

**Company announcement no. 13 / 2024**

Schindellegi, Switzerland – 1 March 2024

**Share-based Incentive Program 2024**

Trifork Holding AG (“Trifork”) has granted restricted share units (“**RSUs**”) under the existing employee long-term share-based incentive program (“**ELTIP**”) approved by the Board of Directors in 2021. The second ELTIP 2024 (“**ELTIP 2024b**”) is covering the grant in March 2024 to the Executive Management of the Trifork Group.

The ELTIP 2024b is based on RSUs and Executive Management variable remuneration for its performance in financial year 2023. RSUs granted will be subject to graded vesting over a three-year period.

Further details about the ELTIP 2024b are stated below:

Participants	Executive Management of the Trifork Group eligible for variable remuneration for financial year 2023. Total 2 employees.
Number of RSUs	A total of 48,787 RSUs is allocated under the ELTIP 2024b. The number of RSUs is calculated by taking the respective variable remuneration amount and applying the weighted average share price for Trifork’s shares of the last three trading days of 2023.
Granting	RSUs comprised by the ELTIP 2024b are granted in March 2024.
Vesting	RSUs will vest over a three-year period with 1/3 of the RSUs vesting each year. Vesting is not conditional upon the achievement of any financial or non-financial targets but is conditional upon the participating employee remaining employed with the Trifork Group throughout the vesting period or becoming a good leaver during the vesting period as well as the participating employee having complied in all respects with the terms and conditions of the ELTIP 2024b.
Objective	Attraction and retention of employees in selected jurisdictions.
Conversion	Once vested and not lapsed in accordance with the terms and conditions of the ELTIP 2024b, each RSU will entitle the holder to receive one Trifork share.
Conditions	RSUs are granted based on the conversion of the respective variable remuneration for each participating employee.  The ELTIP 2024b is subject to customary conditions.
Allocation & theoretical value	The allocation is based on the weighted average share price of the last 3 trading days of 2023 (DKK 104.87). Dividing the converting salary by this amount results in the number of RSUs to be granted. The converting total amounts to DKK 5,116,228 (EUR 686,356) and 48,787 RSUs.
	The theoretical value for the RSUs is the market price of the Trifork share at grant date minus the expected dividends for the portions vesting after one, two and three years.

**For further information, please contact:**

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**About Trifork**

Trifork is a global NextGen IT company that develops innovative software solutions in collaboration with its customers. The company has more than 1,200 employees across 72 business units in 15 countries. Trifork works in six business areas: Digital Health, FinTech, Smart Building, Smart Enterprise, Cloud Operations, and Cyber Protection. Trifork's research and development takes place in Trifork Labs, where Trifork continuously invests in and develops technology companies. Trifork owns and operates the software conference brands GOTO and YOW! and the global GOTO tech community with more than 62 million video views online. Trifork Holding AG is a publicly listed company on Nasdaq Copenhagen. Learn more at [trifork.com](http://trifork.com).