

ORIOLA

GRI supplement 2019



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About this report

Oriola's Annual report 2019 consists of three separate reports in which integrated reporting elements are applied. The Annual review presents Oriola's strategy, business, value creation and sustainability work. The Financial review includes the Board of Directors' report, audited financial statements and auditor's report as well as information about the shares and shareholders and key figures and financial development. GRI supplement includes sustainability information compliant with the GRI standards.

All reports are available in Finnish and in English on our [website](#).



Oriola Annual review 2019



Oriola Financial review 2019



Oriola GRI supplement 2019

Oriola's sustainability reporting 2019

Oriola publishes sustainability information annually, at the same time with annual report. This is Oriola's first GRI supplement and it has been prepared in accordance with the Core option of the GRI Standards from the Global Reporting Initiative (GRI Standards 2016, 2018). Oriola has reported on its sustainability progress and data since 2017.

This supplement contains data about Oriola Group, unless otherwise stated. The GRI principles regarding the content of this supplement have been taken into account in the preparation of sustainability information. Sustainability information is presented in different sections of this supplement and key figures are summarised in the GRI Index. Mitopro Oy has provided limited assurance on the environmental information presented in Oriola's 2019 Annual Report as an independent third party. The scope of assured information is indicated in the independent assurance statement on page 12 of this report.

Sustainability governance and management

Oriola's Board of Directors steers and guides sustainability strategy, follows up progress against targets and approves relevant policies. Oriola's Group Management Team decides on and follows up Group's sustainability strategy including plans, targets and performance indicators. The Group Management Team is responsible for sustainability strategy implementation, follows up regularly sustainability progress against targets and supports sustainability work in the Group.

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

Head of Sustainability reports to Group Communications Director and is responsible for the development, management and coordination of sustainability strategy and actions in Oriola. Head of Sustainability coordinates the development and implementation of sustainability matters in compliance with the Group's strategy, policies and principles. Duties include developing, implementing and 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 are described on page 7 of this report.

| GRI material topic | Disclosure number | Disclosure title | Location | Additional information | Cross reference |
|--|-------------------|--|----------------------|---|----------------------------|
| General standard disclosures GRI 102 (2016) | | | | | |
| Organisational profile | | | | | |
| GRI 102 | 102-1 | Name of the organisation | | Oriola Oyj | |
| GRI 102 | 102-2 | Activities, brands, products, and services | AR p. 3, 8 | | |
| 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 p. 3 | | |
| GRI 102 | 102-5 | Ownership and legal form | FR p. 19 | | |
| GRI 102 | 102-6 | Markets served | FR p. 3, AR p. 3 | | |
| GRI 102 | 102-7 | Scale of the organisation | FR p. 4-5 | | |
| GRI 102 | 102-8 | Information on employees and other workers | FR p. 6, AR p. 16-19 | | SDG 8 UNGC 6 |
| GRI 102 | 102-9 | Supply chain | FR p. 18 | Major part of Oriola's direct non-pharmaceutical product purchases are from Europe. | |
| GRI 102 | 102-10 | Significant changes to the organisation and its supply chain | | No significant changes in 2019 | |
| GRI 102 | 102-11 | Precautionary principle or approach | FR p. 13 | | |
| GRI 102 | 102-12 | External initiatives | GRI p. 8 | | |
| GRI 102 | 102-13 | Membership of associations | GRI p. 8 | | |
| Strategy | | | | | |
| GRI 102 | 102-14 | Statement from senior decision-maker | AR p. 6 | | |
| Ethics and integrity | | | | | |
| GRI 102 | 102-16 | Values, principles, standards, and norms of behavior | FR p. 17 | | SDG 16 UNGC 1, 4, 5, 10 |
| GRI 102 | 102-17 | Mechanisms for advice and concerns about ethics | FR p. 17 | | SDG 16 UNGC 1, 4, 5, 10 |
| Governance | | | | | |
| GRI 102 | 102-18 | Governance structure | FR p. 8, GRI p. 3 | | |
| Stakeholder engagement | | | | | |
| GRI 102 | 102-40 | List of stakeholder groups | GRI p. 8 | | |
| GRI 102 | 102-41 | Collective bargaining agreements | GRI p. 8 | | |
| 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 | | |

