

INVESTOR NEWS

Santa Fe Group completes first round of the Long Term Incentive Programme

Santa Fe Group has over the past two months implemented the company's new Long Term Incentive Programme. The programme was introduced to incentivise the leadership of the Santa Fe Group around value creation for the company, and to align parts of our reward structure with shareholder value creation.

The programme was approved at the Annual General Meeting on 27 March, and announced on 31 March 2017 (Company Announcement no 5/2017).

As part of the programme, executives in Santa Fe has purchased shares in The Santa Fe Group A/S, and on the back of the shares purchased, been granted share options. On completion of 2017 grant, Santa Fe management now holds 104,865 shares in Santa Fe Group A/S, and on the back of the shares held, a total of 475,300 options has been granted to the participants (of which 179,000 granted to the Executive Board).

The options granted in 2017 will vest in 2020 and 2021 – aimed at delivering our 2020 Strategy, balancing short term goals with a return on the investments made in technology, people, building capabilities and new markets. We are now entering the second phase of our 2020 Strategy, with more focus on developing Customer Experience, technology and investing in growth.

About Santa Fe Relocation Services

Santa Fe Relocation Services is a global mobility company specialising in managing and delivering high-quality relocation services worldwide. Our core competence is relocation services that support corporations and their employees relocate and settle in a new country, assisting them with visas, immigration, home and school, language and cultural training, managing property rentals, delivering domestic and international moving of household goods. We provide these services to a consistent high standard, locally and globally through our own offices across 47 countries and six continents. Santa Fe Relocation Services is wholly owned by the Santa Fe Group, which is listed on NASDAQ in Copenhagen, Denmark. For more information, visit us at www.santaferelo.com

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