

## INVITATION

### to the General Meeting of Shareholders of IBA Group a.s.

The Management Board of the company IBA Group a.s., registered seat at Prague 5, Petržilkova 2583/13, Postal Code 15800, Company ID No.: 273 65 824, registered in the Register of Companies maintained by the Municipal Court in Prague, Section B, File 10098, convokes the General Meeting of Shareholders of the company IBA Group a.s. on **23rd April 2021 at 10:00 a.m.**

The General Meeting of Shareholders shall be held at the registered seat of the company in Prague 5, Petržilkova 2583/13, and shall have the following agenda:

#### **Agenda:**

- 1) Opening, Determination of the Quorum**
- 2) Election of Bodies of the General Meeting of Shareholders**
- 3) Amendment of the Company's Articles of Association**
- 4) Appointment of the Members of the Management Board**
- 5) Member of the Board Service Agreement**
- 6) Closing of the General Meeting**

#### **Draft Resolutions for General Meeting Agenda Items and Their Reasoning:**

##### **Regarding item 1)**

**Draft Resolution:** The General Meeting of Shareholders was opened by Mr. Sjarhei Leutseyeu, the Chairman of the Management Board of the Company. He stated that the General Meeting of Shareholders constituted a quorum as, based on the attendance sheet, Company shareholders with nominal value totalling 100 per cent of the registered capital of the Company were present.

##### **Regarding item 2)**

**Draft Resolution:** The General Meeting shall elect the Chairman of the General Meeting of Shareholders, the recorder, the verifier of the minutes and a scrutineer.

Reasoning: The proposal for the persons to act as bodies of the Company is based on what is required by law and the Company's Articles of Association, and the Company's previous practice. With regard to their qualifications and experience, the Statutory Director considers the proposed persons to be suitable candidates for the specified offices.

##### **Regarding item 3)**

**Draft Resolution:** The General Meeting of Shareholders is submitted a new draft of the Company's Articles of Association in compliance with the amendment of the Act No. 90/2012 Coll., on Business Corporations (effective as of 01/01/2021).

Reasoning: This item is based on the requirements of the law.

**Regarding item 4)**

**Draft Resolution:** The General Meeting of Shareholders shall suggest appointing new members of the Management Board, and shall decide on the duration of their term of office and on the extent of the powers of the individual members of the Management Board.

Reasoning: This item is based on the requirements of the law and the Company's Articles of Association, and the Company's previous practice.

**Regarding item 5)**

**Draft Resolution:** The General Meeting of Shareholders approves the Director's Service Contract of the member of the Management Board, Mr. Siarhei Leutseyeu.

Reasoning: This item is based on the requirements of the law and the Company's Articles of Association, and the Company's previous practice.

**Regarding item 6)**

**Draft Resolution:** The General Meeting of Shareholders is asked about the reservations and comments.

Reasoning: This item is based on the Company's previous practice.

Prague, 22.03.2021

  
Siarhei Leutseyeu  
Chairman of the Management Board

**IBA Group a.s.**  
Petržalkova 2582/13  
158 00 Praha 5  
DIČ: CZ27305824