



## THE BOARD OF DIRECTORS OF NORRHYDRO GROUP PLC HAS DECIDED ON EARNING CRITERIA ON PERIOD 2024-2026 OF SHARE-BASED INCENTIVE SCHEMES

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Norrhydro Group Plc has decided on earning criteria for earning period of 2024-2026 on share-based incentive schemes.

For the 2024-2026 vesting period, the award is based on the primary vesting criteria, i.e., the Group's cumulative revenue in 2024-2026 and average EBITDA in 2024-2026, and the secondary vesting criteria, i.e., the average share of the Group's Digital Solutions business in the Group's revenue in 2024-2026.

The total rewards payable for the vesting period 2024-2026 correspond to a maximum value of approximately 130,000 shares in Norrhydro Group Plc, including the cash portion. The target group of the share reward scheme will comprise around 15 key employees in the 2024-2026 vesting period.

Norrhydro Group Plc

Board of Directors

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Key media

<https://www.norrhydro.com/fi>

**Norrhydro Group Plc in brief**

*Norrhydro, founded in 1985, is a Finnish pioneer in motion control, a provider of energy-efficient hydraulic cylinders and a system supplier specialising in high-quality, customised and energy-efficient hydraulic cylinders and demanding linear motion control systems and mobile machinery. The company has more than 35 years of experience in developing and manufacturing customised hydraulic cylinders and linear motion control systems for the most demanding conditions and environments. In 2022, the company had a turnover of EUR 29.7 million, an EBITDA of EUR 1.7 million and an operating profit of EUR 0.8 million.*

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