



## Panostaja's Portfolio Company Grano has concluded change negotiations

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### Panostaja's Portfolio Company Grano has concluded change negotiations

Panostaja Oyj's portfolio company Grano has completed the change negotiations in accordance with co-operation act. Panostaja announced the start of change negotiations on February 25, 2026. The measures decided in the change negotiations will be carried out to restructure the organization in accordance with the new strategy and to strengthen long-term competitiveness. As a result of the negotiations, a total of 69 positions will end. The company will make 41 redundancies, and there are 28 job description changes threatened with redundancy.

As part of the negotiated solution, it has been agreed that the company has the possibility to lay off personnel for a fixed term, the duration of which varies from two weeks to four weeks. The redundancies are to be implemented as soon as possible. Layoffs will be implemented, if necessary, by September 30, 2026 at the latest.

The personnel reductions and layoffs resulting from the negotiations are part of strengthening long-term competitiveness and support the implementation of the revised strategy. The measures aims to achieve approximately EUR 2.5 million in permanent annual cost savings. The cost savings are expected to be fully realized in the fiscal year 2027. In connection with the change negotiations, the company will record one-off costs of approximately EUR 0.2 million in the second quarter result.

At the beginning of the negotiations, the need for employee reductions was estimated to be 45 positions and the modification of the employment terms of 105 employees. The scope of the negotiations covered the entire personnel of Grano Group.

Change negotiations were initiated as part of the implementation of the revised strategy. The goal of the strategy is to shift from a production-oriented approach to a more customer-oriented operating model. In addition, the goal was to strengthen the company's long-term competitiveness.

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*Panostaja is an investment company developing Finnish companies in the growing service and software sectors as an active shareholder. The company aims to be the most sought-after partner for business owners selling their companies as well as for the best managers and investors. Together with its partners, Panostaja increases the Group's shareholder value and creates Finnish success stories. Panostaja has a majority holding in four investment targets. Panostaja's shares (PNA1V) are quoted on the Nasdaq Helsinki Stock Exchange. In the 2025 financial year, the Group's net sales totaled MEUR 146.4.*

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### Attachments

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