

## Board decisions following Össur hf.'s Annual General Meeting 2023

### 1. Allocation of responsibilities

Mr. Niels Jacobsen was re-elected as Chairman of the Board of Directors and Dr. Svafa Grönfeldt was re-elected as Vice Chairman.

Mr. Arne Boye Nielsen, Ms. Guðbjörg Edda Eggertsdóttir and Dr. Alberto Esquenazi were appointed to Össur's Audit Committee.

### 2. Initiation of long-term incentive programs

With reference to (i) Össur's Remuneration Policy and (ii) the proposal on long-term initiative programs, both approved at Össur's Annual General Meeting today, 10 March 2023, the Board initiated the long-term incentive programs.

Key information:

*A. Long-term incentive program for the President and CEO and other members of the Executive Management*

Type of share-based incentive program: Performance share units ("PSUs"), which are converted into Össur shares on a 1:1 ratio at vesting.

Participants: The President and CEO and other members of the Executive Management.

Granting time: Annually in the first quarter, starting in 2024.

Vesting time: Three years from granting.

Performance period: The last financial year prior to the granting time.

Performance metrics and targets: Performance metrics and targets are set at the beginning of the performance period. Performance metrics shall be closely aligned with Össur's long-term strategy and sustainability and shall include a combination of financial, business and non-financial targets. Financial metrics shall weigh at least 75%.

PSUs value: PSUs value at granting depends on performance (see above) and Össur's share price (see below). At granting, the PSUs value (i) cannot be less than 30% and not more than 90% of the President and CEO's fixed annual salary, and (ii) cannot be less than 20% and not more than 60% of other executives' respective fixed annual salary.

Share price used for calculation of PSUs value: The volume-weighted average share price on Nasdaq Copenhagen the first five trading days following the date of publication of Össur's consolidated financial statement for the performance period.

Vesting condition: The respective executive must be employed by an Össur entity at vesting, subject to certain good leaver provisions.

Holding period: Two years from vesting (vested shares net of tax if applicable).

Clawback: Össur has the option to reclaim, in whole or in part, remuneration that has been based on false, misleading, insufficient or incorrect data, or if the participant acted in bad faith in respect of other matters, which resulted in too high remuneration or remuneration which would otherwise not have been paid.

Number of PSUs and the theoretical yearly market value of the program: If performance is on target, a total of approximately 250,000 PSUs will be granted each year with a total value of approximately USD 1.3 million based on the current Össur share price (closing price on Nasdaq Copenhagen on 23 January 2023) and the current annual fixed salary of the participants. The maximum grant is approximately 375,000 PSUs per year based on the same assumptions. The number of PSUs granted to the participants will follow the guidelines described in Össur's Remuneration Policy and will be reported in Össur's Remuneration Report.

*B. Long-term incentive program for certain key employees*

Type of share-based incentive program: Restrictive share units ("RSUs"), which are converted into Össur shares on a 1:1 ratio at vesting.

Participants: The Executive Management's direct reports at VP level (with exceptions) and key specialists in strategic positions.

Granting time: First quarter annually, starting in 2024.

Vesting time: Three years from granting.

Performance period: Not applicable.

Performance metrics and targets: Not applicable.

RSUs value: Not less than 5% and not more than 25% of the respective key employee's fixed annual salary depending on his/her role and responsibilities and as determined by the President and CEO each time.

Share price used for calculation of RSUs value: The volume-weighted average share price on Nasdaq Copenhagen the first five trading days following the date of publication of Össur's consolidated financial statement for the previous financial year.

Vesting condition: The respective key employee must be employed by an Össur entity at vesting, subject to certain good leaver provisions.

Holding period: No.

Clawback: Össur has the option to reclaim, in whole or in part, remuneration that has been based on false, misleading, insufficient or incorrect data, or if the participant acted in bad faith in respect of other matters, which resulted in too high remuneration or remuneration which would otherwise not have been paid.

Number of RSUs and the theoretical yearly market value of the program: A maximum of 325,000 RSUs will be granted each year with a total value of approximately USD 1.7 million based on the current share price (closing price on Nasdaq Copenhagen on 23 January 2023) and the current annual fixed salary of the participants.