

REVENIO

The realization of Revenio Group Corporation's share plan RSP 2024-2026 for the year 2025

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The Board of Directors of Revenio Group Corporation has decided on a directed share issue without payment based on the share issue authorization granted by the company's Annual General Meeting held on April 10, 2025. The share issue is intended for the payment of shares earned during the 2025 earning period of the company's restricted share plan (RSP 2024-2026) targeted at key personnel for the years 2024-2026.

The total earnings of the participants in the RSP 2024-2026 share-based incentive plan amounted to 4,606 shares. After taxes and other possible tax-related charges, a total of 1,841 treasury shares will be transferred in a directed share issue without payment.

The shares to be issued in the directed share issue without payment will be issued in accordance with the terms of the company's current share-based incentive plan, which will improve the permanence and work motivation of individuals in the plan, so there is a particularly weighty financial reason under the Companies Act (9:4.1).

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.

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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, microperimeters, and perimeters as well as software solutions under the iCare brand.

In 2025, the Group's net sales totaled EUR 109.7 million, with an operating profit of EUR 25.4 million. Revenio Group Corporation is listed on Nasdaq Helsinki with the trading code REG1V.

Attachments

[The realization of Revenio Group Corporation's share plan RSP 2024-2026 for the year 2025](#)