

Based on Article 329 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), and based on the proposal of the Board of Directors Company FINTEL ENERGIJA AD BEOGRAD, company number: 20305266 (hereinafter: “Company”), with 25,000,000 FOR (there were no AGAINST and ABSTAINING votes) out of a total of 26,510,506 votes, in its meeting held on 24 June 2024, the Assembly of the Company renders the following

**DECISION ON ADOPTION OF THE REMUNERATION REPORT, INCLUDING
CONSOLIDATED REMUNERATION REPORT, AS WELL AS AUDITOR'S
REPORT ON THE SUBJECT OF REMUNERATION REPORT**

1.

The Remuneration Report for the year 2023, including the Consolidated Remuneration Report as attached, are being adopted, and form an integral part of this Decision.

2.

The Auditor's Report of the Company is being adopted regarding the Remuneration Report including the Consolidated Remuneration Report in question, as in attached, and form an integral part of this Decision.

3.

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


Explanation

The Remuneration Report for the year 2023, including the Consolidated Remuneration Report, as well as the Auditor's Report on these reports, have been prepared in full in accordance with applicable regulations and present real data and balance, therefore a Decision has been made as in the wording.

NOTE:

The attachment that form an integral part of this Decision may be taken over as a whole at www.fintelenergija.rs.

FINTEL ENERGIJA AD BEOGRAD



Tiziano Giovannetti,
President of the Assembly