

Grant of Performance Share Units and Restricted Share Units

Pursuant to Matas A/S' (Matas) Remuneration Policy, a total of 193,590 Performance Share Units (PSUs) related to the Company's long-term incentive programme (LTIP) for 2026/27 have been granted 30 June 2026.

89,892 of the PSUs have been granted to the Executive Committee and 103,698 of the PSUs have been granted to other executives.

In addition, the Group CEO has been granted 19,654 Restricted Share Units (RSUs) as a sign-on bonus in connection with the Group CEO's appointment. The RSUs are awarded free of charge and are not subject to performance conditions. Subject to continued employment and the terms of the grant, the RSUs will vest after the publication of the annual report for the financial year 2028/29, and each vested RSU entitles the Group CEO to receive one Matas share at the time of vesting.

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 2028/29 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 2028/29.

At maximum achievement of the KPIs in the period from the start of the financial year 2026/27 and until the end of the financial year 2028/29, the value of the PSUs amounts to DKK 17.0 million at the closing price on 30 June 2026 of DKK 87.80.

It is a condition for participating in the PSU 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:

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