Abbreviations

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GRI GRI supplement

SDG United Nations' Sustainable Development Goals

UNGC United Nations' Global Compact

| GRI material 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. 60 | | |
| GRI 102 | 102-46 | Defining report content and topic boundaries | GRI p. 3 | | |
| GRI 102 | 102-47 | List of material topics | GRI p.8 | | |
| GRI 102 | 102-48 | Restatements of information | | Some previously reported data have been restated based on internal data validation review. Restated data is indicated for each reported information. | |
| GRI 102 | 102-49 | Changes in reporting | | This is Oriola's first report following GRI Standards . | |
| GRI 102 | 102-50 | Reporting period | | 1 January 2019 - 31 December 2019 | |
| GRI 102 | 102-51 | Date of most recent report | | This is Oriola's first report following GRI Standards . | |
| GRI 102 | 102-52 | Reporting cycle | | Annually | |
| GRI 102 | 102-53 | Contact point for questions regarding the report | | tuula.lehto@oriola.com katja.tolkki@oriola.com | |
| GRI 102 | 102-54 | Claims of reporting in accordance with the GRI Standards | GRI p. 3 | This supplement has been prepared in accordance with the Core option of the GRI Standards from the Global Reporting Initiative (GRI Standards 2016, 2018). | |
| GRI 102 | 102-55 | GRI content index | GRI p. 4 | | |
| GRI 102 | 102-56 | External assurance | GRI p. 12 | Limited external assurance on the environmental information by Mitopro Oy. | |

Specific standard disclosures GRI 102 (2016, 2018)

Economic performance

| | | | | | |
|----------------|-------|---|---------|--|--|
| GRI 201 (2016) | 201-1 | Direct economic value generated and distributed | AR p. 9 | | |
|----------------|-------|---|---------|--|--|

Anti-corruption

| | | | | | |
|----------------|-------|--|--------------------|--|---------|
| GRI 205 (2016) | 205-2 | Communication and training about anti-corruption policies and procedures | FR p. 17, GRI p. 9 | | UNGC 10 |
| GRI 205 (2016) | 205-3 | Confirmed incidents of corruption and actions taken | GRI p. 9 | | UNGC 10 |

Energy

| | | | | | |
|----------------|-------|--|----------|--|--------------------------------|
| GRI 302 (2016) | 302-1 | Energy consumption within the organisation | GRI p. 9 | | SDG 7, 8, 12, 13 UNGC 7,8,9 |
|----------------|-------|--|----------|--|--------------------------------|

Emissions

| | | | | | |
|----------------|-------|---|----------|--|-------------------------------|
| GRI 305 (2016) | 305-1 | Direct GHG emissions (Scope 1) | GRI p. 9 | | SDG 3, 12, 13 UNGC 7, 8, 9 |
| GRI 305 (2016) | 305-2 | Energy indirect GHG emissions (Scope 2) | GRI p. 9 | | SDG 3, 12, 13 UNGC 7, 8, 9 |
| GRI 305 (2016) | 305-3 | Other indirect GHG emissions (Scope 3) | GRI p. 9 | | SDG 3, 12, 13 UNGC 7, 8, 9 |

Abbreviations

AR Annual review
FR Financial review

GRI GRI supplement

SDG United Nations' Sustainable Development Goals

UNGC United Nations' Global Compact

| GRI material topic | Disclosure number | Disclosure title | Location | Additional information | Cross reference |
|--|-------------------|---|-----------------------|---|---------------------------|
| Effluents and waste | | | | | |
| GRI 306 (2016) | 306-2 | Waste by type and disposal method | GRI p. 10 | | SDG 3, 6, 12 UNGC 7, 8 |
| Employment | | | | | |
| GRI 401 (2016) | 401-1 | New employee hires and employee turnover | GRI p. 10 | | SDG 5, 8 UNGC 3, 6 |
| Occupational health and safety | | | | | |
| GRI 403 (2018) | 403-1 | Occupational health and safety management system | AR p. 18 GRI p. 11 | | SDG 3, 8 |
| GRI 403 (2018) | 403-3 | Occupational health services | GRI p. 11 | | SDG 3, 8 |
| GRI 403 (2018) | 403-4 | Worker participation, consultation, and communication on occupational health and safety | GRI p. 11 | | SDG 3, 8 |
| GRI 403 (2018) | 403-5 | Worker training on occupational health and safety | GRI p. 11 | | SDG 3, 8 |
| GRI 403 (2018) | 403-6 | Promotion of worker health | AR p. 18 | | SDG 3, 8 |
| GRI 403 (2018) | 403-9 | Work-related injuries | GRI p. 11 | Not reported by region, calculation method will be developed. | SDG 3, 8 |
| Training and education | | | | | |
| GRI 404 (2016) | 404-1 | Average hours of training per year per employee | GRI p. 11 | So far there is no training hours tracking system. | |
| GRI 404 (2016) | 404-2 | Programs for upgrading employee skills and transition assistance programs | AR p.17, 19 | | |
| GRI 404 (2016) | 404-3 | Percentage of employees receiving regular performance and career development reviews | GRI p. 11 | | UNGC 6 |
| Diversity and equal opportunity | | | | | |
| GRI 405 (2016) | 405-1 | Diversity of governance bodies and employees | GRI p. 11 | | SDG 5, 8 UNGC 6 |
| GRI 405 (2016) | 405-2 | Ratio of basic salary and remuneration of women to men | | Calculation method will be developed. | SDG 5, 8 UNGC 6 |
| Non-discrimination | | | | | |
| GRI 406 (2016) | 406-1 | Incidents of discrimination and corrective actions taken | GRI p. 9 | | SDG 5, 16 UNGC 6 |

