
ARTICLES OF ASSOCIATIONApril 2026

of

FirstFarms A/S
(Business reg. no. (CVR) 28312504)

These Articles of Association is composed in Danish and English. In case of doubt, in relation to interpretation, the Danish version takes precedence.

1. Name

- 1.1 The name of the Company is FirstFarms A/S.
- 1.2 The secondary names of the Company are Slovakia Holding A/S, First Farms A/S, First-Farms A/S, FirstFarms Slovakiet ApS and FirstFarms Rumænien ApS.

2. Object

- 2.1 The object of the Company is to make direct or indirect investments in farms or companies managing farms, and to carry on manufacturing and commercial business, and other business which, in the opinion of the Board of Directors, is related thereto.

3. Share capital

- 3.1 The Company's share capital amounts to DKK 122,463,110.
- 3.2 The share capital is not divided into share classes.
- 3.3 The share capital has been fully paid up.

4. Shares

- 4.1 The denomination of each share is DKK 10.
- 4.2 The shares are negotiable instruments. There are no restrictions on the transferability of the shares. No share shall carry special rights, and no shareholder is obliged to have their shares redeemed.
- 4.3 The shares are issued through VP Securities A/S. The rights attached to the securities must be reported to VP Securities A/S in accordance with the applicable rules.
- 4.4 The shares shall be registered shares and be registered in the holder's name in the Company's register of shareholders. The Company's register of shareholders is kept by Computershare A/S, business reg. no. (CVR) 27 08 88 99, elected as the keeper of the register of shareholders on behalf of the Company.

5. Warrants

- 5.1 At a board meeting held in the Company on 30 March 2020, the Board of Directors resolved to issue warrants carrying the right to subscribe for up to nominally DKK 400,000 shares in the Company according to the authorisation then granted by the general meeting. The Board of Directors simultaneously made a resolution on the related capital increase. The terms of the issued warrants are specified in Appendix A which forms an integral part of these Articles of Association.

- 5.2 At a board meeting held in the Company on 2 October 2020, the Board of Directors resolved to issue warrants carrying the right to subscribe for up to nominally DKK 620,000 shares in the Company according to the authorisation then granted by the general meeting. The Board of Directors simultaneously made a resolution on the related capital increase. The terms of the issued warrants are specified in Appendix A which forms an integral part of these Articles of Association.
- 5.3 At a board meeting held in the Company on 22 April 2021, the Board of Directors resolved to issue warrants carrying the right to subscribe for up to nominally DKK 100,000 shares in the Company according to the authorisation then granted by the general meeting. The Board of Directors simultaneously made a resolution on the related capital increase. The terms of the issued warrants are specified in Appendix A which forms an integral part of these Articles of Association.
- 5.4 At a board meeting held in the Company on 24 March 2022, the Board of Directors resolved to issue warrants carrying the right to subscribe for up to nominally DKK 1,080,000 shares in the Company according to the authorisation granted by the general meeting. The Board of Directors simultaneously made a resolution on the related capital increase. The terms of the issued warrants are specified in Appendix A which forms an integral part of these Articles of Association.
- 5.5 At a board meeting held in the Company on 24 March 2023, the Board of Directors resolved to issue warrants carrying the right to subscribe for up to nominally DKK 200,000 shares in the Company according to the authorisation granted by the general meeting. The Board of Directors simultaneously made a resolution on the related capital increase. The terms of the issued warrants are specified in Appendix A which forms an integral part of these Articles of Association.
- 5.6 At a board meeting held in the Company on 8 March 2024, the Board of Directors resolved to issue warrants carrying the right to subscribe for up to nominally DKK 605,000 shares in the Company according to the authorisation granted by the general meeting. The Board of Directors simultaneously made a resolution on the related capital increase. The terms of the issued warrants are specified in Appendix A which forms an integral part of these Articles of Association.
- 5.7 Under section 169 of the Danish Companies Act, cf. clause 155 of the Act, the Board of Directors is authorised to issue warrants in one or more stages during the period until 26 April 2027 which carry the right to subscribe for up to 200,000 shares of DKK 10, i.e. up to a total of nominally DKK 2,000,000 shares. The Board of Directors is also authorised to carry out the related capital increase. The warrants can be issued in favour of the Company's Executive Board and other employees, and employees in the Company's subsidiaries. The current shareholders shall thus not have any pre-emptive right. The Board of Directors determines the procedures for the allocation and issuance of the warrants, as the Board of Directors is authorised to issue warrants below the market price.

