



AWARD OF LONG-TERM INCENTIVES

DFDS' long-term incentives for management aims to link remuneration to the sustained performance of the company, as reflected in the share price, whilst supporting retention of management.

Today, the Board of Directors have awarded Torben Carlsen, CEO, 16,611 RSUs (Restricted Share Units) and 108,992 share options, and Karina Deacon, CFO, 5,422 RSUs and 35,574 share options. In addition, a total of 81,747 RSUs and 300,238 share options was awarded to a number of key employees.

The share options and the RSUs vest with 1/36 per month from and including February 2024. The share options may be exercised in the period from February 2027 until March 2029. The share price at grant and the exercise price are based on the volume weighted average share price of DFDS shares traded on NASDAQ Copenhagen on the five trading days immediately following the publication of DFDS' most recent financial report to the time of grant. For the share options, 10% has been added, giving an exercise price of DKK 238 per share of DKK 20 nominal value.

The total value of the award of the RSUs and the share options is DKK 37.2m, including the awards to the CEO and the CFO, calculated according to the Black-Scholes model.

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Company announcement no.
8/2024

16 February 2024

Page 1/ 1

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About DFDS

We operate a transport network in and around Europe with an annual revenue of DKK 27bn and 13,200 full-time employees.

We move goods in trailers by ferry, road & rail and we offer complementary and related transport and logistics solutions.

We also move car and foot passengers on short sea and overnight ferry routes.

DFDS was founded in 1866 and is headquartered and listed in Copenhagen.

Disclaimer

The statements about the future in this announcement contain an element of risk and uncertainty which means that actual developments may diverge significantly.