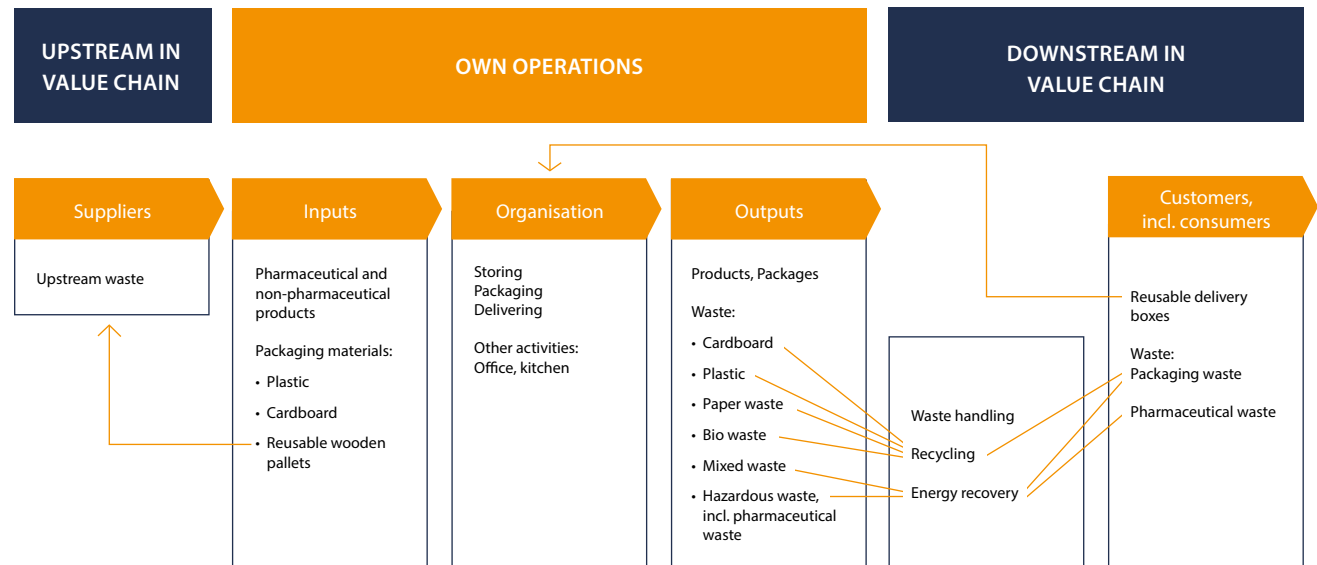
The waste flow chart shows the waste-related impacts associated with Oriola's business operations. The impacts extend to upstream and downstream in the supply chain but most of the waste is generated during company's own operations.

Storing and delivering of pharmaceuticals and non-pharmaceutical products as well as dose-dispensing activities generate mainly packaging waste. Recycling is one of the key initiatives of Oriola's environmental work and possibilities to sort waste have been systematically increased in the recent years. There are over 10 different sorting categories available in the company's biggest warehouses in Finland and Sweden of which cardboard, plastic

and waste to energy are the largest. Recycling is one of the company's sustainability targets and results are followed on a regular basis and shared with employees.

The most significant waste category associated with the Kronans Apotek pharmacies is the pharmaceutical waste. Oriola's Swedish pharmacy chain collects hundreds of tonnes of pharmaceutical waste annually and delivers it for appropriate disposal. Consumers are encouraged to return unused or expired medicines to a pharmacy.

To reduce waste in the logistics chain of the products it distributes, Oriola delivers products from its distribution centers to recipients mainly in reusable transport boxes. Additionally, Oriola has improved collection of wooden pallets and shipped over 2,000 tonnes of reusable pallets back to suppliers in 2021.



Waste generated (306-3), Waste diverted from disposal (306-4), Waste directed to disposal (306-5)

Non-hazardous waste ¹ , tons	2021	2020	2019
Recycling	1,652	1,354	1,303
Energy recovery	448	473	543
Landfill	0	0	0
Total	2,100	1,827	1,846

Hazardous waste ² , tons	2021	2020	2019
Recycling	0	0	0
Energy recovery	662	603	631
Landfill	0	0	0
Total	662	603	631

¹ Figure does not include non-pharmaceutical waste collected from Kronans Apotek pharmacies.

