

## Grant of Performance Share Units

Pursuant to Ambu A/S' (Ambu) Remuneration Policy, a total of 198,872 Performance Share Units (PSUs) related to Ambu's long-term incentive programme (LTIP) for 2022/23 have been granted on 28 July 2023. 55,956 of the PSUs have been granted to the Executive Management and 142,916 of the PSUs have been granted to other key employees.

The LTIP covers the financial year 2022/23, and the final allocation of PSUs will be within the range of 0-200% of the initial grant, subject to the actual achievement of EBIT-% and organic revenue growth for the fiscal year 2022/23.

The PSUs are granted free and subject to achievement of the KPIs mentioned above. Each PSU will at vesting, on 1 January 2026, be converted to one B share in Ambu A/S subject to the terms of the LTIP.

The value of the PSUs will, at the time of vesting, be capped at four times the annual base salary of the individual participant measured at the time of the grant.

The share price used for calculating the number of PSUs has been the average share price as of the day of the annual general meeting in Ambu A/S in December 2022 and the following four trading days (14-20 December 2022).

## Contacts

### **Investors**

Nicolai Thomsen, Director, Investor Relations, [nith@ambu.com](mailto:nith@ambu.com) / +45 2620 8047

### **Media**

Tine Bjørn Schmidt, Head of Corporate Communications, [tisc@ambu.com](mailto:tisc@ambu.com), +45 2264 0697

Ambu A/S, Baltorpbakken 13, DK-2750 Ballerup, Denmark, Tel.: +45 7225 2000, CVR no.: 63 64 49 19, [www.ambu.com](http://www.ambu.com)

<b>1.</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>		
a)	Name	Britt Meelby Jensen	
<b>2.</b>	<b>Reason for the notification</b>		
a)	Position/status	CEO	
b)	Initial notification/Amendment	Initial notification	
<b>3.</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>		
a)	Name	Ambu A/S	
b)	LEI	5299008W2A69WX355710	
<b>4.</b>	<b>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</b>		
a)	Description of the financial instrument, type of instrument	Performance Share Units (PSU) related to shares of Ambu	
	Identification code	DK0060946788	
b)	Nature of the transaction	Grant of PSUs in connection with Long Term Incentive Programme	
c)	Price(s) and volume(s)	<b>Price(s)</b>	<b>Volume(s)</b>
		DKK 0	40,564
d)	Aggregated information <ul style="list-style-type: none"> <li>• Aggregated volume</li> <li>• Price (DKK)</li> </ul>	40,564 DKK 0	
e)	Date of the transaction	28-07-2023	
f)	Place of the transaction	Outside trading venue	

<b>1.</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>		
a)	Name	Thomas Frederik Schmidt	
<b>2.</b>	<b>Reason for the notification</b>		
a)	Position/status	CFO	
b)	Initial notification/Amendment	Initial notification	
<b>3.</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>		
a)	Name	Ambu A/S	
b)	LEI	5299008W2A69WX355710	
<b>4.</b>	<b>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</b>		
a)	Description of the financial instrument, type of instrument	Performance Share Units (PSU) related to shares of Ambu	
	Identification code	DK0060946788	
b)	Nature of the transaction	Grant of PSUs in connection with Long Term Incentive Programme	
c)	Price(s) and volume(s)	<b>Price(s)</b>	<b>Volume(s)</b>
		DKK 0	15,392
d)	Aggregated information <ul style="list-style-type: none"> <li>• Aggregated volume</li> <li>• Price (DKK)</li> </ul>	15,392 DKK 0	
e)	Date of the transaction	28-07-2023	
f)	Place of the transaction	Outside trading venue	