Management approach

| Society | Description |
|---------------------------------------|--|
| Material topic (GRI) | Oriola's own topic: medicine availability and promoting health |
| Key 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, AR p. 11 |
| Policies, processes, management model | Code of Conduct, Social responsibility FR p. 17–18 |
| Actions and results | Society, AR p. 12–5 |
| Disclosures | Oriola's key indicator under development. |
| Topic boundary | External impacts within value chain: customers, authorities, suppliers, employees |

| People | Description |
|---------------------------------------|---|
| Material topic (GRI) | GRI 404 (2016): Training and education, GRI 403 (2018): Occupational health and safety, GRI 405 (2016): Diversity and equal opportunity, GRI 406 (2016): Non-discrimination |
| Key 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, AR p. 11 |
| Policies, processes, management model | Code of conduct, We promote equality, AR p. 19, Social responsibility FR p. 17–18 |
| Actions and results | People, AR p. 16–19, GRI p. 10–11 |
| Disclosures | 401-1, 403-1, 403-3, 403-4, 403-5, 403-6, 403-9 404-1, 404-2, 404-3, 405-1, 405-2, 406-1 |
| Topic boundary | Internal impacts within operations: employees |

| Planet | Description |
|---------------------------------------|--|
| Material topic (GRI) | GRI 302: Energy, GRI 305 Emissions, GRI 306 Effluents and waste |
| Key topics | Minimise environmental impact of pharmaceutical waste Minimise waste and increase recycling rate Energy efficiency Reduce CO ₂ emissions |
| Targets | Sustainability goals, AR p. 11 |
| Policies, processes, management model | Environmental policy, Environmental responsibility FR p. 17 |
| Actions and results | Planet, AR p. 20–23, GRI p. 9–10 |
| Disclosures | 302-1, 305-1, 305-2, 305-3, 305-5, 306-2 |
| Topic boundary | External impacts within value chain: customers, authorities, suppliers |

Information on general standard disclosures

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

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.

International memberships

- European Association of Pharmaceutical Full-line Wholesalers, (GIRP), Oriola's representative is a board member
- United Nations' Global Compact

Finland

- Lääke- ja terveystuolto, LTH ry, 3 Oriola's representatives are board members
- Pharma Industry Finland
- The Association of Products and Services Trade ETU, Oriola's representative is a board member
- Finnish Commerce Federation
- FIBS, Finland's leading promoter of sustainable business

Sweden

- Sveriges apoteksförening, Oriola's representative is the chairman of the board
- 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

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), List of material topics (102-47)

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, legislators and media. Understanding stakeholder expectations requires regular dialogue with them. In 2018, Oriola conducted a sustainability survey to company's key stakeholders (including customers, employees,

investors, and other business partners) to ensure that company's sustainability efforts focus on the material topics.

The table below describes the interactions with key stakeholders and their key expectations.

Collective bargaining agreements (102-41)

Oriola supports the freedom of association and the right to collective bargaining of all its employees. In 2019, approximately 80% of Oriola Group's employees were covered by collective agreements.

| Key stakeholder | Stakeholder interaction | Stakeholder expectations |
|------------------------------|---|--|
| Customers | Daily customer interactions Customer forums Customer service channels Customer surveys Social media | Safe and timely delivery of medicines Taking forward health and wellbeing in society Minimise environmental impacts |
| Employees | Daily interactions Development discussions Employee engagement surveys Cooperation with employees Whistleblower channel | Safe and timely delivery of medicines Competence and development of personnel Taking health, wellbeing and safety forward as an employer An equal and fair workplace supporting diversity |
| Investors and analysts | Annual General Meeting Results announcements Investor meetings Press conferences | Transparency and reliable reporting on performance Sustainable growth and financial profitability Minimise environmental impacts |
| Suppliers and subcontractors | Supplier events and meetings Business Partner Code of Conduct | <i>The number of respondents was too low in sustainability survey in 2018 to define material topics</i> |

Information on specific standard disclosures

This section provides information on the specific standard disclosures that are not reported in the Annual review, the Financial review or the GRI index.

