

# AutoStore Holdings Ltd. - Long-term incentive plan 2024 grants

2024-09-11

Nedre Vats, 11 September 2024: The remuneration committee, a subcommittee of the board of directors of AutoStore Holdings Ltd. (the "Company" or "AutoStore", OSE: AUTO), has, on 11 September 2024, approved new grants under the long-term incentive plan for 2024 ("LTIP") for certain members of the Company's management and other leading employees (the "Executives") in line with the terms as adopted by the annual general meeting of the Company held on 19 May 2022. The LTIP was first launched in 2022 and continued in 2023 and now in 2024. The LTIP is designed to strengthen the Executives retention through the awarding of rolling out annual LTIP grants.

Under the LTIP, the Executives are awarded a conditional grant of share options, performance share units ("PSUs") and/or restricted stock units ("RSUs"). The share options and RSUs are issued to focus the Executives on such activities which promote share price appreciation. The PSUs are issued to provide a mechanism to incentivize and reward the achievement of strategic goals, in pursuit of sustainable value creation. The incentive vehicles therefore encourage the LTIP participants to act in the best interests of the Company for the benefit of shareholders and wider stakeholder groups.

The total number of options that will be awarded under the LTIP for 2024 is 2,632,927, where each option will give the holder the right to acquire one AutoStore share from the Company. The options under the LTIP for 2024 shall vest on 11 September 2027 and can be exercised within 36 months with a strike price of NOK 13.4025 per option.

The total number PSUs that will be awarded under the LTIP for 2024 is 1,238,843. Vesting of the PSUs is based on the achievement of financial or other performance goals, and may only be vested by the holder upon approval of the board of directors in their sole discretion. Once vested, each PSU will award the holder with one AutoStore share.

The total number of RSUs that will be awarded under the LTIP for 2024 is 2,103,958. The RSUs are subject to a time based vesting and shall vest on the date falling 36 months following the date of grant.

The primary insiders of the Company, Mats Hovland Vikse (CEO), Paul Harrison (CFO), Anette Matre (Chief People & Information Officer), Israel Losada Salvador (COO), Carlos Fernandez (CSO), Bendik Førre (CSO), Parth Joshi (CPO) and Jenny Sveen Hovda (General Counsel) have been awarded a total of 2,632,927 options and 1,238,843 PSUs under the LTIP for 2024, in addition Michael Dickson (CRO), has been awarded 66,759 RSUs, as further described in the attached forms.

This information is subject to the disclosure requirements in article 19 of the Regulation EU 596/2014 (the EU Market Abuse Regulation) and section 5-12 of the Norwegian Securities Trading Act.

For further information, please contact:

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About AutoStore | [www.autostoresystem.com](http://www.autostoresystem.com)

AutoStore is global, with ~1,550 Systems in 57 countries. All sales are distributed, designed, installed, and serviced by a network of qualified system integrators referred to as "partners".

AutoStore was founded in Nedre Vats, on the west coast of Norway. The company has offices in Norway, the U.S., UK, Germany, France, Spain, Italy, Austria, South Korea, Japan, Australia, and Singapore, as well as assembly facilities in Poland and Thailand.

<https://news.cision.com/autostore-as/r/autostore-holdings-ltd----long-term-incentive-plan-2024-grants,c4036302>

<https://mb.cision.com/Public/20851/4036302/ab7bd6dcd72ec420.pdf>