

Pexip Holding ASA – Grant of Share Options to Senior Executives and Employee Share Options Exercise

The Board of Directors (“The Board”) of Pexip Holding ASA (“Pexip” or “The Company”) has on May 25, 2022 granted a total of 1,150,000 share options, equal to 1.1% of total shares issued in the Company, to members of the Company’s Senior Leadership Team. The exercise price is NOK 17.28 per share, which is equal to the volume-weighted average traded on Oslo Børs in the past seven days before the award, and the options are exercisable after December 31, 2024. All options expire on December 31, 2026 and are conditional upon employment at time of exercise and the Company’s performance. 1/3 of vesting of the share options is based on Pexip achieving its long-term performance goal on ARR, 1/3 on stock price performance outperforming the OSEBX stock index, and 1/3 do not have additional performance criteria for its vesting. The options are granted in accordance with Pexip’s Remuneration Guidelines approved by the Annual Meeting of shareholders on April 21, 2022, which can be found here: <https://investor.pexip.com/corporate-governance-policy-documents>.

Remuneration to members of the Company’s management is vital for harmonizing the shareholders’ interests with the interests of the leading personnel. The purpose of the long-term share-based incentives (SBI) is to support the alignment between the executive management and shareholder interest and ensure the retention of key talent in Pexip.

Of the total grant, the following was granted to primary insiders:

Trond K. Johannessen, CEO, was granted rights for up to 270,000 share options. Following the grant, Mr. Johannessen holds 0 shares and 270,000 share options in Pexip.

Øystein Dahl Hem, CFO, was granted rights for up to 200,000 share options. Following the grant, Mr. Hem holds 112,968 shares and 320,000 share options in Pexip.

Åsmund Fodstad, Chief Revenue Officer, was granted rights for up to 160,000 share options. Following the grant, Mr. Fodstad holds 758,275 shares and 220,000 share options in Pexip.

Nicolas Cormier, Chief Technology Officer, was granted rights for up to 160,000 share options. Following the grant, Mr. Cormier holds 233,473 shares and 220,000 share options in Pexip.

Ingrid Woodhouse, Chief People Officer, was granted rights for up to 120,000 share options. Following the grant, Ms. Woodhouse holds 27,930 shares and 148,125 share options in Pexip.

Patricia Auseth, Chief Marketing Officer, was granted rights for up to 120,000 share options. Following the grant, Ms. Auseth holds 1,820 shares and 135,000 share options in Pexip.

John Thorneycroft, SVP Business Management, was granted rights for up to 120,000 share options. Following the grant, Mr. Thorneycroft holds 6,000 shares and 140,000 share options in Pexip.

Primary insider notifications pursuant to the EU Market Abuse Regulation (MAR) article 19 are attached.

In addition, the Company has been notified that the participants in the Company’s option program have on May 23, 2022, exercised 16,200 options with an average strike price of NOK 14.50 per share. Following the exercise, 16,200 shares will be transferred from the Company’s holding of own shares. After the transaction, Pexip Holding ASA holds 3,031,838 own shares, equivalent to 2.9% of total issued shares.

The information included in this announcement is such that the Company is required to disclose in accordance with the MAR and is publicly disclosed in accordance with MAR and section 5-12 of the Norwegian Securities Trading Act. The announcement is made by the contact person.

For more information, please see contact:

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Pexip simplifies complex videoconferencing to empower organizations with face-to-face collaboration, no matter the location or technology. Our scalable platform enables high-quality video meetings, with enterprise-grade security, and is easily adapted to fit customers' IT requirements and existing infrastructure. This makes Pexip the leading provider for large enterprises and public sector organizations. The solution is sold through 300 channel partners in 75 countries and used in more than 190 countries. Pexip was listed on the Oslo Børs in May 2020.