

*For Immediate Release*

## Share-based incentive program for key personnel

Asker, Norway, 12 January 2023

Cambi ASA (“the Company”) has decided to establish a share-based incentive program (“Restricted Share Unit Plan”) for key personnel employed by the company.

The purpose of the share-based incentive program (“RSUP”) is to encourage employees to maintain a deep, long-term engagement in the company, through a further alignment of the employees’ interests with those of other shareholders. The RSUP will also enhance the Company’s ability to attract and retain employees.

Restricted share units (“RSUs”) purchased by key personnel on 12 January 2023:

Key personnel	RSUs purchased	New share holdings
Eirik Fadnes*, Chief Executive Officer <sup>(PI)</sup>	200,000	1,463,889*
Mats Tristan Tjemslund, Chief Financial Officer <sup>(PI)</sup>	200,000	200,000
Luis Soler, Chief Operational Officer <sup>(PI)</sup>	200,000	353,500
Andreas Helland Lillebø**, Chief Technology Officer <sup>(PI)</sup>	200,000	200,000
Lars-Petter Traa, Chief Commercial Officer <sup>(PI)</sup>	200,000	350,000
Maarten Kanters, Managing Director Cambi Invest <sup>(PI)</sup>	200,000	365,000
Martine Opstad Sunde, Chief People & Culture	200,000	200,000
Hans Rasmus Holte, Chief Engineer	200,000	821,650
Tord Finstad, Managing Director Cambi Services	200,000	350,000

\* Directly and indirectly through EFC Havn AS

\*\* Owns 20 per cent of the shares in Cortex AS, which in turn owns 59.35 per cent of Cambi ASA.

<sup>(PI)</sup> Primary Insider

The purchased RSUs will vest on the following deadlines:

- For 1/3 of the shares, after two years.
- For 1/3 of the shares, after three years.
- For 1/3 of the shares, after four years.

The RSUs were purchased from the Company at a price per share of NOK 4.32, determined on the basis of the volume weighted average listed price of the shares in the Company during the five-days period ending on the 12 January 2023, less a 20% discount in order to cater for value reducing terms associated with the RSUs (including vesting period).

On 20 December 2022, the Cambi ASA Extraordinary General Meeting (EGM) passed a resolution authorizing the Board of Directors to provide financial assistance through loans to the employees in connection with the RSU purchase. The total loan amount granted from the Company under the RSPU is NOK 6,994,145.

Following the purchase of 1,800,000 RSUs by key personnel, the Company owns 10,870 of own shares.

For more information, please contact:

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This information is subject to the disclosure requirements pursuant to Article 19 of the EU Market Abuse Regulation and section 5-12 of the Norwegian Securities Trading Act.

**About Cambi:**

Cambi is a global biogas technology and solutions supplier for wastewater treatment plants and anaerobic digestion facilities. Since 1992, Cambi has retained market leadership through continuous innovation and a robust portfolio of proven and patented technologies. With strong project delivery and customer support capabilities, the company has delivered many well-performing installations in 26 countries on six continents.

Cambi's thermal hydrolysis process increases renewable energy output, reduces operational costs, and minimises greenhouse gas emissions. It is suitable for all biosolids outlets, including land application and thermal processes such as drying, pyrolysis, and incineration. Thermal hydrolysis is compatible with all sludge and waste treatment regulations and easy to integrate at new and existing anaerobic digestion sites.

Cambi is listed on Euronext Growth Oslo, a multilateral trading facility part of Euronext, the largest stock exchange platform in Europe. Find out more at [cambi.com](http://cambi.com).