

# REVENIO

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## Revenio Group Corporation's new performance period of the performance-based share plan for key personnel

**Revenio Group Corporation, Stock Exchange Release, August 10, 2023 at 9.10 a.m. (EEST)**

The Board of Directors of Revenio Group Corporation has decided on a new three-year performance period of the long-term performance-based share plan for the company's Leadership Team and other key personnel. Long-term performance-based share plans are part of the company's key personnel reward program and their goal is to support the implementation of the company's strategy and to align the objectives of key employees and the company's shareholders in order to increase the value of the company.

### **A long-term performance-based share plan for 2023-2025**

The new three-year performance period of the share plan covers the years 2023-2025. The Board of Directors decides separately the minimum, target and maximum rewards for each participant, as well as the performance criteria and related targets. The amount of the reward paid to participants depends on achieving the pre-established targets. No reward will be paid if targets are not met or if the participant's employment or service ends before the reward payment. The targets for the plan relate to the company's three-year total shareholder return and cumulative operating profit.

If the targets of the plan are reached, rewards will be paid to participants in the spring of 2026 after the end of the performance period. The rewards according to the share plan are calculated in shares. The maximum number of shares to be paid based on the performance period is at most 34,115 Revenio Group Corporation's 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.

Revenio Group Corporation  
Board of Directors

### **For further information, please contact**

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## Distribution

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## Revenio Group in brief

Revenio is a leading company in the global market for ophthalmological devices and software solutions. 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. iCare is a trusted partner in ophthalmic diagnostics, offering physicians fast, easy-to-use, and reliable tools for the diagnosis of glaucoma, diabetic retinopathy, and macular degeneration (AMD). iCare Solutions provide digital clinical tools that drive greater efficiency and enhance quality in eye care.

In 2022, the Group's net sales totaled EUR 97.0 million, with an operating profit of EUR 29.7 million. Revenio Group Corporation is listed on Nasdaq Helsinki with the trading code REG1V.

## Attachments

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[Revenio Group Corporation's new performance period of the performance-based share plan for key personnel](#)