- 5.8 At a board meeting held in the Company on 24 March 2023, the Board of Directors resolved to issue warrants carrying the right to subscribe for up to nominally DKK 365,000 shares in the Company according to the authorisation granted by the general meeting in Article 5.7. The Board of Directors simultaneously made a resolution on the related capital increase. The terms of the issued warrants are specified in Appendix A which forms an integral part of these Articles of Association.
- 5.9 At a board meeting held in the Company on 8 March 2024, the Board of Directors resolved to issue warrants carrying the right to subscribe for up to nominally DKK 605,000 shares in the Company according to the authorisation granted by the general meeting in Article 5.7. The Board of Directors simultaneously made a resolution on the related capital increase. The terms of the issued warrants are specified in Appendix A which forms an integral part of these Articles of Association.
- 5.10 At a board meeting held in the Company on 23 June 2025, the Board of Directors resolved to issue warrants carrying the right to subscribe for up to nominally DKK 420,000 shares in the Company according to the authorisation granted by the general meeting in Article 5.7. The Board of Directors simultaneously made a resolution on the related capital increase. The terms of the issued warrants are specified in Appendix B which forms an integral part of these Articles of Association.
- 5.11 Under section 169 of the Danish Companies Act, cf. clause 155 of the Act, the Board of Directors is authorised to issue warrants in one or more stages during the period until 26 April 2031 which carry the right to subscribe for up to 200,000 shares of DKK 10, i.e. up to a total of nominally DKK 2,000,000 shares. The Board of Directors is also authorised to carry out the related capital increase. The warrants can be issued in favour of the Company's Executive Board and other employees, and employees in the Company's subsidiaries. The current shareholders shall thus not have any pre-emptive right. The Board of Directors determines the procedures for the allocation and issuance of the warrants, as the Board of Directors is authorised to issue warrants below the market price.

6. Authorisation for capital increases

- 6.1 At the Company's annual general meeting held on 16 April 2024, the general meeting resolved to authorise the Board of Directors in the period until 15 April 2029 to increase in one or more stages the Company's share capital by up to nominally DKK 50,000,000 by cash payment, by payment in assets other than cash (contribution in kind), or by conversion of debt, or as a combination thereof. Capital increases shall be at market price and shall be without pre-emptive rights for the Company's existing shareholders.
- 6.2 At the Company's annual general meeting held on 16 April 2024, the general meeting resolved to authorise the Board of Directors in the period until 15 April 2029 to increase in one or more stages the Company's share capital by up to nominally DKK 50,000,000 by cash payment, by payment in assets other than cash (contribution in kind), or by conversion of debt, or as a combination thereof. Capital increases may be below market price and shall be with pre-emptive rights for the Company's existing shareholders.

6.3 The total increase in the Company's share capital according to the authorisations in Articles 6.1 and 6.2 must not exceed nominally DKK 50,000,000.

6.4 The shares issued according to the authorisation in Articles 6.1 and 6.2 shall be negotiable instruments registered in the holder's name. No restrictions shall apply to the transferability of the shares, and no shareholders shall be obliged to have their shares redeemed in whole or in part. The shares shall carry the same rights as the existing share capital. The shares shall entitle the shareholder to dividends and other rights in the Company from the time of the Board of Directors' resolution to increase the share capital. Partial payment of the subscription amount shall not be possible. There shall be no restrictions on the pre-emptive rights in future capital increases.

7. Convertible bonds

7.1 At the annual general meeting held on 16 April 2024, the general meeting resolved to authorise the Board of Directors in the period until 15 April 2029 to issue convertible bonds in one or more issues, which in total provide the right to increase the Company's share capital by up to nominally DKK 50,000,000.00 or such amount as may result from a potential adjustment mechanism in accordance with the terms of the issued convertible bonds in connection with changes in the Company's capital structure. The issuance of the convertible bonds may be made against cash payment or payment in assets other than cash, and the Board of Directors is authorised to carry through the related capital increase. The conversion price shall correspond to the market price of the Company's shares as determined by the Board of Directors at the time of issuance of the convertible bonds. The Board of Directors may, in determining the market price, choose to take into account the liquidity and price development of the shares over a period deemed relevant by the Board, and may take other considerations into account. The issuance of the convertible bonds may be made to qualified investors or a more limited group of investors as determined by the Board. The issuance of the convertible bonds shall thus be without pre-emptive rights for existing shareholders. There shall be a minimum subscription of DKK 750,000 per investor. In compliance with Section 155(3) of the Danish Companies Act, it applies that the shares shall be negotiable shares registered in the name of the holder. No restrictions shall apply to the transferability of the shares, and no shareholders shall be obliged to have their shares redeemed in whole or in part. The shares shall carry the same rights as the existing share capital. The shares shall entitle the shareholder to dividends and other rights in the Company from the time of the Board of Directors' resolution to increase the share capital. Partial payment of the subscription amount shall not be possible. There shall be no restrictions on the pre-emptive rights in future capital increases. The Board of Directors determines the specific terms for the issuance of the convertible bonds and for the capital increase carried through by a potential conversion of the convertible bonds.

