Bittium Corporation: New Period in the Share-Based Incentive Scheme for the Management of Bittium

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The Board of Directors of Bittium Corporation has decided on the new period in the share-based long-term incentive scheme for the Bittium group's management. It comprises a Performance Share Plan ("PSP"). The incentive scheme was initially established and communicated in March 2020.

The objectives of the Performance Share Plan are to align the interests of Bittium's management with those of the Company's shareholders and, thus, to promote shareholder value creation in the long term, to commit the management to achieving Bittium's strategic targets and the retention of Bittium's management.

The Performance Share Plan consists of three annually commencing three-year performance share plans, PSP 2020-2022, PSP 2021-2023 and PSP 2022-2024, each with a one-year performance period, which is followed by the payment of the share reward and a two-year transfer restriction period. The commencement of the following two plans, PSP 2021-2023 and PSP 2022-2024, is, however, subject to a separate Board decision.

Second Plan 2021-2023

The members of Bittium's Management Group are eligible to participate in the second PSP 2021–2023 plan.

The performance measures based on which the potential share reward under PSP 2021-2023 will be paid are the revenue growth and cash flow before financial items of Bittium. A precondition for the payment of the share reward is, in addition, that the employment relationship of the participant with Bittium continues at the time the reward is paid. The potential reward will be paid in shares of Bittium.

If all the performance targets set for the second plan, PSP 2021 – 2023, are fully achieved, the aggregate maximum number of shares to be paid based on this second plan is approximately 111,900 shares (gross before the withholding of the applicable payroll tax).

The aggregate gross value of PSP 2021 – 2023, estimated based on the volume-weighted average quotation of Bittium's share during the period H2/2020, is approximately EUR 0.7 million.

Other terms

Bittium applies a share ownership policy to the members of its Management Group. According to this policy each member of the Management Group is expected to retain in his/her ownership at least half of the shares received under Bittium's share-based incentive plans until the value of CEO's share ownership in Bittium corresponds to at least his/her annual gross base salary and other participants' 25% - 50% their annual gross base salary.

Oulu, Finland, February 11, 2021

Bittium Corporation
The Board of Directors

Further information

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Bittium

Bittium specializes in the development of reliable, secure communications and connectivity solutions leveraging its 35 year legacy of expertise in advanced radio communication technologies. Bittium provides innovative products and services, customized solutions based on its product platforms and R&D services. Complementing its communications and connectivity solutions, Bittium offers proven information security solutions for mobile devices and portable computers. Bittium also provides healthcare technology products and services for biosignal measuring in the areas of cardiology, neurology, rehabilitation, occupational health and sports medicine. Net sales in 2020 were EUR 78.4 million and operating profit was EUR 2.1 million. Bittium is listed on Nasdaq Helsinki. www.bittium.com