



Loihde Plc's Board of Directors decided on directed share issues as part of the share-based incentive schemes for employees and management

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Loihde Plc Company announcement 25 March 2025 at 2:00 p.m. EET

Loihde Plc's Board of Directors decided on directed share issues as part of the share-based incentive schemes for employees and management

On 25 March 2025, the Board of Directors of Loihde Plc has decided on three directed share issues related to the share-based incentive schemes and the share savings plan for Loihde's employees and management. The company will issue a total of 24,193 shares in the share issues.

1. In order to pay the rewards of the Employee Matching Share Plan 2022, the company will issue a total of 8,241 new shares free of charge to the participants in the Share Plan in accordance with its terms. A total of 109 persons belonging to the company's management and personnel will receive the bonus.
2. To pay the rewards of the long-term incentive scheme (LTI) 2022-2024 for the management and key personnel, the company will issue a total of 7,546 new shares. The shares are issued free of charge to the participants in the incentive scheme in accordance with the terms and performance criteria of the scheme. The performance criteria of the incentive scheme were the achievement of the revenue and EBITDA targets set by the Board of Directors for the vesting period. Performance shares will be granted to 16 persons that are part of Loihde's management or belong to other key personnel.
3. For savings shares subscriptions under the Employee Share Savings Plan (ESSP), the company will issue 8,406 new shares. The new shares are savings shares subscribed for with the savings accumulated by ESSP participants between 1 December 2024 and 28 February 2025. The share subscription price is EUR 12.1821 per share, which corresponds to the volume-weighted average share price on Nasdaq First North Growth Market Finland during the time period from 1 to 28 February 2025.

The share issues are based on the authorisation granted by the AGM held on 6 May 2021. The new shares are estimated to be registered in the Trade Register on 8 April 2025, and trading in the new shares on Nasdaq First North Growth Market Finland, maintained by Nasdaq Helsinki Ltd, together with the old shares, is estimated to commence on 9 April 2025. The subscription price will be entered in full in the company's reserve for invested unrestricted equity.

The share-based incentive schemes and their main terms are described on Loihde's website at <https://www.loihde.com/en/investors/governance/remuneration>. The aim of the incentive schemes is to align the interests of Loihde's employees and shareholders by encouraging employees to invest in the company's shares and commit to working for the company's goals.

As a result of the share issues, the total number of shares in Loihde Plc will increase to 5,790,576 shares.

Loihde Plc
Board of Directors

Further information

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Attachments

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