8. General meetings

8.1 General meetings are held at the registered office of the Company, or in the southern region of Denmark (Region Syddanmark).

- 8.2 Extraordinary general meetings are held when decided by the general meeting or by the Board of Directors, when required by the Company's auditor, or when required in writing by shareholders holding at least 5% of the share capital for the transaction of specific business.
- 8.3 General meetings – annual as well as extraordinary - must be convened by no more than five weeks' and no less than three weeks' notice. Extraordinary general meetings shall be convened no later than two weeks from the Board of Directors' receipt of a due request to that effect.
- 8.4 General meetings are convened by the Board of Directors by electronic mail to each registered shareholder who has so requested and by publication at the Company's website www.firstfarms.dk. If the information contained in the register of shareholders is insufficient or incorrect, the Company's Board of Directors is not obliged to seek to rectify the incorrect information or to give notice of the meeting in any other manner.
- 8.5 The notice of the general meeting must state the time and place of the general meeting as well as the agenda of the business to be transacted at the general meeting. If a proposed resolution for amendment of the Articles of Association is to be considered, the most important contents of such proposed resolution must be stated in the notice of the meeting.
- 8.6 No later than three weeks prior to a general meeting, including the date of the general meeting, the following information must be made available to the shareholders at the Company's website www.firstfarms.dk and be forwarded to any shareholder who has so requested:
- The notice of the general meeting
 - The total number of shares and voting rights on the date of the notice of the general meeting
 - The documents to be presented at the general meeting, including, with respect to the annual general meeting, the latest audited annual report
 - The agenda and the full text of the proposed resolutions
 - Forms to be used for voting by proxy and by ballot
- 8.7 The annual general meeting must be held each year before the end of April.
- 8.8 The agenda of the annual general meeting must include:
- 1) Report on the business of the Company
 - 2) Presentation of the annual report with the auditor's report for adoption, and discharge of the Board of Directors
 - 3) Resolution on the application of profit or covering of loss according to the adopted annual report
 - 4) Election of members of the Board of Directors

- 5) Election of auditor(s)
- 6) Resolutions proposed by the Board of Directors and the shareholders, and
- 7) Any other business.

8.9 To be considered at the general meeting, any resolutions proposed by the shareholders must be submitted in writing to the Board of Directors no later than six weeks before the date of the general meeting. The Board of Directors decides whether the proposed resolution has been received in time for the item to be included on the agenda.

8.10 The general meeting is presided over by a chairman of the meeting appointed by the Board of Directors. The chairman determines all matters relating to the transaction of business, voting, and the results of the voting.

8.11 The general meeting passes resolutions based on a simple majority of votes unless otherwise prescribed by law or by the Company's Articles of Association.

8.12 The minutes of the general meeting are entered in the Company's minute book. The minutes must be signed by the chairman of the meeting and the Chairman of the Board of Directors.

9. Right to attend - Voting rights

9.1 At general meetings, each share denomination of DKK 10 carries the right to one vote.

9.2 A shareholder's right to attend and vote at the general meeting is determined on the basis of the number of shares held by the shareholder on the registration date, which is one week prior to the date of the general meeting. Attendance at the general meeting is furthermore subject to the shareholder no later than three days prior to the date of relevant general meeting having requested an admission card for the general meeting in question.

9.3 Admission cards will be issued to any such persons who, according to the register of shareholders, are registered as shareholders on the registration date. To obtain an admission card, shareholders who are not registered in the register of shareholders must submit a custody account statement from VP Securities A/S or the custodian institution documenting the shareholder's shareholding on the registration date.

9.4 The voting rights may be exercised by a proxy who does not need to be shareholder, provided that the proxy proves their right to attend the general meeting by presenting an admission card and a written, dated instrument of proxy in accordance with the requirements of Danish law.

9.5 A shareholder or a proxy is entitled to attend general meetings together with an adviser, subject to prior notification as mentioned above.

9.6 The voting rights may also be exercised by postal vote which must reach the Board of Directors prior to the general meeting. When a vote has been received by the Board of Directors, it is binding on the shareholder and irrevocable.

9.7 Members of the press are admitted to general meetings.

10. Notices

10.1 The Company uses electronic exchange of documents and electronic mail in its communication with the Company's shareholders.