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 principles are included in Oriola's Code of Conduct published in 2017. Code of Conduct is available in Finnish, Swedish and English. Oriola has a Code of Conduct online training and it is included in onboarding programs. During 2019, Oriola also organised training for managers to improve leadership skills in ethically difficult situations. 3,023 people (10/2017-12/2019) have completed Oriola's Code of Conduct training.

Oriola has a confidential channel where violations of Code of Conduct can be anonymously reported. In 2019, the channel received 17 reports (2018: 15) related to, among other things, leadership, occupational safety and discrimination.

In 2019, one report received via confidential channel was related to discrimination. The case was investigated and a written warning was given.

Oriola expects also its business partners to follow the same ethical principles and to adhere to the Business Partner Code of Conduct.

In 2019, no corruption cases were reported.

Energy (302)

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

| | 2019 | 2018 | 2017 |
|---------------------------------|---------------|---------------|---------------|
| Electricity ¹ | 22,996 | 23,259 | 22,683 |
| Heat ² | 5,277 | 6,230 | 6,015 |
| Total energy consumption | 28,273 | 29,489 | 28,698 |

¹ 2018 data has been restated based on internal data validation review. Data for December 2019 for Oriola AB (~5% of total annual electricity consumption of the Group) is estimated and will be updated in the next report.

² 2017 data have been restated based on internal data validation review. Data for December 2018 has been updated based on actual consumption. Data for December 2019 for Oriola AB is estimated and will be updated in the next report. Kronans Apotek's consumption data is not included.

Emissions (305)

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

| | 2019 | 2018 | 2017 |
|---|-------|-------|-------|
| Scope 1 emissions ¹ | 750 | 577 | N/A |
| Scope 2 emissions (location based) ² | 1,832 | 2,328 | 2,491 |
| Scope 2 emissions (market based) ² | 1,445 | 1,717 | 1,641 |

¹ Fugitive emissions and company owned and leased cars. 2019 leased cars consumption data for Oriola Finland and Oriola Corporation is estimated and will be updated in the next report. Source for emission factors of fugitive emissions is EPA. Emission factors for the emissions of company owned and leased cars are from suppliers.

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

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

Greenhouse gas emissions reporting covers only CO₂.

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

| | 2019 | 2018 | 2017 |
|---|-------|-------|-------|
| Category 1: Purchased goods and services ¹ | 803 | 726 | N/A |
| Category 4: Upstream transportation and distribution ² | 2,318 | 2,140 | 1,518 |
| Category 5: Waste ³ | 327 | 318 | 260 |
| Category 6: Business travel ⁴ | 732 | 649 | 409 |
| Category 7: Employee commuting ⁵ | 581 | 615 | N/A |

¹ Category "Purchased goods and services" covers purchased packaging materials.

² Category "Upstream transportation and distribution" covers transportation and distribution of goods. Data for 2017 has been restated based on internal data validation review. Data for 2019 includes also Kronans Apotek's transportation.

³ Category "Waste" covers non-hazardous waste generated in everyday business operations and collected from Oriola Group facilities, excluding Kronans Apotek pharmacies.

⁴ Category "Business travel" covers business travel by air and car. Data for 2017 includes only flights.

⁵ Category "Employee commuting" covers travelling between home and work place. Data covers only employees in Finland. Calculations are based on an employee commuting survey conducted in 2018, and 2019 data is updated based on employee headcount change.

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

Oriola has analysed its Scope 3 emission categories. Based on the analysis, five emission categories were identified: purchased goods and services, transportation and distribution, waste, business travel, and employee commuting.

Greenhouse gas emissions reporting covers only CO₂.

Effluents and waste (306)

Waste by type and disposal method (306-2), tons

| Non-hazardous waste ¹ | 2019 | 2018 | 2017 |
|----------------------------------|--------------|--------------|--------------|
| Recycling | 1,303 | 1,090 | 1,031 |
| Recovery (energy) | 543 | 538 | 490 |
| Landfill | 0 | 0 | 0 |
| Total | 1,846 | 1,628 | 1,521 |

| Hazardous waste ² | 2019 | 2018 | 2017 |
|------------------------------|------------|------------|------------|
| Recycling | 0 | 0 | 0 |
| Recovery (energy) | 631 | 625 | 493 |
| Landfill | 0 | 0 | 0 |
| Total | 631 | 625 | 493 |

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 this pharmaceutical waste is collected from consumers at Kronans Apotek pharmacies.

