



Loihde Plc's Board of Directors has decided to launch a share-based incentive scheme for key employees

12.2.2025 14:45:00 EET | Loihde Oyj | Company Announcement

Loihde Plc Company announcement 12 February 2025 at 2:45 p.m. EET

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The Board of Directors of Loihde Plc has on 12 February 2025 decided to launch a new share-based long-term incentive scheme (LTI 2025) for the Group's senior management and selected key employees. The scheme has one three-year vesting period, running from 2025 to 2027.

The incentive scheme covers 28 people. The criteria for the payment of the bonus are the EBITDA target set by the Board of Directors for the vesting period and the development of total shareholder return (TSR). The maximum number of shares to possibly be paid as a bonus is 108 790 shares in Loihde Plc. This number of shares represents the gross earning, from which a cash component covering taxes and other possible tax-like charges is deducted, after which the remaining net amount is paid as shares in Loihde Plc to the persons covered by the incentive scheme. The Board can decide to pay the bonuses entirely in cash. Potential bonuses for the vesting period 2025–2027 will be paid in spring 2028. A prerequisite of the bonus under the incentive scheme is that the key employee's employment relationship has not been terminated or ended by the employee in question or by the company before the end of the vesting period. The theoretical market value of the share bonuses is EUR 1.2 million, calculated using the share price on 11 February 2025.

The purpose of the share-based long-term incentive scheme is to align the objectives of shareholders and key employees to increase Loihde's value in the long run, to commit key employees to the company and to offer them a competitive incentive scheme based on the earning of company shares.

Loihde Plc
Board of Directors

Further information

CEO Samu Konttinen:

Media contact: Director of Communications Tiina Nieminen, tel. +358 44 411 3480 or tiina.nieminen@loihde.com

Certified Adviser Aktia Alexander Corporate Finance Oy, tel. +358 50 520 4098

Loihde enables business continuity. We help our customers to gain a sustainable competitive edge through data, AI and digitalisation, to harness the potential of the cloud and to protect themselves against both physical and cyber threats. The combining of these skills is what makes Loihde a unique and comprehensive partner. We are approximately 850 skilled professionals, and our revenue in 2023 amounted to EUR 133 million.

Attachments

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