



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 2026 allocation to key employees and 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 key employees and 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 3,99 in four exercise windows. Two in 2028 and two in 2029. 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 0,90 % from 13,828,971 shares to 13,953,971 shares.

The key assumptions for the calculation are:

* Theoretical market value of a warrant granted: DKK 1,76 (calculated using the Black-Scholes model).

* Share price: DKK 3,99 (official FOM Nasdaq FN closing price on the 30th of Dec. 2024).

* Exercise price: DKK 3,99 (official FOM Nasdaq FN closing price on the 30th of Dec. 2024).

* Duration: 2,30 years (time from allocation to first time of exercise).

* Volatility: 75.00 % (mathematical calculated based on actual 2-years price fluctuations).

* Interest rate: 1.68 % (2-year risk free Danish interest rate 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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Disclosure regulation

Future projections reflect FOM Technologies' current expectation for upcoming market trends and results. FOM Technologies aims to deliver projections based on reliable, fact-based market analysis. However, FOM Technologies can by no means guarantee the fruition of any such projected outcomes. FOM Technologies will not be held liable for negative or unexpected outcomes associated with the inherent risks of projection-based investments, which are influenced by a wide variety of external uncertainties and factors beyond our control.

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About FOM Technologies

FOM Technologies A/S is providing premium Slot Die equipment for advanced material researchers at leading universities, research institutions and corporate laboratories around the world. The company was founded as a spinout from DTU (Danish Technical University) in 2012, to support a small niche market of organic photovoltaics (OPV) research with its highly precise and scalable thin film production platform. The company has since its founding grown, with its 2020 market presence extending well beyond OPV into perovskite photovoltaics, advanced batteries, supercapacitors, touch-sensitive surfaces, microfluidic medical analysis, drug delivery and more. With 100% export to customers in over 20 countries FOM Technologies A/S is a true "born global" SME with worldwide impact based in the heart of Copenhagen, Denmark.

FOM Technologies shares (FOM) are listed on Nasdaq First North Growth Market Denmark.

For more information, please visit: www.fomtechnologies.com

Attachments

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