

## Grant of Performance Share Units

---

Pursuant to Matas A/S' (Matas) Remuneration Policy, a total of 162,714 Performance Share Units (PSUs) related to the Company's long-term incentive programme (LTIP) for 2025/26 have been granted 30 June 2025.

71,143 of the PSUs have been granted to the Executive Committee and 91,571 of the PSUs have been granted to other executives.

Subject to the achievement of two KPIs, weighted 50% each, the number of PSUs awarded may vary upon vesting in an interval of 75% and 150% of the original number of PSUs awarded. One KPI is based on the development in EBITDA and the other KPI is based on the development in revenue in the period up to and including the 2027/28 financial year.

The PSUs are awarded free, and if the PSUs vest and do not lapse, each PSU entitles the holder to receive one Matas share at the time of vesting.

Subject to achieving the KPIs mentioned above, the PSUs will vest after the publication of the annual report for the financial year 2027/28.

At maximum achievement of the KPIs in the period from the start of the financial year 2025/26 and until the end of the financial year 2027/28, the value of the PSUs amounts to DKK 32.0 million at the closing price on 27 June 2025 of DKK 131.2.

It is a condition for participating in the programme, that the participants over a four-year period acquire a holding of Matas shares in a fixed proportion to their gross salary.

**For further information, please contact:**

John Bäckman  
Head of Investor Relations & Treasury  
Phone +45 22 43 12 54