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Revenio Group Corporation's Board of Directors resolved on the long-term incentive plan's performance period 2024–2026 and launch of a new restricted share plan

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The Board of Directors of Revenio Group Corporation has decided on the commencement of a new three-year performance period of the long-term performance-based share plan ("PSP") for the company's Leadership Team and other selected key personnel. The Board of Directors, in addition, decided on the establishment of a new individual restricted share plan structure ("Restricted Share Plan" or "RSP") which is intended to be used as a complementary share-based retention plan.

Share-based long-term incentive plans are part of the reward program for the company's key personnel. Their goal is to support the implementation of the company's strategy and to align the objectives of the key employees and the company's shareholders in order to increase the shareholder value of the company in the long term, to promote long-term performance culture within the Company and the retention of key employees.

Performance-based share plan (PSP) 2024-2026

The next individual plan within the PSP structure, PSP 2024-2026, commences as of the beginning of 2024 and the rewards potentially earned thereunder will be paid in listed shares of Revenio Group during H1 2027. The payment of the rewards is conditional on the achievement of the performance targets set by the Board of Directors for the plan.

The performance measures based on which the potential share rewards under PSP 2024-2026 will be paid are the absolute total shareholder return of the company's share (absolute TSR) and Earnings per Share (EPS).

If all the performance targets set for PSP 2024-2026 are fully achieved, the aggregate maximum number of shares to be paid based on this plan is approximately 58,500 shares. This number of shares represents gross earnings, from which the portion required to cover the taxes arising from the share plan and other possible applicable tax-related payments is deducted, which is paid in cash. In practice, about 40% of the total number of shares is paid in shares and about 60% in cash to cover taxes and other possible tax-related payments. However, the company has the right to pay the reward fully in cash under certain circumstances.

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The estimated aggregate gross value of PSP 2024-2026 is approximately EUR 0.8 million. The materialized value of the plan may deviate from this estimate, depending on share price development and the degree to which the performance targets set for the plan are achieved.

Restricted Share Plan (RSP)

The Restricted Share Plan consists of annually commencing individual restricted share plans. Each plan comprises a restriction period with an overall length of three years, extending to H1 of the fourth year of the plan. During the plan period the company may grant share rewards of fixed amount to individually selected key employees. The granted share rewards are paid to the selected participants in one or several tranches latest by the end of the restriction period. The share rewards are paid in listed shares of Revenio Group.

The commencement of each new plan is subject to a separate decision of the company's Board of Directors.

The first individual plan, RSP 2024-2026, commences effective as of the beginning of 2024.

The aggregate maximum number of shares payable as a reward based on RSP 2024-2026 is approximately 23,500 shares. This number of shares represents gross earnings, from which the portion required to cover the taxes arising from the share plan and other possible applicable tax-related payments is deducted, which is paid in cash. In practice, about 40% of the total number of shares is paid in shares and about 60% in cash to cover taxes and other possible tax-related payments. However, the company has the right to pay the reward fully in cash under certain circumstances.

The estimated aggregate gross value of RSP 2024-2026 is approximately EUR 0.6 million. The materialized value of the plan may deviate from this estimate, depending on share price development and the amount of share grants made based on the plan.

Other terms

The value of the rewards payable based on the above-described plans is limited by a maximum cap linked to the company's share price development.

Revenio Group applies a share ownership policy to the members of its Leadership Team. According to this policy each member of the Leadership Team is expected to retain in his/her ownership at least half of the shares received under the share-based incentive plans of the company until the value of his/her share ownership in the company corresponds to at least his /her annual gross base salary.

Revenio Group Corporation
Board of Directors

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Revenio Group in brief

Revenio is a global provider of comprehensive eye care diagnostic solutions. The group offers fast, user-friendly, and reliable tools for diagnosing glaucoma, diabetic retinopathy, and macular degeneration (AMD). Revenio's ophthalmic diagnostic solutions include intraocular pressure (IOP) measurement devices (tonometers), fundus imaging devices, and perimeters as well as clinical software under the iCare brand.

In 2023, the Group's net sales totaled EUR 96.6 million, with an operating profit of EUR 26.3 million. Revenio Group Corporation is listed on Nasdaq Helsinki with the trading code REG1V.

Attachments

[Revenio Group Corporation's Board of Directors resolved on the long-term incentive plan's performance period 2024–2026 and launch of a new restricted share plan](#)