

DECISION ON THE ADOPTION OF THE REPORT ON REMUNERATION OF MEMBERS OF THE BOARD OF DIRECTORS, INCLUDING THE CONSOLIDATED REPORT, AND THE AUDITOR'S REPORT ON THE REMUNERATION OF MEMBERS OF THE BOARD OF DIRECTORS

Pursuant to Article 329 of the Law on Companies ("Official Gazette of the RS", Nos. 36/2011, 99/2011, 83/2014 – other law, 5/2015, 44/2018, 95/2018, and 91/2019) (hereinafter: the Law), and based on the proposal of the Board of Directors of the company FINTEL ENERGIJA AD BEOGRAD, registration number: 20305266 (hereinafter: the "Company"), the General Assembly of the Company, at its session held on June 12, 2026, adopts the following:

DECISION ON THE ADOPTION OF THE REPORT ON REMUNERATION OF MEMBERS OF THE BOARD OF DIRECTORS, INCLUDING THE CONSOLIDATED REPORT, AND THE AUDITOR'S REPORT ON THE REMUNERATION OF MEMBERS OF THE BOARD OF DIRECTORS

1. The Report on Remuneration of the Members of the Board of Directors, including the Consolidated Report, for the year 2025 is hereby adopted.
2. The Auditor's Report of the Company relating to the aforementioned remuneration report, including the consolidated part, as presented in the attached documentation forming an integral part of this Decision, is hereby adopted.
3. This Decision shall enter into force on the date of its adoption.

Explanation

The Report on Remuneration for the year 2025, including the Consolidated Report, as well as the Auditor's Report thereon, has been fully prepared in accordance with applicable regulations and presents accurate and reliable data and information. Therefore, the Decision has been adopted as stated above.

FINTEL ENERGIJA AD BEOGRAD

Tiziano Giovannetti, President of the General Assembly