



## 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 also supporting the retention of management.

Today, the Board of Directors have awarded Torben Carlsen, CEO, 5,774 restricted share units (RSU) and 37,037 share options, and Karina Deacon, CFO, 3,070 RSUs and 19,691 share options. In addition, a total of 15,260 RSUs and 97,898 share options were awarded to a number of key employees. The award of RSUs is subject to the approval of a revised remuneration policy at the coming annual general meeting.

The share options and the RSUs vest with 1/36 per month from and including February 2021. The share options may be exercised in the period from February 2024 until February 2026. 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. The share price at grant for the RSU's has been calculated at 273.65 and for the share options, 10% has been added, giving an exercise price of DKK 301 per share of DKK 20 nominal value. The total value of the award of the RSUs and the share options, calculated according to the Black-Scholes model as described in DFDS' most recent remuneration policy, is DKK 13.2m, including the awards to the CEO and the CFO.

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### About DFDS

DFDS provides ferry and transport services in Europe and Turkey, generating annual revenues of EUR 2.3bn.

To over 10,000 freight customers, we deliver high reliability through ferry & port terminal services and transport & logistics solutions.

For five million passengers, we provide safe overnight and short sea ferry services.

Our 8,000 employees are located on ships and in offices across 20 countries. DFDS was founded in 1866, is headquartered in Copenhagen, and listed on Nasdaq 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.