



Gubra initiates employee share matching program

Gubra A/S ("Gubra" or the "Company") today announces its decision to launch a share matching program (the "Program") for employees of the Company and its subsidiaries, including members of the Company's Executive Management (each a "Participant"), with effect from 12 May 2026.

Under the Program, Participants may submit an offer to purchase shares in the Company during a defined offer window from 12 May 2026 until 31 May (the "Qualifying Shares"). Subject to the terms of the Program, the Qualifying Shares will subsequently be purchased on the market during one or more trading days, and the Participants will be granted the right to receive one matching share for each Qualifying Share, corresponding to a 1:1 match (the "Matching Shares").

The value of Qualifying Shares acquired by each Participant may not exceed 10% of the Participant's annual base salary.

Matching Shares will vest after a period of 2 years and 4 months calculated from 1 June 2026, provided that the Participant has retained the Qualifying Shares throughout the vesting period and remains employed at the time of vesting, subject to customary good leaver and bad leaver provisions. Upon vesting, Matching Shares will be delivered to the Participant in shares or, at the Company's discretion, settled in cash.

The Company expects to satisfy its obligations under the Program through the acquisition and holding of treasury shares.

For members of the Executive Management, the Program is subject to the framework set out in the Company's Remuneration Policy, as approved at the annual general meeting of the Company on 26 March 2026 and available on the Company's website.

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About Gubra

Gubra, founded in 2008 in Denmark and listed on NASDAQ Copenhagen, is a disease-agnostic techbio company specialized in peptide-based drug discovery and preclinical contract research services. Gubra's activities are focused on the early stages of drug development and are organized in three main business units – Biotech, CRO, and Ventures. The business areas create a unique entity capable of generating a steady cash flow from the CRO business while investing in high-impact biotech R&D projects with significant value inflection potential through partnerships. Gubra has around 300 employees and had revenue of DKK 2.6 billion (around \$400 million) in 2025. See www.gubra.dk for more information.

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Attachments

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