

Ad-hoc announcement pursuant to Art. 53 of the Listing Rules

Change in leadership at ORIOR

The Board of Directors of ORIOR AG, together with Daniel Lutz, has reached an agreement that the company's leadership should be placed in new hands. Daniel Lutz has been ORIOR's CEO for nearly 10 years. The Board of Directors wishes to thank Daniel Lutz for his many years of service and strong commitment to the company. Particularly noteworthy are the successful internationalization of the ORIOR Group and handling of the extraordinary situation during the COVID crisis.

The recruitment process for a new CEO will be launched.

Filip De Spiegeleire will immediately assume the post of CEO on an interim basis. He has been a member of ORIOR's Group Executive Board since 2016 and leads the European business. At the same time, Sacha D. Gerber will assume the role of CFO early, effective 11 November 2024. The incumbent CFO Andreas Lindner will assist the financial team until the end of January 2025, as planned. Moreover, Rolf U. Sutter has kindly expressed his willingness to stand by the Board of Directors and the interim CEO Filip De Spiegeleire with advice and support in the coming months.

Due to the changes, ORIOR has decided to postpone the investor day planned for early December until a later day.

Contact

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Investor Agenda

5 March 2025: Publication of annual results and annual report 2024

21 May 2025: Annual General Meeting of ORIOR AG

ORIOR – Excellence in Food

ORIOR is an internationally active Swiss food & beverage group. It consists of companies with strong regional roots that hold leading positions in growing niche markets in Switzerland and abroad with well-known brands and product ranges. The decentralised business model enables the individual ORIOR companies to create a culture and identity that is tailored to their employees and customers as well as unique product, brand and concept environments. What ties them all together is a passion for cuisine and craftsmanship, a spirit of innovation attuned to trends and needs, entrepreneurship, and strong shared values.

Our leadership concept combines the ORIOR Group's strategic approach to thinking and acting with the high degree of autonomy enjoyed by the competence centres. The 2025 ORIOR Strategy, with its cornerstones and groupwide key initiatives such as the trailblazing "ORIOR New Normal", the intradisciplinary "ORIOR Champion Model" and the cross-disciplinary "ORIOR Bridging" are central success factors promoting constant added value for all of our stakeholders.

*Motivated employees who enjoy their activities and take responsibility for themselves and their work are the key to achieving extraordinary results. We strive for uniqueness and top quality to consistently surprise and delight our customers with enjoyable experiences. That is what stands behind our vision: **Excellence in Food.***

ORIOR is listed on the SIX Swiss Exchange (ORON, ISIN CH011 1677 362, LEI 5067 0020 184Z A17K 9522). For further information, see www.orior.ch.