

Revenio Group Corporation: Restricted share plan directed to Oculo's key employees

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Revenio Group Corporations ("Revenio", "Company") Board of Directors has launched a restricted share plan arrangement (the "Arrangement") which is related to the previously today published acquisition of the Australian CERA Technologies Pty Ltd ("Oculo"). The Arrangement is directed to five key employees of Oculo. The Arrangement is established to form part of the long-term incentive and commitment program for certain key employees of Oculo. The aim of the Arrangement is to support the implementation of the Company's strategy, combine the interests of the shareholders and the Participants in order to increase the value and performance of the Company in the long-term, to commit Participants to the Company after the acquisition. The arrangement is subject to the closing of the Oculo acquisition.

The maximum number of shares in the program is limited. Under the program, shares will be issued for a maximum total value of AUD 1,660,000, calculated at the trading-weighted average price on the upcoming closing date of the Oculo acquisition.

The Arrangement is a three-year performance share plan ("Plan") for the calendar years 2021, 2022 and 2023 (each a "Performance Period"), respectively. During a Performance Period, the Participants may earn Shares subject to the achievement of the performance criteria set by the Company.

The Board of Directors can decide whether the Reward is paid by using newly issued Shares, the Company's own existing Shares (treasury Shares) or Shares purchased from the open market. The Board of Directors shall have the right to reduce the Reward agreed in the Plan or postpone the Payment to a later date that better suits the Company, if changes that are beyond the Company's control may lead to a harmful or unreasonable outcome for the Company, while applying the Plan. However, the Company is entitled to pay the fee in full in cash in certain situations.

If the objectives of the incentive scheme are achieved, the bonuses will be paid in the spring of the year following the end of each earning period. The reward will not be paid if the goals are not achieved or if the participant's employment or employment relationship ends before the reward is paid.

Revenio Group Corporation Plc

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The Revenio Group in brief

Revenio is a health tech group operating on the international market and a global leader in ophthalmological devices and solutions. Revenio Group's ophthalmic diagnostic solutions include intraocular pressure (IOP) measurement devices (tonometers), retinal imaging devices, and perimeters under the iCare brand. The main tools for the detection and diagnosis of glaucoma and its monitoring during treatment are intraocular pressure measurement (tonometry), retinal imaging, and visual field tests (perimetry).

The Revenio Group comprises Revenio Group Corporation, Icare Finland Oy, Icare USA Inc., Revenio Italy S. R. L, CenterVue SpA, Revenio Research Oy, Done Medical Oy, and Oscare Medical Oy.

In 2020, the Group's net sales totaled EUR 61.1 million, with its operating profit standing at MEUR 17.1. Revenio Group Corporation is listed on Nasdaq Helsinki with the trading code REG1V.

Attachments

[Revenio Group Corporation: Restricted share plan directed to Oculo's key employees](#)