10.2 The Company sends information to its shareholders by means of electronic mail, including notices of annual and extraordinary general meetings, and agendas, financial statements, annual reports, interim reports, stock exchange releases, financial calendars, and minutes of general meetings. Documents and notices are also available on the Company's website www.firstfarms.dk.

10.3 All shareholders must inform the Company of their email address, and keep it updated.

10.4 Information on system requirements and the use of electronic communication is given directly to the shareholders by the Company's Executive Board, and/or is available at the Company's website www.firstfarms.dk.

11. Board of Directors

11.1 Minimum three and maximum seven members are elected to the Board of Directors by the general meeting.

11.2 Board members elected by the general meeting retire at every annual general meeting, but are eligible for re-election.

11.3 The Board of Directors elects among its members a chairman and, if required, a vice-chairman.

11.4 The resolutions of the Board of Directors are passed by a simple majority of votes. In the event of equality of votes, the chairman holds the casting vote.

11.5 The Board of Directors prepares rules of procedure laying down the specific terms and conditions for the performance of its duties.

11.6 The members of the Board of Directors receive an annual remuneration, the total amount of which shall be stated in the annual report for the year in question.

11.7 The Board of Directors may authorise one person alone or more persons jointly to sign for the Company by procuration.

12. Executive Board

- 12.1 The Board of Directors appoints an executive board consisting of one to three executives. If the Executive Board consists of more executives, one of these must be appointed as the chief executive officer.

13. Signing powers

- 13.1 The Company is bound by the joint signatures of the chairman of the Board of Directors and one member of the Board of Directors or one member of the Executive Board, by the joint signatures of two members of the Board of Directors and one member of the Executive Board, or by the joint signatures of all members of the Board of Directors.

14. Auditor

- 14.1 The Company's annual report is audited by a state-authorized public accountant.
- 14.2 The auditor is elected at the annual general meeting for one year at a time.

15. Annual report

- 15.1 The financial year of the Company is the calendar year.

Adopted at the Company's ordinary general meeting on 28 April 2026.

APPENDIX A OF THE ARTICLES OF ASSOCIATION OF FIRSTFARMS A/S

TERMS OF WARRANTS

1. Resolutions

- 1.1 The general meeting of FirstFarms A/S (hereinafter "Company") has authorised the Board of Directors to issue warrants to the Company's Executive Board and other employees, and to employees in the Company's subsidiaries.
- 1.2 On 30 March 2020, 2 October 2020, 22 April 2021, 24 March 2022, 24 March 2023 and 8 March 2024, the Board of Directors resolved to partly exercise the authorisations granted by the general meeting and to issue warrants carrying the right to subscribe for shares in the Company. The Board of Directors simultaneously made a resolution on the related capital increase. The subscription prices determined by the Board of Directors for the relevant issues are specified below.

Issuance	Number of warrants	Subscription price
30 March 2020	40,000	DKK 51.85 plus 2% p.a.
2 October 2020	62,000	DKK 51.85 plus 2% p.a.
22 April 2021	10,000	DKK 63.60 plus 2% p.a.
24 March 2022	108,000	DKK 68.82
24 March 2023	56,500	DKK 87.14
8 March 2024	60,500	DKK 66.32

The Company's shareholders have no pre-emptive right in the issued warrants, which are issued in favour of the Company's executive and other employees in the Company and in the Company's subsidiaries (hereinafter "Executive" and "Employee").

- 1.4 Warrants are issued with a view to increase the Executive's/Employee's focus on a positive development of the market price of the Company's shares and to motivate the Executive/Employee to work for and contribute to future value creation in the Company. It is thus the intent that the Executive/Employee by receipt of warrants to a higher extent obtains the same financial interest in the Company as the Company's shareholders.
- 1.5 As part of the above resolution, the Board of Directors has laid down the terms set out in this Appendix for subscription and exercise of the issued warrants and for the related capital increase.

2. Warrants

- 2.1 The Executive/Employee is granted the total number of warrants specified by the individual warrant agreement(s), each carrying the right to subscribe for one share of a nominal value of DKK 10.

2.2 The Executive/Employee may choose to exercise the warrants granted only in part, to the effect that the Executive/Employee alone subscribes for a small number of the shares specified in clause 2.1.

3. Subscription price

3.1 When exercising the warrants granted, the Executive/Employee must pay an amount specified in the individual warrant agreement(s) per share of a nominal value of DKK 10.

4. Exercise period

4.1 The warrants granted may be exercised during the period(s) specified in the individual warrant agreement(s) (hereinafter "Exercise Period").

