REVENIO

Revenio Group's change negotiations have been concluded

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In September, Revenio Group initiated change negotiations with its Finnish employees.

The concluded negotiations were conducted in a good and constructive spirit between the employer and the employees' representative.

Following the negotiations, Revenio Group has decided to adopt a Product Operating Model (POM) designed to further enhance the company's customer centricity and agility. In the Product Operating Model, customer value and business development drive activities. According to the model, teams, processes and systems are organized around the products. The model also supports the principles of continuous and agile development in product development and product management.

"It is important for us to apply the principle of continuous improvement in everything we do. We also want to ensure that our organization supports the success of both individuals and teams – the key to our sustainable and profitable growth. Our change program is built together with our employees. We are now taking a controlled and long-term approach to preparing the implementation of the product operating model together with our employees," says CEO **Jouni Toijala**.

The personnel impacts of the concluded negotiations were minor. The change negotiations or the organizational restructuring will not affect Revenio's financial guidance for the current year.

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Distribution
Main media
www.reveniogroup.fi/en

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's change negotiations have been concluded