



**SaaS-driven LTIP-administrator that
helps you with all aspects of your
share-based incentive programs**



About the program

Optio Incentives simplifies equity incentive management for companies big and small. Established in 2018, we now manage over 1,000 equity programs across 100+ entities



Established in 2018, Optio Incentives has held steadfast to its mission to simplify and make the management of equity incentives accessible. Our core aim is to break down the complexities of equity-based rewards, enabling companies to effectively motivate their employees, manage equity, ensure compliance, and accurately report costs. We believe that when properly managed, equity incentives can become a driving force for company growth and employee satisfaction



Today, Optio Incentives proudly manages over 1000 equity programs worldwide, across more than 100 entities.

We set ourselves apart through our unique capability to support businesses at every stage. By combining deep financial and technical expertise, we've designed our solutions to grow with companies from their initial development stages all the way to their IPOs, establishing Optio Incentives as a dependable ally throughout their journey..



Furthermore, our software simplifies the intricacies involved in managing employee incentive programs. With Optio Incentives, businesses can efficiently incentivize their employees and navigate the complex landscape of financial reporting requirements.





About the program

Increase effect

Are you introducing a program to increase retention, competitiveness, involvement, or motivation? No matter the intention, the Optio team and portal maximise the effect and return on investment of the program.

Increase efficiency

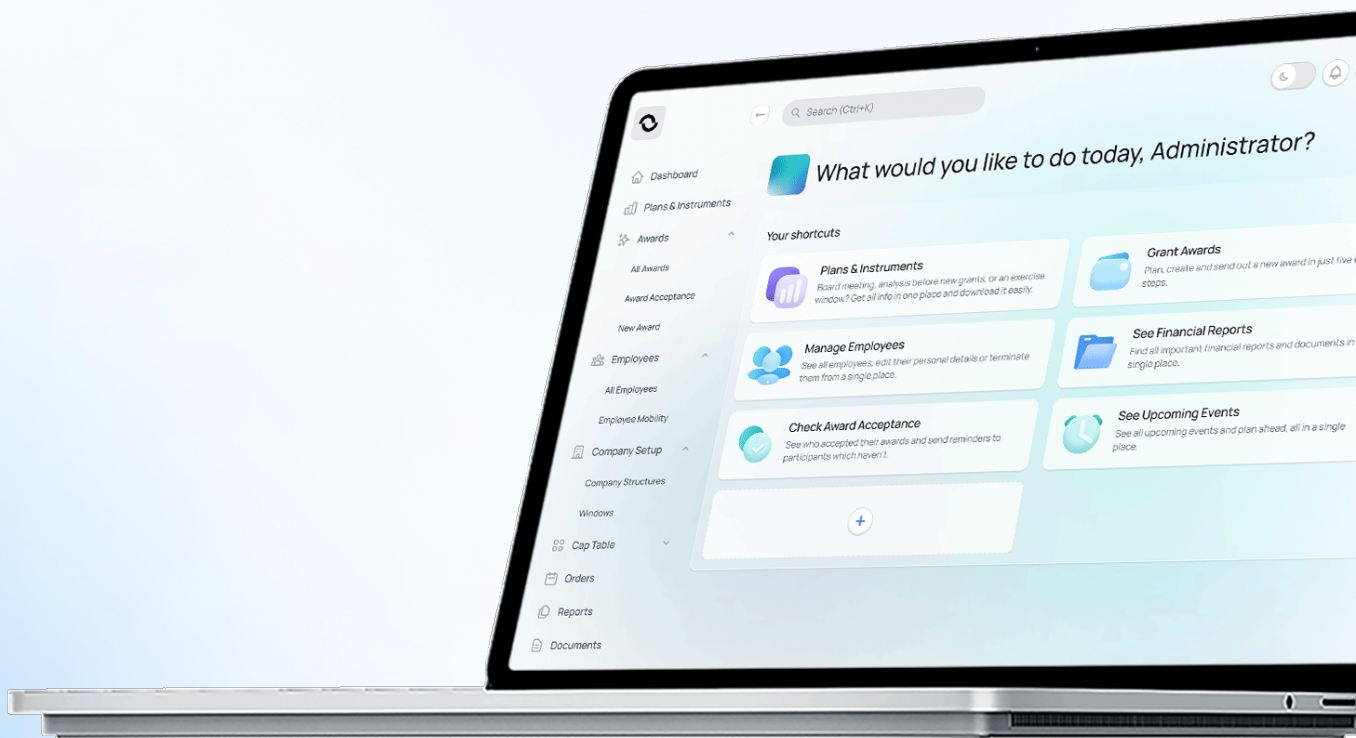
By automating all aspects related to the administration and accounting of your incentive schemes, you spend less time on administration and free up resources to be used for more value-adding activities.

