

Grant of warrants

Company Announcement No. 16-2025

Copenhagen, 28 August 2025

In connection with the appointment of Kasper Nygaard Lihn as new Chief Financial Officer (Company Announcement No. 15-2025), Impero's Board of Directors has today decided to exercise its current authorization in section 4.8 of the Articles of Association by issuing 100,000 new warrants to Kasper Nygaard Lihn.

The exercise price is fixed at DKK 7.74 per share corresponding to the volume weighted average price (VWAP) of the Company's shares as quoted on Nasdaq First North Denmark during the five (5) trading days preceding 28 August 2025. The warrants issued shall vest in two installments based on the Company's achievement of an Annual Recurring Revenue ("ARR") of DKK 42.2M and ARR of DKK 65.0M. If the AAR target figures are not reached, the warrants will lapse.

Warrants that have not been exercised 10 days after the publication of the Company's H1 Report for 2030 will lapse automatically. Vested warrants can be exercised only within the ordinary trade windows stipulated from time to time in the Company's internal rules governing the trading of the Company's shares.

The warrants include conditions on accelerated vesting in case of change of control, e.g., takeover bid, merger, or delisting. The theoretical market value of one warrant granted is DKK 5.42 (calculated using the Black Scholes model). The key assumptions for the calculation are a share price of DKK 7.90 (as of 27 August, 2025), an exercise price of DKK 7.74, volatility of 85.6%, and risk-free interest rate of 2.5%.

The Company's Articles of Association will be updated following the grant of warrants.

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ABOUT IMPERO

Impero is a Danish Software-as-a-Service (SaaS) company that provides a compliance management platform. The Impero platform enables companies to easily manage compliance through automation of risk and control management, documentation, and reporting. Impero empowers companies to become more compliant in a scalable, digital, intuitive, and – most importantly – easy way.