² Hazardous waste is pharmaceutical waste that is used for energy. Most of the pharmaceutical waste is collected from consumers at Kronans Apotek pharmacies.

Non-hazardous and hazardous waste is managed offsite by waste handling operators.

Employment (401)

New employee hires and employee turnover (401-1)

Category	Indicator	2021		
		Number of new hires	% of total new hires	New hire rate %
New hires by age group	< 30	137	33	25
	30–49	218	53	12
	> 50	59	14	7
New hires by gender	Female	317	77	13
	Male	97	23	13
New hires by region	Finland	138	33	18
	Sweden	276	67	11
Total new hires	Total	414	100	12.9

Category	Indicator	2021		
		Number of new leavers	% of total no. of leavers	Turnover rate %
Leavers by age group	< 30	123	27	4
	30–49	260	58	8
	> 50	69	15	2
Leavers by gender	Female	330	73	10
	Male	122	27	4
Leavers by region	Finland	147	33	5
	Sweden	305	67	10
Total leavers	Total	452	100	14.4

New hires are calculated as new permanent employees per total number of permanent employees during the reporting period. Leavers are calculated as resigned permanent employees per total number of permanent employees during the reporting period.

Parental leave (401-3)

Category	Indicator	2021	2020
Number of employees that took parental leave, by gender	Female	491	479
	Male	106	102
% of employees that took parental leave, by gender	Female	15	14
	Male	11	11

Part time and hourly parental leaves are not included in the calculation.

Occupational health and safety (403)

Disclosures from 403-1 to 403-7

Occupational healthcare activities aim to healthy and safe work and working environment, a well-functioning work community, prevention of work-related illnesses and accidents, and maintaining and promoting work and functional capacity at different stages of working life. All Oriola employees are covered by occupational health services.

Occupational health and safety is organised in compliance with local legislation. In Finland, the statutory labor protection activity is represented by an occupational safety organisation in which all personnel groups are represented. Occupational healthcare is also involved in labour protection activities. Labour protection committee meets at least four times a year to promote the health, safety and working capacity of Oriola's employees, and to prevent occupational accidents and diseases. Together with occupational healthcare and supervisors, the labour protection committee plays a key role in developing and providing information on health and safety issues.

In Sweden, occupational health and safety is organised in compliance with Swedish legislation, with support from occupational health suppliers and in cooperation with local unions. All unions have cooperation agreements with legal employer company and have regular meetings with employer representatives (HR and manager) to cooperate according to labour laws and regulations within safety and security work environment topics according to a set agenda.

Health and safety training is part of Oriola's induction process consisting of guidelines and instructions to ensure safe work for all, especially in our production sites. In addition, Oriola's businesses provide tailored occupational safety training as needed. Job specific safety training includes, for example, safe handling of chemicals and the use of safety equipment.

Site management teams are responsible for assessing, mitigating, and monitoring of site-specific risks and incidents. Managers have a responsibility to work continuously with risks and improvements to guarantee a safe workplace. Employees are encouraged to

Work-related injuries (403-9)

	2021	2020
Number of fatalities and high-consequence work-related injuries	0	0
Number of lost-time injuries	5	5
Lost-time injury rate ¹	2.61	3.19

¹Lost-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. Kronans Apotek employees and rental workers excluded. Most of the injury types are related to overexertion and bodily reaction.

participate in the work and report findings or share improvement ideas on safety issues in working environment.

In addition to occupational healthcare activities, Oriola offers a wide range of voluntary health promotion services from sports, culture and commuting benefits to substance abuse programmes and break exercise application.

Training and education (404)

Programs for upgrading employee skills and transition assistance programs (404-2)

Oriola encourages its personnel to continuously develop their skills throughout their career. Oriola operates in a heavily regulated sector and provides training for its personnel in line with industry requirements. In Sweden, Oriola's pharmacy chain Kronans Apotek offers internship for pharmacist students and mandatory pharmacotherapy trainings for all employed pharmacists. Pharmacy employees in Finland have an opportunity to participate in professional updating training organised by third parties.