Ensure compliance

Different programs, instruments, geographies, tax considerations, vesting schedules, participants and many other variables makes incentive programs complex. Optio makes sure you get it right every time.

Partner with specialists

We have a network of providers for all the needs you might have connected to your incentive schemes, and together with our in-house incentive specialists we can ensure the quality of your programs.





Increase the effect of your program



The intention of the program

Are you introducing a program to increase retention, competitiveness, involvement, or motivation? Or do you wish the participants to apply shareholder thinking and/or create a common culture element? The end goal of all business activity is to maximise shareholder return, and therefore incentive programs is an investment in doing just so. Optio maximise the effect of the program by focusing on your intentions, and create communication, visualisation and simplicity based on that.

Let us be the experts

We only work with incentive programs, nothing more, nothing less. We are experts in incentive program design, valuations, accounting, social security accruals and administration. We are administrating global programs with local resources and constantly stays updated on the latest trends and practices. We know how and what to do, and therefore does it efficiently so that you don't have to.



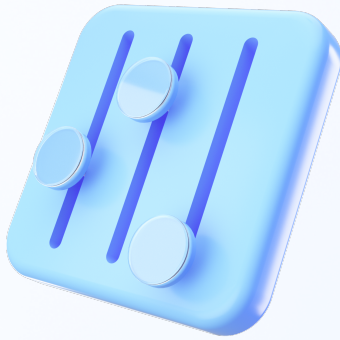
Increase the engagement of the program

With an intuitive portal that answers all the participants What, When, Why, together with our participant support and all information related to the participants program readily available in one place the program understanding increase, hence the engagement for the programs increase.



Increase efficiency

Automate your process



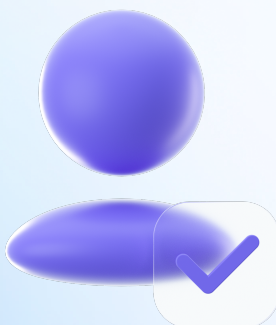
The incentive of automating our own work have enabled us to build a portal with efficient processes to solve complex tasks. We have solutions to all events related to incentive programs including grants, vesting, exercise and much more. We use our experience to support your administrators and participants to constantly make the administration and participation as easy and understandable as possible.

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Leverage our experience



Our entire team have broad experience in working with incentive programs. We know the exceptions and the corner cases and the pit falls. Don't reinvent the wheel, don't make the mistakes we have learned through our experience - let Optio guide you in achieve the intention of the program while keeping the IFRS and cash-costs low and in addition, the administration efficient.



Ensure compliance



Mitigate the risk of errors

Reduce the risk of human errors throughout the administration process of your incentive program. By using Optio's administration platform you ensure that all processes are handled in accordance with current accepted practices, and you will know you can trust the output.

Finance best friend

Your finance department will get the right output when they need it. Optio handles the entire accounting of your incentive scheme in accordance to IFRS 2 including valuations, SocSec, amortisation schedules and track every adjustment for hassle-free revisions and audits.

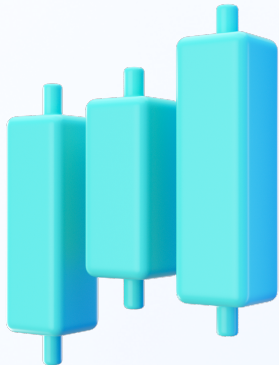


Ensure legal compliance

We integrate your legal documents and populate them with individual data to constantly track legal compliance in grant acceptance and more. Not only does this automate an often manually conducted task, but it also is a pre-requisite for issuance of shares for example.



Partner with specialists



One stop-shop for your incentives programs

Optio have solutions for all the challenges connected to designing, launching, administrate and exercise both new and old programs. We coordinate your programs with you and ensure all needs are being catered to.

Additional services and supplier network

When in need, Optio offers share custody services, trading services, HR-integration, SSO and much more. We have also built strong partnerships with reputable companies in their respective fields that are ready to help you with all your needs related to your program.



Your incentive speaking partner

Last but definitely not least, by working with Optio you get access to all our hard learned insights, advice, niche competence and our extensive experience in the field of share-based incentive programs.



Optio Incentives Sweden

Chakib Youcefi

cy@optioincentives.no

+46 793394546

Sveavägen 88
113 59, Stockholm

optioincentives.no