4.2 The Executive/Employee may only give notice of exercise once during the Exercise Period.

4.3 If and to the extent that the issued warrants are not exercised during the Exercise Period, they will lapse without further notice and without the Executive/Employees being entitled to consideration and/or compensation.

5. Procedure for exercise of warrants

5.1 If the Executive/Employee wants to exercise the warrants granted, in whole or in part, the Executive/Employee must notify the Chairman of the Company's Board of Directors thereof in writing. The notice must contain information about the extent to which the issued warrants will be exercised. The exercise notice must be received by the Chairman of the Company's Board of Directors by 3 o'clock p.m. Danish time on the last working day of the Exercise Period.

5.2 The subscription amount must be paid by the Executive/Employee no later than 14 days after the Executive/Employee receives notice from the Company of the subscription amount. Payment may be made by transfer to a bank account designated by the Company. In the event that the Executive/Employee fails to pay the subscription amount on time, the Executive/Employee's notice of exercise will lapse.

5.3 If the Executive/Employee gives notice of exercise and pays the subscription amount on time, the Company must as soon as possible thereafter register the capital increase with the Danish Business Authority in compliance with the provisions of the Danish Companies Act.

6. Legal rights in case of company dissolution, including merger and demerger

6.1 If it is resolved to dissolve the Company by liquidation, merger or demerger, the Executive/Employee is – without regard to the Exercise Period in clause 4.1 – entitled to exercise the warrants granted prior to the date at which the resolution to dissolve the Company takes legal effect. If so, the Company must notify the Executive/Employee in writing of the forthcoming dissolution and specify a period of at least two weeks during which the Executive/Employee may exercise the warrants granted. The provisions of clause 5 on the procedure for exercise of warrants also apply. If and to the extent that the issued warrants are

not exercised within the time stipulated, they will lapse without further notice and without the Executive/Employee being entitled to consideration and/or compensation.

7. Adjustments in case of changes in the Company's capital structure

7.1 No adjustments of the warrants granted will be made in the event of changes in the Company's capital structure which lead to an increase in the value of the unexercised warrants.

7.2 If changes are made in the Company's capital structure which lead to a reduction of the value of unexercised warrants, an adjustment of the subscription price must be made, to the effect that the value of the warrants granted remain unaffected by the changes. The mentioned changes in the Company's capital structure may be e.g. capital increases, capital reductions, issuance of bonus shares, changes in the denomination of the Company's shares, issuance of warrants and issuance of new convertible bonds.

7.3 Any changes of the value of the warrants granted indirectly attributable to changes in the Company's capital structure, including effects on the operation of the Company, will not lead to any adjustments.

7.4 Notwithstanding clause 7.2, no adjustments will be made if

- (i) Capital increases are carried through by exercise of warrants granted to the Company's or its subsidiaries' executive board, employees and consultants/advisers,
- (ii) Capital increases are carried through by conversion of convertible bonds issued in accordance with the Company's Articles of Association,
- (iii) Resolutions are made on issuance of options, warrants, shares, convertible bonds or the like to the Company's or its subsidiaries' executive board, employees and consultants/advisers, or the Company in that connection purchases or sells own shares, or
- (iv) Dividend is paid by the Company.

7.5 If an adjustment under clause 7.2 means that the subscription price becomes lower than the par value, the warrants granted may generally not be exercised. However, the Executive/Employee may exercise the warrants granted if the Executive/Employee accepts to subscribe at par without the Executive/Employee being entitled to consideration and/or compensation.

7.6 If changes are made to the Company's capital structure, the Company must request its auditor to calculate whether an adjustment must be made according to the above provisions and, if so, the adjustment to be made. Immediately after receipt of the calculation, the Company must provide the Executive/Employee with a copy thereof. The auditor's calculation is final and binding on the Company and the Executive/Employees and cannot be brought before the courts or arbitration tribunals. The costs of the auditor's work are payable by the Company.

8. Termination of the employment

8.1 Any unexercised warrants will lapse without further notice without the Executive/Employee being entitled to consideration and/or compensation if

- (i) The Executive/Employee is justifiably summarily dismissed or terminated by the Company due to breach of the contract of employment, or
- (ii) The Executive/Employee terminates the contract of employment due to material breach of contract on the part of the Company.

8.2 The Executive/Employee retains the right in the warrants granted on the agreed terms, provided that

- (i) The Executive's/Employee's employment ends as a result of termination by the Company without this being due to the Executive's/Employee's breach of contract,
- (ii) The Executive/Employee resigns from their position because the Executive/Employee reaches the age of retirement applicable to the Executive's/Employee's profession or from the Company, or because the Executive/Employee can receive state pension or retirement pension from the Company, or
- (iii) The Executive/Employee terminates the contract of employment due to material breach of contract on the part of the Company.