In recent years and accelerated by the COVID-19 pandemic, the offering of online training opportunities has been increasing. In 2021, Oriola launched an online sustainability training which was completed by over 2,200 employees during the year. Also, a new recycling training video was provided for employees working in Espoo distribution centre to increase awareness and instruct on correct sorting practices.

As part of the organisation restructuring in 2021, Oriola provided change management training for all managers and offered support for employees affected by the change in accordance with local legislation and practises in Finland and Sweden.

Percentage of employees receiving regular performance and career development reviews (404-3)

All employees are in the scope on annual development discussions, in which personal goals are set to guide work, and individual development goals and measures are mapped.

Diversity and equal opportunity (405)

Diversity of governance bodies and employees (405-1)

Category	Indicator	2021 ¹	2020	2019
Board of Directors	By gender %			
	Female	50	57	57
	Male	50	43	43
	By age group %			
	< 30	0	0	0
	30–49	0	14	29
> 50	100	86	71	
Oriola Management Team	By gender %			
	Female	70	60	60
	Male	30	40	40
	By age group %			
	< 30	0	0	0
	30–49	50	50	50
> 50	50	50	50	
Employees	By gender %			
	Female	78	78	77
	Male	22	22	23
	By age group %			
	< 30	24	26	20
	30–49	50	48	55
> 50	26	26	25	

¹31 December 2021

Independent assurance statement

To the Management and Stakeholders of Oriola Corporation

Scope and Objectives

The Management of Oriola Corporation (“Oriola”) commissioned us to perform a limited third-party assurance engagement regarding environmental performance data (“Environmental information”) disclosed in pages 10–12 in the Oriola GRI Supplement (“Report”) for the period of 1st January to 31st December 2021.

The assurance engagement was conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000 revised – ‘Assurance Engagements other than Audits and Reviews of Historical Financial Information’.

Conclusion

Based on the work described in this report, nothing has come to our attention that causes us to believe that the Environmental information disclosed in the Oriola GRI Supplement has not been prepared, in all material respects, in accordance with the reporting criteria.

Responsibilities

Oriola is responsible for the collection, calculation, and presentation of the Environmental information according to the reporting criteria. The Management of Oriola has approved the Environmental information disclosed in the GRI Supplement. Our responsibility as assurance providers is to express an independent conclusion on the Environmental information subject to the limited assurance engagement. To assess the Environmental Information, which includes an assessment of the risk of material misstatement in the Report, we have used Global Reporting Initiative’s GRI-standards and Oriola’s internal reporting instructions, (the “Reporting principles”, see page 2).

Assurance Provider’s Independence and Competence

We have conducted our assessment as independent and impartial from the reporting organisation. We were not committed to any assignments for Oriola that would conflict with our independence, nor were we involved in the preparation of the Report. Our team consists of competent and experienced sustainability reporting experts, who have the necessary skills to perform an assurance process.

Basis of Our Opinion

Assurance providers are obliged to plan and perform the assurance process so as to ensure that they collect adequate evidence for the necessary conclusions to be drawn. The procedures selected depend on the assurance provider’s judgement, including their assessment of the risk of material misstatement adhering to the Reporting criteria.

Our opinion is based on the following procedures performed:

- Interviews with Oriola’s specialists responsible for data collection and reporting of the Environmental information.
- Review of systems and procedures to generate, collect and report the Environmental information for the Report.
- Assessment of calculations and data consolidation procedures and internal controls to ensure the accuracy of the Environmental information.
- Testing the accuracy and completeness of the Environmental information from original documents and systems on a sample basis.

Inherent limitations

Our assurance relies on the premise that the data and information provided by Oriola to us as part of our review procedures have been provided in good faith. Because of the selective

nature (sampling) and other inherent limitations of both procedures and systems of internal control, there remains the unavoidable risk that errors or irregularities may not have been detected. For instance, greenhouse gas (GHG) emissions calculations are subject to inherent limitations, given the nature and the methods used for determining such data. Finally, the selection of different but acceptable measurement techniques may result in materially different measurements.

Helsinki, Finland, 18th February 2022

Mitopro Oy

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Independent Sustainability
Practitioner

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