



New Share-Based Incentive Scheme for Bittium's Management

Bittium Corporation

Other information disclosed according to the rules of the exchange

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Bittium Corporation stock exchange release on 15 April 2026, at 9:15 am (CEST+1)

The Board of Directors of Bittium Corporation has decided on the establishment of a new share-based long-term incentive scheme for the management of Bittium Corporation and its group. It comprises a Performance Share Plan structure ("PSP").

The objectives of the Performance Share Plan are to align the interests of Bittium's management with those of the Company's shareholders and, thus, to promote shareholder value creation in the long term, to commit the management to achieving Bittium's strategic targets and the retention of Bittium's management.

The Performance Share Plan consists of annually commencing individual performance share plans, each with a three-year performance period, followed by the payment of the potentially earned share reward in listed shares of Bittium Corporation. The payment of the reward is conditional on the achievement of the performance targets which the Board of Directors has set for the respective plan. The commencement of each new plan is subject to a separate decision of the Board of Directors.

The first plan, PSP 2026-2028, commences effective from the beginning of the year 2026 and the share rewards payable thereunder will be paid during H1 2029. Eligible for participation in PSP 2026-2028 are approximately 35 individuals, including the members of the Management Group of Bittium Corporation.

The performance measures applied to PSP 2026-2028 are net sales growth and free cash flow as well as for part of the participants the business segment specific net sales growth. The aggregate maximum number of share rewards to be paid based on PSP 2026-2028 is approximately 42,200 shares (gross earning, from which the applicable payroll tax is withheld).

Other terms

The value of the reward payable under the plans is limited by a maximum cap linked to share price development.

Bittium applies a share ownership recommendation to the members of its Management Group. According to this recommendation each member of the Management Group is expected to retain in his/her ownership at least half of the shares received under Bittium's share-based incentive plans until the value of his/her share ownership in Bittium corresponds to at least his/her annual gross base salary.

Oulu, Finland, 15 April 2026

Bittium Corporation
The Board of Directors

Further information

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Bittium

Bittium specializes in the development of reliable, secure communications and connectivity solutions leveraging its over 40-year legacy of expertise in advanced radio communication technologies. Bittium provides innovative products and services, customized solutions based on its product platforms and R&D services. Complementing its communications and connectivity solutions, Bittium offers proven information security solutions for mobile devices and portable computers. Bittium also provides healthcare technology products and services for biosignal measuring in the areas of cardiology and neurophysiology. Net sales in 2025 were EUR 119.3 million and operating profit was EUR 19.4 million. Bittium is listed on Nasdaq Helsinki. www.bittium.com