9. Negotiability

9.1 The warrants granted are non-negotiable instruments.

9.2 The warrants granted are personal and may not be transferred, assigned, pledged or taken in execution. However, in the event of the Executive's/Employee's death, the warrants granted may be passed on after the Executive/Employee.

10. Provisions on potential capital increases

10.1 The following applies to the capital increase which will be carried through in the event of exercise of the warrants granted:

10.1.1 The capital increase will be carried through without any pre-emptive right for the shareholders.

10.1.2 The new shares will belong to the same share class as the other shares in the Company. If a resolution is made to introduce different share classes in the Company before the warrants granted are exercised, shares subscribed for on the basis of the warrants granted will belong to the share class which will place the Executive/Employee in the position as if the warrants granted had been exercised immediately prior to the introduction of the new share class(es).

10.1.3 The new shares will be offered in denominations of DKK 10.

10.1.4 The new shares will carry the same rights as the other shares of the Company.

10.1.5 The new shares will carry the right of dividend and other rights in the Company from the date of the Executive's/Employees' notice of their intent to exercise the warrants granted.

- 10.1.6 The new shares will be registered in the name of the holder and entered in the Company's register of shareholders.
- 10.1.7 The new shares will be non-negotiable instruments.
- 10.1.8 The subscription amount for the new shares must be paid no later than 14 days after the Executive/Employee receives notice from the Company of the subscription amount.
- 10.1.9 The Company pays the costs relating to the capital increase, which are estimated to be DKK 30,000 exclusive of VAT.

11. Financial aspects

- 11.1 The warrants granted are financial instruments. There is no guarantee of any gains in connection with the exercise. If the Executive/Employee exercises the warrants granted and subscribes for shares in the Company, the Executive/Employee may lose their investment in whole or in part if the value of the Company is reduced during the time following the exercise.

12. Tax

- 12.1 The tax implications for the Executive/Employee of receipt and exercise of the warrants are of no concern to the Company.

13. Disputes

Any dispute arising out of or in connection with the granting of warrants must be settled with final and binding effect according to Danish law and by the Danish courts.

APPENDIX B OF THE ARTICLES OF ASSOCIATION OF FIRSTFARMS A/S
TERMS OF WARRANTS
1. Resolutions

1.1 The general meeting of FirstFarms A/S (hereinafter "Company") has authorised the Board of Directors to issue warrants to the Company's Executive Board and other employees, and to employees in the Company's subsidiaries.

1.2 On 23 June 2025, the Board of Directors resolved to partly exercise the authorisations granted by the general meeting and to issue warrants carrying the right to subscribe for shares in the Company. The Board of Directors simultaneously made a resolution on the related capital increase. The subscription prices determined by the Board of Directors for the relevant issues are specified below.

Issuance	Number of warrants	Subscription price
23 June 2025	42,000	DKK 65.16

The Company's shareholders have no pre-emptive right in the issued warrants, which are issued in favour of the Company's executive and other employees in the Company and in the Company's subsidiaries (hereinafter "Executive" and "Employee").

1.4 Warrants are issued with a view to increase the Executive's/Employee's focus on a positive development of the market price of the Company's shares and to motivate the Executive/Employee to work for and contribute to future value creation in the Company. It is thus the intent that the Executive/Employee by receipt of warrants to a higher extent obtains the same financial interest in the Company as the Company's shareholders.

1.5 As part of the above resolution, the Board of Directors has laid down the terms set out in this Appendix for subscription and exercise of the issued warrants and for the related capital increase.

2. Warrants

2.1 The Executive/Employee is granted the total number of warrants specified by the individual warrant agreement(s), each carrying the right to subscribe for one share of a nominal value of DKK 10.

2.2 The Executive/Employee may choose to exercise the warrants granted only in part, to the effect that the Executive/Employee alone subscribes for a small number of the shares specified in clause 2.1.

3. Subscription price

3.1 When exercising the warrants granted, the Executive/Employee must pay an amount specified in the individual warrant agreement(s) per share of a nominal value of DKK 10.

4. Exercise period

- 4.1 The warrants granted may be exercised during the period(s) specified in the individual warrant agreement(s) (hereinafter "Exercise Period").
- 4.2 The Executive/Employee may only give notice of exercise once during the Exercise Period.
- 4.3 If and to the extent that the issued warrants are not exercised during the Exercise Period, they will lapse without further notice and without the Executive/Employees being entitled to consideration and/or compensation.

