



DECISION ON REMUNERATION FOR MEMBERS OF THE SUPERVISORY BOARD

Stated document enters into force on 24 June 2025, applies from 01 January 2026 and is valid until 24 June 2029, unless the competent body of the Company does not reach a different decision in the same matter and therefore repeal them before such date.



DECISION ON THE REMUNERATION OF MEMBERS OF THE SUPERVISORY BOARD

1. This decision on the remuneration of members of the Supervisory Board and the members of Committees of the Supervisory Board (hereinafter respectively: the Committee) is based on the principle to engage, motivate and retain qualified supervisory officers, having regard to the Company's mission, values and the industry in which it operates. The decision on the remuneration is aimed at providing a balanced, sustainable and transparent remuneration of supervisory officers and supporting the long-term strategy of the Company for the benefit of all its stakeholders. When determining the remuneration, different external and internal factors have been taken into account, such as economic conditions, prevailing wage levels, compensation data and best practices of regional and relevant industries, as well as compensation levels and policies of the Company.
2. In order to maintain their independence and full impartiality, the remuneration of members of the Supervisory Board and Committees is not dependent on the Company's results and does not contain a variable part of compensation.
3. Each member of the Supervisory Board, except for the Chairman, Vice Chairwoman, and Vice Chairwoman, is entitled to a fixed monthly remuneration in the gross amount of EUR 2,700.00. The Chairman of the Supervisory Board is entitled to a fixed monthly remuneration in the gross amount of EUR 5,000.00. The Vice Chairwoman and Vice Chairman of the Supervisory Board are entitled to a fixed monthly remuneration in the gross amount of EUR 3,300.00.
4. Each member of the Committee, irrespective of his/her presidency or deputy position within the respective Committee, is entitled to a fixed attendance remuneration (remuneration for the session of the Committee in which they participated) in the gross amount of EUR 1,000.00.
5. Members of the Supervisory Board and Committees are entitled to remuneration from the day of their appointment to such duty until the day of its termination. Members who have served on the Supervisory Board or a Committee for a part of the Company's business year are entitled to receive remuneration in proportion to the time served.
6. If a member of the Supervisory Board simultaneously holds a membership within the Committee, he/she is entitled only to remuneration for the membership in the Supervisory Board.
7. Participating in a meeting also includes participation in a meeting by telephone or video conference.

8. Members of the Supervisory Board and Committees are entitled to reimbursement of appropriate expenses (including tax) incurred during the performance of their duties.
9. Members of the Supervisory Board and Committees are not entitled to severance payments, deferred payment arrangements or payments of remuneration or reimbursements defined hereto in Company shares.
10. The Supervisory Board shall, with the support of the Leadership Development and Compensation Committee, monitor whether the remuneration stated heretofore is in line with the principles established in paragraph 1 of this Decision, on an annual basis. If the Supervisory Board is considering a revision of this Decision, it shall submit a proposal and explanation to the General Assembly in line with the applicable provisions of the law. If the General Assembly does not approve the proposed revision, the Company shall continue to pay remuneration to members of the Supervisory Board and its Committees in accordance with this Decision.
11. This Decision becomes effective on 01 January 2026.



Zoran Vučinić
Chairman of the Supervisory Board