The waste disposal method is determined based on information provided by the waste disposal contractor.

Employment (401)

New employee hires and employee turnover (401-1)

| Category | Indicator | Number of new hires | % of total no. of new hires | New hire rate % |
|------------------------|--------------|---------------------|-----------------------------|-----------------|
| New hires by age group | < 30 | 168 | 40% | 26% |
| | 30–49 | 195 | 45% | 11% |
| | > 50 | 62 | 15% | 8% |
| New hires by gender | Female | 316 | 75% | 13% |
| | Male | 107 | 25% | 15% |
| New hires by region | Finland | 101 | 24% | 13% |
| | Sweden | 324 | 76% | 14% |
| Total new hires | Total | 425 | 100% | 13,4% |

| Category | Indicator | Number of leavers | % of total no. of leavers | Turnover rate % |
|----------------------|--------------|-------------------|---------------------------|-----------------|
| Leavers by age group | < 30 | 87 | 30% | 14% |
| | 30–49 | 155 | 53% | 9% |
| | > 50 | 49 | 17% | 6% |
| Leavers by gender | Female | 223 | 77% | 9% |
| | Male | 68 | 23% | 9% |
| Leavers by region | Finland | 109 | 37% | 13% |
| | Sweden | 182 | 63% | 8% |
| Total leavers | Total | 291 | 100% | 9,2% |

New hires are calculated as new permanent employees per total number of permanent employees during the reporting period. Gender of 2 employees not known.

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

Occupational health and safety (403)

Occupational health and safety management system (403-1), Occupational health services (403-3), Worker participation, consultation, and communication on occupational health and safety (403-4), Worker training on occupational health and safety (403-5), Work-related injuries (403-9)

Occupational health and safety is organised in Oriola 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 labor protection activities. Labor 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 labor protection committee plays a key role in developing and providing information on health and safety issues. Oriola's businesses provide tailored occupational safety training as needed. 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.

In 2019, there were no fatal injuries in Oriola. Oriola is committed to developing lost time incident frequency (LTA1) calculation method to be reported by region.

Training and education (404)

Average hours of training per year per employee (404-1)

Professional development of Oriola's personnel is a critical success factor in a rapidly changing market. Oriola provides its employees with in-house training programmes and also encourages employees to participate in individual professional trainings. At the moment, Oriola has no training hours tracking system, but will develop training monitoring, reporting and impact assessment.

Programmes 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. Company favors continuous and diverse development and estimates that about 70% of learning takes place at work, 20% in model learning and 10% in traditional trainings. Oriola organises and tailors training according to the needs identified. Employees can also seek external training that meets the needs of their current job or enhances skills needed in the future.

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

Annual development discussions cover all Oriola employees.

Diversity and equal opportunity (405)

Diversity of governance bodies and employees (405-1)

| | Category | 2019 | 2018 | 2017 |
|------------------------------|---------------------|------|------|------|
| Board of Directors | By gender | | | |
| | Female | 57% | 57% | 57% |
| | Male | 43% | 43% | 43% |
| | By age group | | | |
| | < 30 | 0% | 0% | 0% |
| | 30–49 | 29% | 29% | 14% |
| > 50 | 71% | 71% | 86% | |
| Group Management Team | By gender | | | |
| | Female | 60% | 60% | 29% |
| | Male | 40% | 40% | 71% |
| | By age group | | | |
| | < 30 | 0% | 0% | 0% |
| | 30–49 | 50% | 60% | 29% |
| > 50 | 50% | 40% | 71% | |
| Employees | By gender | | | |
| | Female | 77% | 78% | 79% |
| | Male | 23% | 22% | 21% |
| | By age group | | | |
| | < 30 | 20% | 24% | 25% |
| | 30–49 | 55% | 45% | 45% |
| > 50 | 25% | 31% | 30% | |

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 9–10 in the Oriola GRI supplement (“Report”) for the period of 1 January to 31 December 2019. 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’.

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 (2016) and Oriola’s internal reporting instructions, (the “Reporting criteria”, see page 3).

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.

Conclusion

Based on the work described in this statement, 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.

Helsinki, Finland, 31 January 2020

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