

TAMTRON GROUP PLC ESTABLISHES A NEW SHARE-BASED INCENTIVE PLAN FOR KEY EMPLOYEES

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The Board of Directors of Tamtron Group Plc has resolved to establish a new share-based incentive plan for key employees of the group. The purpose of the plan is to align the interests of the company's shareholders and key employees to increase the company's value in the long-term, to commit key employees to implement the company's strategy, objectives and long-term interest and to offer them a competitive incentive plan based on earning and accumulating the company's shares.

The Performance Share Plan 2026–2030 consists of one performance period covering approximately the period from July 2026 to the end of 2030. The performance period includes four measurement periods. The first measurement period covers the period from July 2026 to December 2027, and the following measurement periods cover the financial years 2028, 2029 and 2030. Each measurement period accounts for 25 per cent of the maximum reward opportunity.

In the plan, the target group has an opportunity to earn Tamtron Group shares based on performance. The performance criteria for each measurement period are Tamtron's Revenue, EBITDA and Digital Services Revenue, each with an equal weight of one third. The minimum, target and maximum performance levels are determined separately for each measurement period. Any rewards earned will be paid after the end of the relevant measurement period. The planned payment dates are March 2029, March 2030, March 2031 and March 2032.

The value of the rewards to be paid on the basis of the plan corresponds to a maximum total of 340,000 shares of Tamtron Group, including also the proportion to be paid in cash. The target group in the performance period 2026–2030 consists of seven key employees, including the members of the Executive Team and the CEO.

The potential reward will be paid partly in Tamtron Group shares and partly in cash. The cash proportion is intended to cover taxes and statutory social security contributions arising from the reward. As a rule, no reward will be paid if the key employee's employment or service relationship terminates before the reward payment.

The Executive Team member must hold 50 per cent of the received shares until the value of the Executive Team member's total shareholding in Tamtron Group equals 50 per cent of their annual gross base salary for the calendar year preceding the payment of the reward. Such number of Tamtron Group shares must be held as long as the membership in the Executive Team or the position as the CEO continues.

For more information

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About Tamtron

Tamtron is an international provider of weighing and dosing technology and digital services for handling material flows. Tamtron's solutions help customers operate in a more efficient manner in over 60 countries and in all major industries, including civil engineering, mining, forestry, waste management and recycling, ports, transport and logistics, process and manufacturing. In addition, Tamtron also provides its customers with comprehensive life cycle services, including verification, maintenance and spare parts services.

Tamtron has two offices in Finland, the headquarters in Tampere and Lahti office, and subsidiaries in eight European countries. In addition, Tamtron's solutions are offered by international partner network. Tamtron Group employs approximately 330 professionals in Finland, Sweden, Norway, Denmark, Germany, Czech Republic, Slovakia, Poland and Estonia.

Tamtron's net sales was EUR 55.7 million and operating profit EUR 1.9 million in the financial period ending on December 31, 2025. In fiscal year 2025, Tamtron employed on average 310 people.

For more information, visit: www.tamtron.com

Attachments

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