REVENIO

Changes to the maximum number of shares payable as rewards under Revenio Group Corporation's share-based incentive plans

Revenio Group Corporation | Stock Exchange Release | November 26, 2026 at 17:00:00 EET

Following the rights issue carried out in autumn 2026, the Board of Directors of Revenio Group Corporation has decided to increase the maximum number of shares payable as rewards under the existing share-based incentive plans. The purpose of the increases is to maintain the incentive and retention effects of the plans at the same level as before the rights issue.

The changes affect the maximum number of shares payable as rewards under the RSP 2026–2028 and PSP 2026–2028 share-based incentive plans announced on 30 June 2026 as follows:

- Following the change, the maximum number of shares payable under the RSP 2026–2028 plan is approximately 185,483 shares gross. The previous gross maximum was 175,000 shares.
- The maximum number of shares payable under the PSP 2026–2028 plan is approximately 31,094 shares gross. The previous gross maximum was 25,000 shares.

The portion required to cover taxes and other applicable charges will be deducted from the rewards payable under the plans and paid in cash. In practice, approximately 40% of the total number of shares will be paid in shares and approximately 60% in cash. However, the company has the right to pay the rewards entirely in cash.

The increases in the maximum number of shares payable as rewards have no effect on the estimated total gross values of the plans.

Following the Board of Directors' decision to increase the maximum rewards, the maximum number of shares payable as rewards under the other existing share-based incentive plans will not exceed the maximum amounts previously announced when the plans were established.

Revenio Group Corporation
Board of Directors

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Revenio Group in brief
Revenio is a leading turnkey solutions provider in the global eye care market. The group offers fast, user-friendly, and reliable tools for diagnosing a wide variety of eye diseases. Revenio's solutions include e.g. tonometers, fundus imaging devices, optical coherence tomography (OCT), perimeters, multimodal devices, refraction systems, and software solutions under iCare and Visionix.

In May 2026, Revenio joined forces with Visionix, creating the most innovative, creative and comprehensive entity serving eye care professionals across optometry, optical retail and ophthalmology. In 2025, the Group's net sales totaled EUR 109.7 million, with an operating profit of EUR 25.4 million. In 2025, the Group's pro forma net sales totaled EUR 252.8 million, with a pro forma adjusted EBITDA of EUR 45.3 million. Revenio Group Corporation is listed on Nasdaq Helsinki with the trading code REG1V.

Attachments

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