

Company announcement 05 2020/21
Allerød 8 September 2020

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 129,356 Performance Share Units ("PSUs"), comprising 72,525 PSUs to executive management and 56,831 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 2022/23 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 2022/23.

At maximum achievement of the KPIs in the period from the start of the financial year 2020/21 and until the close of the financial year 2022/23, the value of the PSUs at Mondays's closing price is DKK 13.3 m.

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.

| | | | |
|-----------|---|---|---------------------|
| 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) 47,518 |
| d) | Aggregated information • Aggregated volume • Price (DKK) | | |
| e) | Date of the transaction | 8 September 2020 | |
| f) | Place of the transaction | Outside the market | |

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|-----------|---|---|---------------------|
| 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) 25,007 |
| d) | Aggregated information • Aggregated volume • Price (DKK) | | |
| e) | Date of the transaction | 8 September 2020 | |
| f) | Place of the transaction | Outside the market | |

For further information

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