

Grant of warrants

Company Announcement No. 2-2026

Copenhagen, 9 January 2026

Impero's Board of Directors has today decided to exercise its current authorization in section 4.8 of the Articles of Association by issuing 120,000 new warrants to certain of the Company's employees, including the company's new CCO.

The exercise price is fixed at DKK 7.04 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 9 January 2026. The warrants issued shall vest based on the Company's achievement of an Annual Recurring Revenue ("ARR") of DKK 65.0M. If the ARR target figure is not reached, the warrants will lapse.

Warrants that have not been exercised 10 days after the publication of the Company's Annual 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 4.48 (calculated using the Black Scholes model). The key assumptions for the calculation are a share price of DKK 7.25 (as of 8 January 2026), an exercise price of DKK 7.04, volatility of 72.82%, and risk-free interest rate of 2.72%.

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 risk and internal control platform for compliance within finance, tax and beyond. We empower teams to proactively work with risk and streamline internal controls performance, testing and reporting – all in one cloud-based system. Built for flexibility, trusted for reliability, and designed for audit readiness. From its offices in Denmark and Germany, Impero serves 200+ customers worldwide. Impero is listed on the Nasdaq First North Growth Market. To learn more, visit: www.impero.com