



Implementation of incentive- and retention program

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As part of the company's long-term incentive and retention program, the Board of Directors has decided to issue the 2025 allocation to executive management. The program consists of warrants granted on the following terms:

Issuing of 125.000 warrants which gives the right to a subscription of 125.000 shares in the company at a nominal value of DKK 0.10 per share.

The purpose of the program is to maintain the employment of professional and valuable resources in the company, and to provide an incentive for them to make a special effort for the value creation of the company. The incentive and retention program involves executive management of the company.

The warrant program will be vested over a period of 12 month, starting from the issuing date. The warrants are granted as a one-time grant, and vesting will be in accordance with specification by the Board of Directors where warrant holders earn the right to exercise the warrants with 1/12 per month from the date of the issuing.

Warrants can be exercised at a price of DKK 8,24 in four exercise windows. Two in 2027 and two in 2028. The exercise window is defined as the five-day trading period after publishing of the annual reports + H1 reports during the two above mentioned years.

If fully vested and exercised, the implemented program will increase the FOM Technologies share pool by 1,32 % from 9,504,952 shares to 9,629,952 shares.

The key assumptions for the calculation are:

* Theoretical market value of a warrant granted: DKK 2,40 (calculated using the Black-Scholes model.)

* Share price: DKK 8,24 (Official FOM Nasdaq FN closing price on the 30th of Dec. 2024).

* Exercise price: DKK 8,24 (Official FOM Nasdaq FN closing price on the 30th of Dec. 2024).

* Duration: 3 years

* Volatility: 40.00 %

* Interest rate: 1.79 % (3-year risk free interest level)

The specific terms and condition for granting, vesting and exercise of the warrants are set out in the Appendix to the Company's articles of association.

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CONTACT INFORMATION:

Company:

FOM Technologies A/S

CEO Michael Stadi

Tlf: +45 20 66 60 44

E-mail: ms@fomtechnologies.com

www.fomtechnologies.com

Certified Advisor:

Norden CEF A/S

John Norden
Tlf: +45 20 72 02 00
E-mail: jn@nordencef.dk
www.nordencef.dk

Communication:

Gullev & Co. ApS
Boris Gullev
Tlf: +45 31 39 79 99
E-mail: borisgullev@gmail.com
www.gullev.co

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Contacts

- Michael Stadi, CEO, +45 20 66 60 44, ms@fomtechnologies.com

Attachments

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