

Draft resolutions of the annual general meeting of TKM Grupp AS which will be held on 17th of March 2026

1. Approval of the annual report of 2025 of TKM Grupp AS

To approve the annual report for 2025 prepared by the Management Board of TKM Grupp AS and approved by the Supervisory Board, in accordance with which the consolidated balance sheet of TKM Grupp AS as at 31 December 2025 is 697,975 thousand euros, sales revenue 919,648 thousand euros, and net profit 17,527 thousand euros.

2. Distribution of profit

To approve the proposal for the distribution of the profit of TKM Grupp AS for 2025 submitted by the Management Board and approved by the Supervisory Board as follows:

Retained earnings from previous years	106,701 thousand euros
Net profit for 2025	17,527 thousand euros
Total distributable profit as at 31 December 2025	124,228 thousand euros
Pay a dividend of 0.60 euros per share	24,438 thousand euros
Retained earnings after the distribution of profits	99,790 thousand euros

The list of shareholders entitled to receive the dividend will be fixed on 31st of March 2026 as at the end of the business day of Nasdaq CSD's Estonian settlement system. The dividend will be paid to shareholders on 7th of April 2026 by transfer to the shareholder's bank account.

3. Approval of the principles of remuneration of the Management Board members

To approve the Remuneration Policy of TKM Grupp AS as adopted by the Supervisory Board.