



Company announcement 8 2016/17  
Allerød 13 September 2017

## **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 55,169 Performance Share Units ("PSUs"), comprising 19,746 PSUs to executive management and 35,423 PSUs to key employees 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 2019/20 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 2019/20.

At maximum achievement of the KPIs, the value of the PSUs at yesterday's closing price is DKK 7.22 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 below reports from management and their related parties' regarding transactions in Matas shares and related securities in connection with the grant of the PSUs:

<b>1.</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>	
a)	Name	Anders T. Skole-Sørensen
<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</b>	
a)	Name	Matas A/S
b)	LEI Code	N/A
<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 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)                      Volume(s) 0    19,746
d)	Aggregated information <ul style="list-style-type: none"> <li>• Aggregated volume</li> <li>• Price (DKK)</li> </ul>	
e)	Date of the transaction	13 September 2017
f)	Place of the transaction	Outside the market

**For further information**

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