



Grant of share-based long-term incentive instruments to members of the Board of Management and key employees

April 01, 2026

ALK (ALKB:DC / Nasdaq Copenhagen: ALK B): According to the company's remuneration policy adopted at the company's Annual General Meeting on 16 March 2026 and in line with the company's usual practice, the Board of Directors has passed a resolution to grant up to a total of 145,000 share-based instruments for the purpose of the company's long-term incentive plan (LTIP) for the Board of Management and key employees for 2026.

The objectives of the LTIP are to incentivise and reward long-term value creation and to align the interests of the Board of Management and key employees with shareholders' interest by fulfilling the company's strategic goals. The grant of share-based instruments under the LTIP is based on principles supporting the long-term strategy of ALK in accordance with the company's remuneration policy.

The share-based instrument covered by the LTIP is performance shares.

The final transfer of ownership of performance shares takes place three years after the grant (2029) and is subject to the fulfilment of financial and/or non-financial key performance indicator(s) with a threshold below which there will be no payout, and with the opportunity to perform above target. In case of performance above target, a defined multiplier is used that can increase the payout by up to 100%.

The market value of the LTIP for 2026 amounts to approximately DKK 29 million. The market value of the performance shares has been calculated on the basis of an appropriate average of the closing prices of the company's shares on Nasdaq Copenhagen during relevant periods prior to the grant date.

Under the international financial reporting standards (IFRS), the incentive plan will be recognised in the income statement in the respective functional areas over the vesting period.

The grant of share-based instruments under the LTIP does not change the company's financial forecast.

No share-based instruments have been granted to members of the Board of Directors.

ALK-Abelló A/S

For further information please contact:

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About ALK

ALK is a global specialty pharmaceutical company focused on allergy. ALK's activities cover the entire value chain of developing, sourcing, producing, and marketing a diversified portfolio of products for diagnosing and treating respiratory allergies and severe allergic reactions (anaphylaxis) in both children and adults. Headquartered in Denmark, ALK employs around 2,700 people worldwide and is listed on Nasdaq Copenhagen (Nasdaq: ALK B). Visit us at www.alk.net.

Attachment

- [Company release 06 26UK 010426 LTI grant](#)