

INSIDE INFORMATION: NANOFORM STARTS CHANGE NEGOTIATIONS AS PART OF ANNOUNCED NEW MIDTERM BUSINESS TARGETS FOR 2030

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Helsinki, Finland – Nanoform Finland Plc (“Nanoform”) starts change negotiations in accordance with the Act on Cooperation. The aim is to optimize and reorganize operations, increase the company’s productivity and competitiveness and execute its recently announced midterm business targets for 2030 (www.nanoform.com/en/inside-information-nanoform-announces-new-midterm-business-targets-for-2030/).

The negotiations commence on 12 January 2026, and last at least three weeks, unless another negotiating timetable is agreed during the negotiations. The negotiations concern all personnel that are employed in Finland. According to the company’s preliminary assessment, the main measures include reorganisation and consolidation of operations and tasks, as well as employee reductions. The plans may lead to terminating employments of 20–60 persons at maximum. The number of possible temporary layoffs and redundancies will be specified during negotiations. At the end of year 2025, Nanoform had 158 employees in Finland. The change negotiations are projected to result in savings of approximately 2–6 million euros in annual cost savings from 2H26 onwards. The change negotiations are part of Nanoform’s total efficiency program, which supports Nanoform’s midterm business targets for 2030, including the path to profitability.

“Our mission to make nanoforming a broadly used technology in the global pharma industry stands on three pillars; a technological edge, a green edge, and a cost edge. The change negotiations are part of our drive to ensure that when we launch commercial products to the market in the coming years, we can be cost leaders as well as technological and green leaders. As the personnel costs are more than half of all costs, we need to thoroughly review also these as part of our efficiency program and to evolve our organizational structure — to support our Strategy “Breach the Wall in two places”” says Edward Hæggström, Nanoform’s CEO.

Nanoform will inform its employees about the progress of the negotiations and announce the outcome publicly after the negotiations have been concluded.

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About Nanoform

Nanoform is the medicine performance-enhancing company that leverages best-in-class innovative nanoparticle engineering technologies, expert formulation, and scalable GMP API manufacturing to enable superior medicines for patients. The company focuses on reducing clinical attrition and on enhancing drug molecules' performance through its nanoforming technologies and formulation services, from pre-clinical to commercial scale. Nanoform will help improve bioavailability and drug delivery profiles, drive differentiation, patient adherence and extend the lifecycle potential of products. Nanoform's shares are listed on the Premier-segment of Nasdaq First North Growth Market in Helsinki (ticker: NANOFH) and Stockholm (ticker: NANOFS). Certified Adviser: DNB Carnegie Investment Bank AB, +46 8 588 685 70, certifiedadviser@dnbcarnegie.se. For more information, please visit www.nanoform.com.

Nanoform forward-looking statements

This press release contains forward-looking statements, including, without limitation, statements regarding Nanoform's strategy, business plans and focus. The words "may", "will", "could", "would", "should", "expect", "plan", "anticipate", "intend", "believe", "estimate", "predict", "project", "potential", "continue", "target" and similar expressions are intended to identify forward-looking statements, although not all forward-looking statements contain these identifying words. Any forward-looking statements in this press release are based on management's current expectations and beliefs and are subject to a number of risks, uncertainties and important factors that may cause actual events or results to differ materially from those expressed or implied by any forward-looking statements contained in this press release, including, without limitation, any related to Nanoform's business, operations, clinical trials, supply chain, strategy, goals and anticipated timelines, competition from other companies, and other risks described in the Report of the Board of Directors and Financial Statements for the year ended December 31, 2024 as well as our other past disclosures. Nanoform cautions you not to place undue reliance on any forward-looking statements, which speak only as of the date they are made. Nanoform disclaims any obligation to publicly update or revise any such statements to reflect any change in expectations or in events, conditions or circumstances on which any such statements may be based, or that may affect the likelihood that actual results will differ from those set forth in the forward-looking statements. Any forward-looking statements contained in this press release represent Nanoform's views only as of the date hereof and should not be relied upon as representing its views as of any subsequent date.

Attachments

Inside information: Nanoform starts change negotiations as part of announced new midterm business targets for 2030