



# **CapMan Plc's directed share issue without payment to implement reward payments under Performance Share Plan**

CapMan Plc

Stock Exchange Release / Total number of voting rights and capital

25 March 2026 at 5:50 p.m. EET

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CapMan Plc's Board of Directors has on 25 March 2026 resolved on a directed share issue without payment to implement the share reward payments under CapMan's 2022 Performance Share Plan (the "Share Issue"). The reward was earned based on the achievement of sustainability-linked targets and matching during the performance period that commenced on 1 April 2022 and ended on 31 March 2025. The resolution on the Share Issue is based on the authorisation granted to the Board of Directors by the Company's Annual General Meeting held on 25 March 2026.

A total of 325,920 new shares will be issued without payment (the "New Shares") to the key employees belonging to the scope of the 2022 Performance Share Plan pursuant to the terms and conditions of the plan. The Board of Directors has also resolved that the rewards will be paid partly in cash to cover personal taxes and tax-related costs arising to the key employees based on the reward.

The New Shares are intended to be registered with the Trade Register on or about 1 April 2026 and will entitle to dividend and confer all other shareholders' rights as from that date. The company intends to apply for the admission of the New Shares to trading on the official list of Nasdaq Helsinki Ltd on or about 2 April 2026. Following the registration of the New Shares, the total number of shares in the Company will be 177,204,130 shares.

CapMan currently has one active share-based incentive program in place, which is the 2025 Performance Share Plan. The aim of the 2025 Plan is to align the objectives of shareholders and the key employees in driving shareholder value creation, to which the participants are committed to by investing a significant amount into the CapMan Plc share. More information on the 2025 Performance Share Plan is available at [www.capman.com/shareholders/shareholders/performance-share-plans/](http://www.capman.com/shareholders/shareholders/performance-share-plans/).

CAPMAN PLC

Board of Directors

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**About CapMan**

*CapMan is a leading Nordic private asset expert with an active approach to value creation and 7.2 billion euros in assets under management. As one of the private equity pioneers in the Nordics we have developed hundreds of companies and assets creating significant value for over three decades. Our objective is to provide attractive returns and innovative solutions to investors by enabling change across our portfolio companies. An example of this is greenhouse gas reduction targets that we have set under the Science Based Targets initiative in line with the 1.5°C scenario and our commitment to net-zero GHG emissions by 2040. We have a broad presence in the unlisted market through our local and specialised teams. Our investment strategies cover real estate and infrastructure assets, real asset debt, natural capital and minority and majority investments in portfolio companies. We also provide wealth management solutions. Altogether, CapMan employs around 200 professionals in Helsinki, Jyväskylä, Stockholm, Copenhagen, Oslo, London, Luxembourg, and Düsseldorf. We are listed on Nasdaq Helsinki since 2001. [www.capman.com](http://www.capman.com).*