5. Procedure for exercise of warrants

- 5.1 If the Executive/Employee wants to exercise the warrants granted, in whole or in part, the Executive/Employee must notify the Chairman of the Company's Board of Directors thereof in writing. The notice must contain information about the extent to which the issued warrants will be exercised. The exercise notice must be received by the Chairman of the Company's Board of Directors by 3 o'clock p.m. Danish time on the last working day of the Exercise Period.
- 5.2 The subscription amount must be paid by the Executive/Employee no later than 14 days after the Executive/Employee receives notice from the Company of the subscription amount. Payment may be made by transfer to a bank account designated by the Company. In the event that the Executive/Employee fails to pay the subscription amount on time, the Executive/Employee's notice of exercise will lapse.
- 5.3 If the Executive/Employee gives notice of exercise and pays the subscription amount on time, the Company must as soon as possible thereafter register the capital increase with the Danish Business Authority in compliance with the provisions of the Danish Companies Act.

6. Legal rights in case of company dissolution, including merger and demerger, takeover offer or delisting

- 6.1 If it is resolved to dissolve the Company by liquidation, merger or demerger, the Executive/Employee is – without regard to the Exercise Period in clause 4.1 – entitled to exercise the warrants granted prior to the date at which the resolution to dissolve the Company takes legal effect. If so, the Company must notify the Executive/Employee in writing of the forthcoming dissolution and specify a period of at least two weeks during which the Executive/Employee may exercise the warrants granted. The provisions of clause 5 on the procedure for exercise of warrants also apply. If and to the extent that the issued warrants are not exercised within the time stipulated, they will lapse without further notice and without the Executive/Employee being entitled to consideration and/or compensation.
- 6.2 If the Company's general meeting decides to delist the Company from Nasdaq Copenhagen, the Executive/Employee is - without regard to the Exercise Period in section 4.1 - entitled to exercise all of the Warrants granted. If applicable, the Company shall send a written notice to the Executive/Employee with information about the impending delisting and a period of at least 2 weeks from the submission of an offer to purchase shares in connection with a delisting, within which the Executive /Employee may exercise the Warrants granted. The provisions in section 5 regarding the procedure for exercising Warrants shall apply accordingly. The

Company shall, as far as possible, handle the Employee/ Executive's notice so that the shares are registered in the Employee/ Executive's custody account no later than five (5) trading days prior to the last trading day for the Company's shares. If the Executive /Employee does not wish to exercise the Warrants, the right to the Warrants granted shall be maintained on unchanged terms.

6.3 If a compulsory redemption of the Company's shares is initiated in accordance with the Danish Companies Act, the Executive/Employee is - without regard to the Exercise Period in section 4.1 - entitled to exercise all of the Warrants granted. If applicable, the Company shall send the Executive/Employee written notice thereof and a period of at least 2 weeks from the commencement of the four-week period of the compulsory redemption with a call for the sale of outstanding shares, within which the Executive/Employee may exercise the granted Warrants. The Company shall, as far as possible, handle the Employee/Executive's notice so that the shares are registered in the Employee/Executive's custody account no later than five (5) trading days prior to the implementation of the compulsory redemption. If the Executive/Employee does not wish to exercise the Warrants, they shall lapse without further action, without the Executive/Employee being entitled to remuneration and/or compensation, after the implementation of the compulsory redemption of the Company's shares in accordance with the Danish Companies Act.

6.4 In the event of a voluntary or mandatory takeover bid pursuant to sections 44-47 of the Capital Markets Act, the Executive/Employee is - without regard to the Exercise Period in section 4.1 - entitled to exercise all of the Warrants granted subject to the completion of the takeover bid. If applicable, the Company shall send the Executive/Employee written notice thereof and a period of at least 2 weeks from the publication of the offer document within which the Executive/Employee may exercise the Warrants granted. The Company shall, as far as possible, handle the Employee/Executive's notice so that the shares are registered in the Employee/Executive's prior to the expiry of the offer period. If the Executive/Employee does not wish to exercise the Warrants, the right to the Warrants granted shall be maintained on unchanged terms.

7. Adjustments in case of changes in the Company's capital structure

7.1 No adjustments of the warrants granted will be made in the event of changes in the Company's capital structure which lead to an increase in the value of the unexercised warrants.

7.2 If changes are made in the Company's capital structure which lead to a reduction of the value of unexercised warrants, an adjustment of the subscription price must be made, to the effect that the value of the warrants granted remain unaffected by the changes. The mentioned changes in the Company's capital structure may be e.g. capital increases, capital reductions, issuance of bonus shares, changes in the denomination of the Company's shares, issuance of warrants and issuance of new convertible bonds.

7.3 Any changes of the value of the warrants granted indirectly attributable to changes in the Company's capital structure, including effects on the operation of the Company, will not lead to any adjustments.

