

Company announcement 07 2021/22
Allerød 20 August 2021

Grant of Performance Share Units and reporting of transactions in accordance with Article 19 of the Market Abuse Regulation

In accordance with Matas A/S' Overall Guidelines for Incentive Pay, Matas A/S has today granted a total of 123,082 Performance Share Units ("PSUs"), comprising 60,907 PSUs to executive management and 62,175 PSUs to other executives in accordance with the company's long term incentive programme.

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 2023/24 financial year.

The PSUs are awarded free, and assuming that 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 2023/24.

At maximum achievement of the KPIs in the period from the start of the financial year 2021/22 and until the close of the financial year 2023/24, the value of the PSUs at Thursdays' closing price is DKK 22.4 million.

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.

According to the EU Market Abuse Regulation Article 19, Matas received the following reports from management and their related parties' regarding transactions in Matas shares and related securities in connection with the grant of the PSUs.

Contactperson

Henrik Lund
Head of Investor Relations, tel +45 30 30 99 08

1.	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Gregers Wedell-Wedellsborg	
2.	Reason for the notification		
a)	Position/status	CEO	
b)	Initial notification/ Amendment	Initial notification	
3.	Details of the issuer		
a)	Name	Matas A/S	
b)	LEI Code	2138004PXX8LWGHGL872	
4.	Details of the transaction(s): Section to be repeated for i) Each type of instrument, ii) Each type of transaction, iii) Each date and iv) Each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument Identification code	Performance Share Units (PSUs) related to shares of Matas A/S DK0060497295	
b)	Nature of the transaction	Award of PSUs in connection with share option programme	
c)	Price(s) and volume(s)	Price(s) DKK) 0	Volume(s) 44,293
d)	Aggregated information • Aggregated volume • Price (DKK)		
e)	Date of the transaction	20 August 2021	
f)	Place of the transaction	Outside the market	

1.	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Anders T. Skole-Sørensen	
2.	Reason for the notification		
a)	Position/status	CFO	
b)	Initial notification/ Amendment	Initial notification	
3.	Details of the issuer		
a)	Name	Matas A/S	
b)	LEI Code	2138004PXX8LWGHGL872	
4.	Details of the transaction(s): Section to be repeated for i) Each type of instrument, ii) Each type of transaction, iii) Each date and iv) Each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument Identification code	Performance Share Units (PSUs) related to shares of Matas A/S DK0060497295	
b)	Nature of the transaction	Award of PSUs in connection with share option programme	
c)	Price(s) and volume(s)	Price(s) DKK) 0	Volume(s) 16,614
d)	Aggregated information • Aggregated volume • Price (DKK)		
e)	Date of the transaction	20 August 2021	
f)	Place of the transaction	Outside the market	