



United Bankers Plc

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United Bankers Plc's long-term incentive plan for the Management Team

The Board of Directors of United Bankers Plc has decided to continue the long-term incentive plan (LTIP) for the company's CEO and other members of the Management Team with a new performance period covering the financial years 2026–2028. The plan consists of a performance-based share reward scheme.

The purpose of the incentive plan is to align the interests of United Bankers' Management Team with those of the company's shareholders in order to increase the company's long-term value, to incentivise and retain members of the Management Team to implement the company's strategy, objectives and long-term interests, and to provide them with a competitive incentive plan based on the earning and accumulation of the company's shares. In addition, the Board of Directors has established a cash-based short-term incentive plan for the Management Team.

The incentive plan consists of plans commencing annually, each with a three-year performance period. Under the plan, the eligible participants have the opportunity to earn United Bankers' shares based on performance. The Board of Directors decides separately on the commencement and the detailed terms of each individual plan.

The performance period of the plan commencing in 2026 covers the financial years 2026–2028, and any share reward payable under the plan will be paid after the end of the performance period. The performance criteria for the 2026–2028 performance period are tied to adjusted operating profit, cash flow–generating assets under management, and an environmental criterion. Payment of the reward is conditional upon the achievement of the performance targets set by the Board of Directors.

The potential reward is paid partly in United Bankers' 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 participant. As a rule, no reward will be paid if the participant's employment or director contract terminates before the reward payment.

The target group in the performance period 2026–2028 consists of all six members of the Management Team, including the CEO. The value of the rewards to be paid on the basis of the performance period 2026–2028 corresponds to a maximum total of 80,000 shares of United Bankers, including also the proportion to be paid in cash. The total value of the performance period 2026–2028, estimated based on the volume weighted average share price on the trading day preceding this release, is approximately EUR 1.5 million. Shares issued to the participants may be either new shares or treasury shares held by the company acquired from the market, or both.

The participants are obliged to hold 100 per cent of the received shares, until the value of the participant's total shareholding in United Bankers equals to 100 per cent of the participant's annual base salary for the calendar year preceding the payment of the reward. Such number of United Bankers shares shall be held as long as the membership in the Management Team or the position as the CEO continues.

The share-based incentive plan is not expected to have a significant effect on the share price of the company. The plan will enable the company to meet regulatory requirements for management remuneration. In addition, the plan binds the long-term goals of the management and the company's other shareholders together.

Further information:

Patrick Anderson, Chair of the Board, United Bankers Plc

Email: patrick.anderson@unitedbankers.fi

Phone: +358 400 244 544, +358 9 25 380 236

Nina Rosenlew, General Counsel, United Bankers Plc

Email: nina.rosenlew@unitedbankers.fi

Phone: +358 40 522 6519, +358 9 25 380 261

United Bankers in brief:

United Bankers Plc is a Finnish expert on wealth management and investment markets, established in 1986. United Bankers Group's business segments include wealth management and capital markets services. In asset management, the Group specialises in real asset investments. United Bankers Plc is majority-owned by its key personnel and the Group employs 166 employees (FTE) and 24 agents (30 June 2025). In 2024, the United Bankers Group's revenue totalled EUR 62.1 million and its adjusted operating profit amounted to EUR 23.7 million. The Group's assets under management amount to approximately EUR 4.9 billion (30 June 2025). United Bankers Plc's shares are listed on Nasdaq Helsinki Ltd. The Group companies are subject to the Finnish Financial Supervisory Authority's supervision. For further information on United Bankers Group, please visit [unitedbankers.fi](https://www.unitedbankers.fi).

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