Loihde Plc’s Board of Directors resolved on a stock option plan to the CEO

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Loihde Plc Company Announcement 24 September 2026 at 9:00 a.m. EEST

Loihde Plc’s Board of Directors resolved on a stock option plan to the CEO

Based on the authorisation given by the Annual General Meeting held on 28 April 2026, the Board of Directors of Loihde Plc (”Loihde” or ”Company”) has resolved to launch a new stock option plan ”Stock option plan 2026” directed to the CEO of the Company.

The stock options will be issued gratuitously and in deviation from the shareholders' pre-emptive subscription rights. The Company has a weighty financial reason for the issue of stock options, since the stock options are intended to form part of the Company’s incentive and commitment program for the CEO. The purpose of the stock options is to encourage the CEO to work on a long-term basis to increase shareholder value and to commit the CEO to the Company.

The maximum total number of stock options to be issued is 100,000. Each stock option entitles its holder to subscribe for one new or treasury share in the Company. The share subscription period is 1 May 2029 – 30 April 2031.

There will be three series of stock options with different share subscription prices:

- 40 000 option rights in series 2026A with share subscription price EUR 12.00 per share,
- 30 000 option rights in series 2026B with share subscription price EUR 16.00 per share,
- 30 000 option rights in series 2026C with share subscription price EUR 20.00 per share

The share subscription price will be recorded to the company's reserve for invested unrestricted equity. Dividends and returns of capital per share resolved before the subscription will be deducted from the subscription price.

As a result of share subscriptions based on the stock options 2026, the number of shares in the Company may increase by a maximum of 100,000 shares if new shares are issued in connection with the subscriptions. As of the date of this release, the number corresponds 1.7 percent of all shares and votes in the Company.

The theoretical market value of one stock option 2026A is approximately EUR 4.42. The theoretical market value of the stock options is approximately EUR 176,800 in total. The theoretical market value of a stock option has been calculated by using Black & Scholes simulation taking into account the subscription price of the stock option and the following input factors: share price EUR 12.80, share subscription price EUR 12.00, risk-free interest rate 3.56%, validity of stock options approximately 4.7 years, volatility 30.51%.

The theoretical market value of one stock option 2026B is approximately EUR 3.01. The theoretical market value of the stock options is approximately EUR 90,300 in total. The theoretical market value of a stock option has been calculated by using Black & Scholes simulation taking into account the subscription price of the stock option and the following input factors: share price EUR 12.80, share subscription price EUR 16.00, risk-free interest rate 3.56%, validity of stock options approximately 4.7 years, volatility 30.51%.

The theoretical market value of one stock option 2026C is approximately EUR 2.07. The theoretical market value of the stock options is approximately EUR 62,100 in total. The theoretical market value of a stock option has been calculated by using Black & Scholes simulation taking into account the subscription price of the stock option and the following input factors: share price EUR 12.80, share subscription price EUR 20.00, risk-free interest rate 3.56%, validity of stock options approximately 4.7 years, volatility 30.51%.

The theoretical market value of tihe stock option 2026 is approximately EUR 329,200 in total.

The terms and conditions of the stock options 2026 are attached to this release and available on the company's website at https://www.loihde.com/en/investors/governance/remuneration

Further information

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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 750 skilled professionals, and our revenue in 2025 amounted to EUR 144 million.

Attachments

- Download announcement as PDF.pdf
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