

Draft resolutions of the extraordinary shareholders' meeting of IPAS "Indexo" of November 7, 2025

On October 17, 2025, the Board of IPAS "Indexo", registration number: 40203042988, legal address: Roberta Hirša iela 1, Riga, LV-1045, Latvia (hereinafter – *the Company*) announces the convening of an extraordinary shareholders' meeting of the Company.

Taking into account the above, the Management Board of the Company has determined and submits for approval to the extraordinary general meeting of shareholders on 7 November 2025 the following draft resolutions, considering the announced agenda items.

I. Change of the auditor of the Company - election of the auditor for 2025 and determination of remuneration.

1) Election of the auditor for 2025.

To elect the limited liability company "BDO ASSURANCE", registration number 42403042353, legal address Mihaila Tāla iela 1, Riga, LV-1045, as the Company's auditor for the audit of the annual accounts for 2025, according to the submitted offer.

2) Determination of remuneration for the auditor.

To determine the total remuneration of the Auditor of the Company for the audit of the annual accounts for 2025 up to EUR 35,500 (thirty-five thousand *euros*), excluding VAT, plus the applicable VAT, and to instruct the Board of the Company to take a decision on the total remuneration of the Auditor of the Company for the performance of the audit of the annual accounts for 2025, observing the specified remuneration limit, as well as to conclude an agreement with the elected auditor of the Company for the performance of the audit of the annual accounts for 2025.

II. Company personnel option issues

3) Management Board report on the necessity to issue new staff options and to conditionally increase the share capital, as well as the Management Board's justification (opinion) regarding the amendments to the Company's Staff Option Issuance Rules (Staff Option Program 2022) and the conditional share capital increase rules, as approved at the Company's shareholders' meeting on 24 March 2022.

Take note of the report of the Board of Directors of the Company.

4) Amendments to the Company's Terms and Conditions for the issuance of Personnel Options approved by the Company's shareholders' meeting on March 24, 2022 (Personnel Option Program 2022).

To approve the new version of the Company's Terms and Conditions for the issuance of Personnel Options (Personnel Options Program 2022) dated March 24, 2022.

5) Amendments to the conditional share capital increase rules approved on 24 March 2022.

To approve the new version of the provisions for the conditional increase of the share capital of 24 March 2022.

6) Approval of the Company's Terms and Conditions for the issuance of Personnel Options (Personnel Options Program 2025).

To approve the Company's Terms and Conditions for the issuance of Personnel Options (Personnel Options Program 2025), which provides issuance of 130, 000 personal options of the Company.

7) Conditional increase of the share capital of the Company and approval of the Terms of conditional increase of the share capital of the Company.

1) To approve the increase of the share capital of the Company by 130,000 EUR (one hundred and thirty thousand euros) conditionally, in accordance with Article 261.¹ of the Commercial Law, by issuing new shares of the Company, which will be used for exchange for personnel options within the framework of the Company's Personnel Options Program 2025.

2) To approve the terms of conditional increase of the share capital of the Company.

- 3) To instruct the Board of the Company to submit all the necessary documents for the registration of the Company's share capital increase regulations in the Enterprise Register of the Republic of Latvia and to perform other necessary actions for the execution of the decision taken.
- 4) To authorize the Board of the Company to perform all necessary actions, including signing agreements and other documents necessary for the registration of the Company's new issue shares in the Nasdaq CSD SE securities settlement system and their inclusion in the Baltic Regulated Market (Baltic Official List) of the joint stock company "Nasdaq Riga".

III. Decisions in relation to the administrative bodies of the Company.

8) Re-election of the Audit committee and determination of the remuneration of the members of the Audit committee.

- 1) To remove from office all members of the Audit Committee of the Company:
 1. Svens Dinsdorfs;
 2. Renāts Lokomets.
- 2) To approve the nomination of the following candidates for the positions of members of the Audit Committee of the Company:
 1. Svens Dinsdorfs;
 2. Renāts Lokomets;
 3. Leo Ašmanis.
- 3) The following persons shall be elected as members of the Audit Committee of the Company for a period of three years, determining the beginning of the term of office on 7 November 2025:
 1. Svens Dinsdorfs;
 2. Renāts Lokomets;
 3. Leo Ašmanis.
- 4) Determination of the remuneration of the members of the audit committee of the company.

To determine the remuneration of the members of the Audit Committee of the Company for the performance of their duties in the following amount: Sven Dinsdorf and Renat Lokomet, in the amount of EUR 100 (one hundred euros), for each meeting in which the person has participated. Leo Ashman, who does not hold any other position in the INDEXO Group, in the amount of EUR 300 (three hundred euros) for each meeting in which the person has participated.

*Managment Board
of IPAS "Indexo"*