Loihde Plc’s Board of Directors decided to launch an Employee Share Savings Plan and a share-based incentive scheme for key employees

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Loihde Plc Company announcement 23 September 2026 at 5:05 p.m. EEST

Loihde Plc’s Board of Directors decided to launch an Employee Share Savings Plan and a share-based incentive scheme for key employees

The Board of Directors of Loihde Plc has decided to launch an Employee Share Savings Plan (ESSP 2026) and a new share-based long-term incentive scheme for key employees (LTI 2026).

Employee Share Savings Plan

The aim of the ESSP is to encourage employees to acquire and own shares in Loihde, to align the interests of shareholders and employees, and to increase employee motivation and long-term commitment to the company.

The ESSP consists of a one-year savings period and a holding period following the savings period. The ESSP is offered to all Loihde employees. The employees will have the opportunity to save a portion of their salaries and invest those savings in Loihde’s shares. The savings will be used to buy shares in Loihde four times a year. The Board of Directors will decide whether the savings shares are purchased from the market or whether they are delivered to the participants in a directed share issue decided separately by the Board.

As a reward for their commitment, Loihde grants the participating employees a gross bonus of one (1) matching share for every two (2) savings shares acquired with their savings. Additionally, the participants have the opportunity to earn half (0.5) or one (1) performance-based matching share (gross) for every two (2) savings shares acquired with their savings, based on the achievement of the performance criterion. The performance criterion is the development of the Group's total shareholder return (TSR) for the financial years 2026-2028. Continuity of employment and holding of acquired savings shares for the duration of the holding period are the prerequisites for receiving the bonus.

The potential bonus will be settled in shares, or partly in shares and partly in cash, after the holding period. The cash portion is intended to cover taxes and tax-like charges. The matching shares will be freely transferable after their registration on the participant's book-entry account.

Participation in the ESSP is voluntary. The savings period will commence on 1 December 2026 and end on 30 November 2027, and the holding period will commence with the first acquisition of savings shares and end on 30 November 2029. The maximum number of matching shares (gross number before taxes) for the ESSP that is about to commence is approximately 49,000, and their theoretical market-value is about EUR 600,000, calculated at the share price on 22 September 2026. The final number of matching shares will depend on the employees’ participation and savings rate in the plan, the fulfilment of the prerequisites for receiving matching shares and the achievement of the performance criterion.

Share-based long-term incentive scheme (LTI 2026) for key employees

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.

The incentive scheme covers 27 people. The criteria for the payment of the bonus are the EBIT target set by the Board of Directors for 2026-2028, the development of total shareholder return (TSR) in 2026-2028 and the employee net promoter score (eNPS).

The maximum number of shares to possibly be paid as a bonus is 87 200 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 2026–2028 will be paid in spring 2029. 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 1.1 million, calculated using the share price on 22 September 2026.

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

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