



Commencement of new performance period in CapMan Plc's long-term share-based incentive plan

CapMan Plc

Stock Exchange Release / Other information disclosed according to the rules of the Exchange
25 March 2026 at 5:55 p.m. EET

Commencement of new performance period in CapMan Plc's long-term share-based incentive plan

CapMan Plc's Board of Directors has approved the commencement of a new performance period in the company's long-term share-based incentive plan, the Performance Share Plan 2025 ("2025 Plan"). The new three-year performance period will commence on 1 April 2026 and end on 31 March 2029.

The target group for the performance period includes all members of the Management Group, including the CEO, as well as other selected key employees. Altogether there are approximately 30 participants in the target group. The potential reward from the performance period is based on achieving performance targets that, in order of significance, are linked to total shareholder return, fee profit growth, sustainability, and on a participant's employment or service upon reward payment.

The maximum number of CapMan shares that can be allocated to the 2025 Plan for the next three-year performance period is 401,000, corresponding to a maximum gross reward of 1,804,500 CapMan shares if all performance targets are achieved in full. The gross reward will be paid partly in shares and partly in cash. The cash proportion of the reward is intended to cover taxes and statutory social security contributions arising from the reward to the key employee.

The aim of the 2025 Plan is to align the objectives of the shareholders and the key employees and to retain the key employees at CapMan. The program is targeted for the CEO, Management Group and selected key employees.

The 2025 Plan consists of annually commencing individual three-year performance periods. During a performance period, the target group has an opportunity to earn CapMan shares based on achieving set performance targets. The target group, the maximum number of shares that can be allocated to the 2025 Plan, and specific targets are decided upon annually by the Board of Directors for each performance period.

The prerequisite for receiving a reward from the 2025 Plan is that a participant allocates newly acquired or previously owned CapMan shares to the 2025 Plan and retains the investment during the performance period. The reward is paid after the end of the performance period subject to reaching the performance targets and continuous employment. As a rule, no reward will be paid if the participant's employment or service contract is terminated before reward payment. All reward shares are subject to a lock-up period of one year.

Further information related to CapMan's share-based incentive plan is available on the Company's website at www.capman.com/shareholders/share-shareholders/performance-share-plans/.

CAPMAN PLC

Board of Directors

Contact details:

Essi Orenius, General Counsel, +358 40 716 7935

Distribution:

Nasdaq Helsinki

Principal media

www.capman.com

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.