\_\_\_\_\_\_\_\_\_\_\_\_, \_\_\_.\_\_\_. 2020.

Issuance place and date

# VOTING FORM

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For natural person - shareholder’s name, surname, personal identification number (if the person does not have a personal identification number - the date of birth, the number, the date of issue, the country of issuance and the issuing authority of the passport or other identification document), for legal person - company name, registration number, representative’s position, name, surname, personal identification number (if the person does not have a personal identification number - the date of birth, the number, the date of issue, the country of issuance and the issuing authority of the passport or other identification document)

as shareholder of Joint Stock Company "GRINDEKS" (unified registration number: 40003034935, legal address: 53 Krustpils street, Riga, LV-1057, Latvia) **at the annual meeting of shareholders to be held on June 30, 2020** with all the votes deriving from owned shares votes following:

1. **On the agenda item "Reports of the Management Board, the Supervisory Council and statement of the Sworn auditor":**

|  |  |  |
| --- | --- | --- |
| Draft resolution |  For\* | Against\* |
| To take notice of the reports of the Management Board, the Supervisory Council and the statement of the sworn auditor of joint stock company “GRINDEKS”. |  |  |

1. **On the agenda item "Approval of the Annual report for the year 2019":**

|  |  |  |
| --- | --- | --- |
| Draft resolution |  For\* | Against\* |
| To approve the following Annual Reports for the year 2019 prepared by the Board of joint stock company “GRINDEKS” and revised by the Supervisory Council of joint stock company “GRINDEKS”:1. Annual Report for the year 2019 of joint stock company “GRINDEKS” prepared in accordance with the legislative acts of the Republic of Latvia;
2. 2) Consolidated annual Report for the year 2019 of joint stock company “GRINDEKS” prepared in accordance with International Financial Reporting Standards (IFRS);
 |  |  |

1. **On the agenda item "Distribution of the profit for the year 2019”:**

|  |  |  |
| --- | --- | --- |
| Draft resolution |  For\* | Against\* |
| Considering that joint stock company “GRINDEKS” has started development of the project “Building of new production facility at Krustpils iela 63, Riga” decision on distribution of the profit for the year 2019 and payment of dividends will be reviewed after approval of this project and attracting of external financing. |  |  |

1. **On the agenda item "Election of the auditor and determination of the remuneration for the auditor":**

|  |  |  |
| --- | --- | --- |
| Draft resolution |  For\* | Against\* |
| 1. To elect SIA „Ernst & Young Baltic” (commercial company license No. 17) as auditor of the Annual Reports of joint stock company “GRINDEKS” for years 2020 and 2021.
2. To determine the remuneration for the auditor of the Annual Reports of joint stock company “GRINDEKS” for the year 2020 cannot exceed EUR 126 300 (one hundred twenty six thousand three hundred euros), not including taxes provided by the legislative acts.
3. To determine the remuneration for the auditor of the Annual Reports of joint stock company “GRINDEKS” for the year 2021 cannot exceed EUR 121 750 (one hundred twenty one thousand seven hundred fifty euros), not including taxes provided by the legislative acts
4. To assign the Management Board of joint stock company “GRINDEKS” to conclude the agreement with the elected auditor for audit of years 2020 and 2021.
 |  |  |

1. **On the agenda item "Election of the Audit Committee and determination of the remuneration for the Audit Committee":**

|  |  |  |
| --- | --- | --- |
| Draft resolution |  For\* | Against\* |
|  To elect for the office of the member of joint stock company “GRINDEKS” Audit Committee for the term three years: |  |  |

|  |  |
| --- | --- |
| **Candidate of Audit Committee member** | **The number of votes cast in absolute numbers for each member of the Audit Committee \*\*** |
| Jānis Naglis |  |
| Uldis Osis |  |
| Valdis Garoza |  |

|  |  |  |
| --- | --- | --- |
| Draft resolution |  For\* | Against\* |
| To determine EUR 3000 monthly remuneration for all Audit Committee members together. |  |  |

1. **On the agenda item "Approval of renumeration policy for the Management Board and the Supervisory Council ":**

|  |  |  |
| --- | --- | --- |
| Draft resolution |  For\* | Against\* |
| To approve the renumeration policy for the Management Board and the Supervisory Council of joint stock company “GRINDEKS” (attached). |  |  |

1. **On the organisational matters of the meeting of shareholders (election of vote counters, Chairman of the meeting, minute taker and shareholder to certify the correctness of the minutes) to authorise the Management Board of Joint Stock Company "GRINDEKS" (unified registration number: 40003034935, legal address: 53 Krustpils street, Riga, LV-1057, Latvia) to vote at its discretion as an honest and careful manager would do.**

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Issuer of the Voting Form - signature, name and surname legibly