7.4 Notwithstanding clause 7.2, no adjustments will be made if

- (i) Capital increases are carried through by exercise of warrants granted to the Company's or its subsidiaries' executive board, employees and consultants/advisers,
- (ii) Capital increases are carried through by conversion of convertible bonds issued in accordance with the Company's Articles of Association,
- (iii) Resolutions are made on issuance of options, warrants, shares, convertible bonds or the like to the Company's or its subsidiaries' executive board, employees and consultants/advisers, or the Company in that connection purchases or sells own shares, or
- (iv) Dividend is paid by the Company.

7.5 If an adjustment under clause 7.2 means that the subscription price becomes lower than the par value, the warrants granted may generally not be exercised. However, the Executive/Employee may exercise the warrants granted if the Executive/Employee accepts to subscribe at par without the Executive/Employee being entitled to consideration and/or compensation.

7.6 If changes are made to the Company's capital structure, the Company must request its auditor to calculate whether an adjustment must be made according to the above provisions and, if so, the adjustment to be made. Immediately after receipt of the calculation, the Company must provide the Executive/Employee with a copy thereof. The auditor's calculation is final and binding on the Company and the Executive/Employees and cannot be brought before the courts or arbitration tribunals. The costs of the auditor's work are payable by the Company.

8. Termination of the employment

8.1 If the Executive/Employee, for any reason, ceases to be employed by the Company or a subsidiary thereof, unexercised warrants will automatically lapse without notice or compensation, cf. however below.

8.2 The above does not apply if:

- (i) The Executive/Employee, after 5 years of continuous employment with the Company or a subsidiary thereof, resigns from their position or is dismissed from his position, without this being due to either the Executive/Employee having breached his position or having been justifiably dismissed,
- (ii) The Executive/Employee terminates their position due to material breach by the employer company.
- (iii) The Executive/Employee resigns from their position as a result of the Executive/Employee's serious or prolonged illness or death,
- (iv) The Executive/Employee resigns from their position as a result of having reached the age of applicable for obtaining a state pension, or
- (v) The Executive/Employee resigns from their position by mutual written agreement with the Company or a subsidiary thereof.

9. Negotiability

9.1 The warrants granted are non-negotiable instruments.

9.2 The warrants granted are personal and may not be transferred, assigned, pledged or taken in execution. If a Warrant is transferred in violation of clause 9.2, all granted but unexercised Warrants will automatically lapse without further notice and compensation. However, in the event of the Executive's/Employee's death, the warrants granted may be passed on after the Executive/Employee.

10. Provisions on potential capital increases

10.1 The following applies to the capital increase which will be carried through in the event of exercise of the warrants granted:

10.1.1 The capital increase will be carried through without any pre-emptive right for the shareholders.

10.1.2 The new shares will belong to the same share class as the other shares in the Company. If a resolution is made to introduce different share classes in the Company before the warrants granted are exercised, shares subscribed for on the basis of the warrants granted will belong to the share class which will place the Executive/Employee in the position as if the warrants granted had been exercised immediately prior to the introduction of the new share class(es).

10.1.3 The new shares will be offered in denominations of DKK 10.

10.1.4 The new shares will carry the same rights as the other shares of the Company.

10.1.5 The new shares will carry the right of dividend and other rights in the Company from the date of the Executive's/Employees' notice of their intent to exercise the warrants granted.

10.1.6 The new shares will be registered in the name of the holder and entered in the Company's register of shareholders.

10.1.7 The new shares will be non-negotiable instruments.

10.1.8 The subscription amount for the new shares must be paid no later than 14 days after the Executive/Employee receives notice from the Company of the subscription amount.

10.1.9 The Company pays the costs relating to the capital increase, which are estimated to be DKK 30,000 exclusive of VAT.

11. Financial aspects

11.1 The warrants granted are financial instruments. There is no guarantee of any gains in connection with the exercise. If the Executive/Employee exercises the warrants granted and subscribes for shares in the Company, the Executive/Employee may lose their investment in whole or in part if the value of the Company is reduced during the time following the exercise.

12. Tax

12.1 The tax implications for the Executive/Employee of receipt and exercise of the warrants are of no concern to the Company.

13 Miscellaneous

- 13.1 The content of this appendix, including the terms and conditions for the allocation and exercise of Warrants, may be amended and/or adjusted by the Board of Directors at its discretion with effect for both new and previously issued Warrants, provided that such amendment is not detrimental to the Executive/Employee.

13. Disputes

Any dispute arising out of or in connection with the granting of warrants must be settled with final and binding effect according to Danish law and by the Danish courts.
