

# Biohit Oyj Board of Directors decided on new option scheme

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Biohit Oyj's Board of Directors has, based on authorization of Biohit Oyj's General Shareholders' Meeting on September 9, 2020, decided on new option scheme to Group's key personnel. Option rights are part of the Biohit Oyj's and its group of companies' motivation and reward system and therefore there is a weighty financial reason for the scheme.

The maximum total number of the option rights to be granted is 880.000. The option rights entitle to subscribe a maximum total amount of 880.000 class B- shares of Biohit Oyj. Option rights are issued gratuitously.

Of the granted option rights:

- i. 88.000 of the option rights are called as "I 2021A";
- ii. 88.000 of the option rights are called as "I 2021B";
- iii. 88.000 of the option rights are called as "I 2021C";
- iv. 88.000 of the option rights are called as "I 2021D";
- v. 88.000 of the option rights are called as "I 2021E";
- vi. 110.000 of the option rights are called as "II 2021A";
- vii. 110.000 of the option rights are called as "II 2021B";
- viii. 110.000 of the option rights are called as "II 2021C"; and
- ix. 110.000 of the option rights are called as "II 2021D".

Share subscription prices for shares subscribed based on the option rights are:

- for option right classes I 2021A, I 2021B, I 2021C, I 2021D and I 2021E 1,00 euro; and
- for option right classes II 2021A, II 2021B, II 2021C and II 2021D 2,00 euros

The Board has determined the subscription prices of options and shares based on current value of the shares, estimation of the future value of the shares and the objective to engage and provide incentive to option holders. Right to execute the option is conditional to reaching of the financial targets that are defined separately.

Receivers of the option rights:

Päivi Siltala, CEO, total number of option rights 200.000

Jussi Hahtela, CFO, total number of option rights 200.000

Ilari Patrakka, Sales and Marketing Director, total number of option rights 80.000

Suvi Elomaa, Production Director, total number of option rights 80.000

Minna Mäki, R&D Director, total number of option rights 80.000

Daniela Söderström, Quality and Registration Director, total number of option rights 80.000

Tapani Tiusanen, Technology Director, total number of option rights 80.000

Graham Johnson, Managing Director, Biohit UK, total number of option rights 80.000

Share subscription periods for shares subscribed based on the option rights are:

- i. for option right class I 2021A during 1 March 2023 – 1 March 2028;
- ii. for option right class I 2021B during 1 March 2024 – 1 March 2028;
- iii. for option right class I 2021C during 1 March 2025 – 1 March 2028;
- iv. for option right class I 2021D during 1 March 2026 – 1 March 2028;
- v. for option right class I 2021E during 1 March 2027 – 1 March 2028;
- vi. for option right class II 2021A during 1 March 2024 – 1 March 2028;
- vii. for option right class II 2021B during 1 March 2025 – 1 March 2028;
- viii. for option right class II 2021C during 1 March 2026 – 1 March 2028; and
- ix. for option right class II 2021D during 1 March 2027 – 1 March 2028.

Biohit Oyj

Board of Directors

Further information

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