

## Company announcement No. 14/2018

### **Ørsted introduces share-based retention agreements for selected employees**

In accordance with section 3.3.10 of Nasdaq's rules for issuers of shares, Ørsted informs that the company will introduce share-based retention agreements as a replacement for cash-based settlement by using restricted share units (RSUs) when granting new retention agreements.

The target group for the share-based retention agreements will typically be employees responsible for vital, long-term projects. The use of these share-based retention agreements will be limited to 25 concurrent agreements with an individual time frame of up to five years. Members of the Executive Board (CEO and CFO) cannot be granted such retention agreements.

The number of RSUs to be granted will be determined on the basis of the price of Ørsted's shares at the time of the grant and will be limited to an amount corresponding to a maximum of six months' base pay for the employee in question. At vesting, each RSU will entitle the employee to one Ørsted share free of charge. However, the total value of the shares to be received at vesting will be capped at a maximum of twelve months' base pay for the employee in question.

For further information, please contact:

Media Relations  
Ulrik Frøhlke  
+45 99 55 95 60

Investor Relations  
Daniel Lerup  
+45 99 55 97 22

**Ørsted**  
Kraftværksvej 53  
Skærbæk  
DK-7000 Fredericia

[www.orsted.com](http://www.orsted.com)  
Company registration no.  
(CVR no.) 36 21 37 28

3 May 2018

Ørsted has a vision of creating a world that runs entirely on green energy. Ørsted develops, constructs and operates offshore wind farms, bioenergy plants and innovative waste-to-energy solutions and provides smart energy products to its customers. Headquartered in Denmark, Ørsted employs 5,600 people. Ørsted's shares are listed on Nasdaq Copenhagen (Ørsted). In 2017, the company's revenue was DKK 59.5 billion (EUR 8.0 billion). For more information on Ørsted, visit [orsted.com](http://orsted.com) or follow us on Facebook, LinkedIn, Instagram and Twitter.