



Tieto's Board of Directors resolves on incentive plans for key employees

Tieto Corporation STOCK EXCHANGE RELEASE 16 January 2019, 12.00 pm EET

Tieto's Board of Directors has approved two new share-based incentive plans for key employees of Tieto and its subsidiaries, a Performance Share Plan 2019–2021 and a Restricted Share Plan 2019–2021. The aim of the plans is to align the objectives of shareholders and key employees in order to increase the value of the company in the long-term. Tieto will nominate approximately 250 key employees, including Tieto's Leadership Team, to the plans.

The potential rewards from these new incentive plans will be paid partly in the company's shares and partly in cash in 2022. The cash proportion is intended to cover taxes and tax-related costs arising from the reward. As a rule, no reward will be paid, if a participant's employment or service ends before the reward payment. The Board of Directors anticipates that share rewards to be delivered to the participants under the plan will consist of shares to be acquired from the market. Thus, no new shares will be issued in connection with the plan and, therefore, the incentive plan will have no dilutive effect.

Performance Share Plan 2019–2021

The potential reward from the Performance Share Plan 2019–2021 will be based on the relative Total Shareholder Return of Tieto share (TSR), strategic target related to Tieto's growth and on Tieto's Earnings per Share (EPS). Performance will be measured during 2019–2021. The rewards to be paid on the basis of the Performance Share Plan 2019–2021 correspond to the value of an approximate maximum of 430 000 Tieto shares, including the proportion to be paid in cash.

Restricted Share Plan 2019–2021

The reward from the Restricted Share Plan 2019–2021 will be based on a valid employment or director agreement of a key employee upon the reward payment. The reward will be paid after the end of a three-year vesting period 2019–2021. The rewards to be paid on the basis of the Restricted Share Plan 2019–2021 correspond to the value of an approximate maximum of 110 000 Tieto shares, including the proportion to be paid in cash.

For further information, please contact:

Päivi Leiber, Head of Compensation & Benefits,
tel. +358 40 568 6869, paivi.leiber (at) tieto.com

TIETO CORPORATION

DISTRIBUTION
NASDAQ Helsinki
Principal Media

Tieto aims to capture the significant opportunities of the data-driven world and turn them into lifelong value for people, business and society. We aim to be customers' first choice for business renewal by combining our software and services capabilities with a strong drive for co-innovation and ecosystems.

Headquartered in Finland, Tieto has around 15 000 experts in close to 20 countries. Tieto's turnover is approximately EUR 1.5 billion and shares listed on NASDAQ in Helsinki and Stockholm. www.tieto.com