

New long-term share-based incentive programme

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Company announcement 12/2020

With reference to the offering circular as published by HusCompagniet A/S, CVR no. 36972963, ("**HusCompagniet**" or the "**Company**"), on 6 November 2020 (the "**Offering Circular**"), HusCompagniet has today implemented a new long-term incentive programme (the "**LTIP**").

The LTIP is designed and structured around the concept of retaining members of the Executive Management and other eligible employees while also creating an incentive for a positive share price development for the benefit of the Company's shareholders.

The LTIP grants comprises restricted share units ("**RSUs**") which entitle the participant, subject to vesting occurring, to be allocated a number of shares in the Company, equivalent to the number of vested RSUs.

The RSUs will vest during a three year vesting period. Vesting is not conditional upon achieving any financial or non-financial targets, but is, however, conditional upon (i) the participant remaining employed with the Group throughout a continued period of three (3) years from the date of grant or the participant becoming a good leaver during the vesting period in which case only a proportionate portion of RSUs shall vest, and (ii) the participant having complied in all respects with the general terms and conditions as determined by the Board of Directors.

The Group CEO and Group CFO will be granted RSUs, the value of which, at the time of grant, corresponds to 30% of their annual fixed salary in accordance with HusCompagniet's Remuneration Policy adopted at HusCompagniet's extraordinary general meeting on 5 November 2020.

Based on the current number of participants in the LTIP, the programme will comprise up to 136,752 shares in total. The theoretical fair value of each RSU has been estimated at DKK 117 calculated on the basis of the book value. The ordinary LTIP for the coming years is expected to be approximately DKK 8-9 million on a yearly basis.

For additional information, please contact:

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Information on HusCompagniet

HusCompagniet is a leading provider of single-family detached houses in Denmark. It also provides semi-detached houses to both private consumers and professional investors. HusCompagniet is also present in Sweden where it produces prefabricated wood-framed detached houses through its VårgårdaHus brand.

HusCompagniet operates an asset light and flexible delivery model with on-site building, primarily on customer-owned land. The majority of construction is outsourced to sub-contractors allowing for a flexible cost base. In 2019, HusCompagniet's revenue amounted to approximately DKK 3.5 billion (adjusted).

HusCompagniet delivered approximately 1,600 houses in 2019, of which 1,325 were detached houses in Denmark, corresponding to a market share of approximately 24% of the Danish detached-house new build market segment. HusCompagniet has 16 offices with show rooms and more than 60 show houses throughout Denmark, and also offers digital sale through the online platform "HusOnline". HusCompagniet currently has more than 400 employees.

Attachments

- [12 New share-based incentive programme.pdf](#)