



Cambi ASA

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For Immediate Release

Shares purchase as part of the incentive program for key personnel

Asker, Norway, 21 March 2023

Cambi ASA has established a share-based incentive program ("Restricted Share Unit Plan", RSUP) for key personnel to encourage employees to maintain a deep, long-term engagement in the company by further aligning the employees' interests with those of other shareholders. The RSUP also enhances Cambi's ability to attract and retain employees.

On 21 March 2023, the purchase of Restricted Share Units ("RSUs") by key personnel in Cambi ASA was recorded as follows:

Key personnel	RSUs purchased	New share holdings
Mats Tristan Tjemsland, Chief Financial Officer ^(PI)	100,000	300,000

^(PI) Primary Insider

The purchased RSUs will vest on the following deadlines:

- For 1/3 of the shares on 12 January 2025.
- For 1/3 of the shares on 12 January 2026.
- For 1/3 of the shares on 12 January 2027.

The RSUs were purchased from Cambi at a price per share of NOK 6.04, determined based on the volume-weighted average listed price of CAMBI shares during the five-day period ending on 20 March 2023, less a 20% discount to cater for value-reducing terms associated with the RSUs (including a vesting period).

On 20 December 2022, the Cambi ASA Extraordinary General Meeting (EGM) passed a resolution authorising the Board of Directors to provide financial assistance through loans to the employees in connection with the RSU purchases. The total loan amount granted from Cambi under the RSPU is NOK 7,537,745.

Following the purchase of 100,000 RSUs by key personnel, Cambi ASA owns 5,608 of its own shares.

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.

For more information, please contact:

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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.