

Revenio Group Corporation's Board of Directors resolved on the long-term incentive plan's performance period 2025–2027

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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.

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.

The next individual plan within the PSP structure, PSP 2025-2027, commences as of the beginning of 2025 and the rewards potentially earned thereunder will be paid in listed shares of Revenio Group during H1 2028. 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 2025-2027 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 2025-2027 are fully achieved, the aggregate maximum number of shares to be paid based on this plan is approximately 58,100 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 PSP 2025-2027 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.

Revenio Group Corporation
Board of Directors

REVENIO

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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 software solutions under the iCare brand.

In 2024, the Group's net sales totaled EUR 103.5 million, with an operating profit of EUR 25.0 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 2025–2027](#)