

HydrogenPro ASA: Grant of share options

(January 12, 2026 – Oslo, Norway) HydrogenPro ASA (OSE: HYPRO) has today resolved to grant share options under its long-term incentive (LTI) program. The grant follows the approval of a share options program at the Annual General Meeting on 30 April 2025.

The vesting time is 3 years, and the options expire after 4 years. A total number of 822,500 share options were granted. Each option, when exercised, will give the right to acquire one share in the Company. The options are granted without consideration.

All the share options have strike price of NOK 1.00/share and a vesting period of 3 years. Vesting requires the option holder still to be an employee in the Company.

Primary insiders in HydrogenPro ASA have received the following grants of options, according to the terms described above:

- **Jarle Dragvik**, Chief Executive Officer, has been granted 270,000 share options. Following the grant, he holds 41,033 shares and 670,000 options.
- **Martin Thanem Holtet**, Chief Financial Officer, has been granted 80,000 share options. Following the grant, he holds 1,500 shares and 80,000 options.
- **Michael Caspersen**, Chief Commercial Officer, has been granted 80,000 share options. Following the grant, he holds no shares and 80,000 options.
- **Jon Backer**, Chief Operations Officer, has been granted 70,000 share options. Following the grant, he holds no shares and 70,000 options.
- **Tormod Kløve**, Chief Legal Officer, has been granted 67,500 share options. Following the grant, he holds no shares and 117,500 options.
- **Cathrin Bretzeg**, Chief People & Culture Officer, has been granted 67,500 share options. Following the grant, she holds no shares and 117,500 options.
- **Odd-Arne Lorentsen**, Chief Technology Officer, has been granted 80,000 share options. Following the grant, he holds no shares and 80,000 options.
- **Jan-Henrik Kuhlefeldt**, General Manager at HydrogenPro Tianjin Co Ltd., has been granted 67,500 share options. Following the grant, he holds 10,000 shares and 117,500 options.

In addition, 40,000 options have been granted to employees who are not primary insiders.

Press Release

12 January 2026 07:00:00 CET

**For further information, please contact:**

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About HydrogenPro:

HydrogenPro, established in 2013, specialises in pioneering green hydrogen technology solutions through partnerships with global collaborators and suppliers. Our flagship products are high-pressure alkaline electrolyzers, incorporating some of the most advanced technology available. As an OEM, we provide high-pressure alkaline electrolyzers and supply large-scale green hydrogen plants, all certified to ISO 9001, ISO 45001, and ISO 14001 standards. Our experienced engineering team consists of leading industry experts, drawing upon unparalleled knowledge and expertise in the hydrogen and renewable energy sectors.

For more information, visit **www.hydrogenpro.com**

This information has been submitted pursuant to the Securities Trading Act § 5-12 and MAR Article 17. The information was submitted for publication, through the agency of the contact persons set out above, at 2026-01-12 07:00 CET.

Attachments

**Skjema For Melding Om Transaksjoner Utført Av Personer Med Ledelsesansvar
(«primærinnsidere») Og Deres Nærstående (KRT 1500) HYPRO**