

Pursuant to Article 329, paragraph 1, No. 17) and Article 463a and 463v of the Law on Companies ("Official Gazette of the Republic of Serbia" No. 36/20136/2011, 99/2011, 83/2014 - other Law, 5/2015, 44/2018, 95 / 2018, 91/2019 and 109/2021) (hereinafter: The Law), FINTEL ENERGIJA AD BEOGRAD, company number: 20305266 (hereinafter: "Company"), in its meeting held on 18 November 2022, the Assembly of the Company renders the following

**DECISION ABOUT ADOPTION OF A REMUNERATION POLICY BOARD OF  
DIRECTORS MEMBERS**

The remuneration policy in the public joint stock company FINTEL ENERGIJA AD BEOGRAD company number: 20305266, proposal from the Board of Directors, are being adopted, and form an integral part of this Decision.

This Decision shall enter into force on the eighth day from the day of its adoption.



FINTEL ENERGIJA AD BEOGRAD

  
Tiziano Giovannetti, president of the Assembly