

CIAK GRUPA d.d.

SECURITY: CIAK-R-A

LEI: 74780010K3F620YZZ529

HOME MEMBER STATE: Croatia

REGULATED MARKET SEGMENT: Official Market of the Zagreb Stock Exchange

Subject: CIAK Grupa, d.d. General Shareholders' Assembly held

On 12 June 2024 at 11:00 am the General Shareholders' Assembly of CIAK Grupa, d.d. Zagreb was held at the conference hall of the Hotel Antunović in Zagreb, Zagrebačka avenija 100a/1, attended by 5 shareholders/proxy holders, with a total of 17.014.933 shares which makes 86.14% of the share capital.

The Shareholders' Assembly Agenda was as follows:

1. Opening of the meeting of the General Assembly, establishing the number of shareholders and the number of votes present, establishing quorum, and electing the chairman of the meeting of the General Assembly;
2. Review Company's annual financial statements and consolidated annual financial statements for 2023 as determined by the Management Board and the Supervisory Board, consideration of the Company's auditor's report, Management Report on the state and operations of the Company, Supervisory Board's Report on performed supervision of the Company's business operations for 2023;
3. Decision on utilization of profits from the business year 2023 and dividend pay-out;
4. Decision on changes and amendments to the "Remuneration policy of members of the Management Board for the period from year 2024 to year 2027";
5. Decision on granting discharge to members of the Company's Management Board for the business year 2023;
6. Decision on granting discharge to members of the Company's Supervisory Board for the business year 2023;
7. Decision on approval of the Report on Remuneration of members of the Management Board and of the Supervisory Board in the business year 2023;
8. Decision on the election of a member of the Supervisory Board;
9. Decision on appointment of the Company's auditors for 2024.

Privredna banka Zagreb d.d.	IBAN HR5723400091110848926	SWIFT PBZGHR2X
Erste&Steiermärkische bank d.d.	IBAN HR2624020061100576498	SWIFT ESBCHR22
Hrvatska poštanska banka d.d.	IBAN HR3623900011101318793	SWIFT HPBZHR2X

CIAK Grupa d.d., Savska Opatovina 36, 10090 Zagreb, OIB: 28466564680. Društvo je upisano u sudski registar Trgovačkog suda u Zagrebu pod brojem MBS: 080286194. Temeljni kapital društva iznosi 26.215.395,00 euro, uplaćen je u cijelosti i podijeljen je na 19.751.989 redovnih dionica. Predsjednik Uprave: Ivan Leko. Članovi Uprave: Dalibor Bagarić (zamjenik predsjednika), Ivica Greguraš, Dominik Leko, Ivan Miloš. Predsjednik Nadzornog odbora: Stjepan Ljatić.



The Shareholders' Assembly rendered the following decisions:

Ad 3.

I.) It is established that CIAK GRUPA d.d. in the year ended 31.12.2023. made a profit, after tax, in the amount of EUR 6,310,949.10.

II.) Part of the profit from the business year 2023 is allocated in the amount of 5% or EUR 315,547.46 to the Company's legal reserves, in accordance with the law and the Company's Articles of Association.

III.) The payment of dividends in the amount of EUR 3,554,458.02 or EUR 0.18 per share is determined, from the funds realized in 2023 in the total amount.

IV.) The remaining profit from the business year 2023 in the amount of EUR 2,440,943.62 shall be allocated to retained earnings.

VI.) The dividend from point III. of this Decision will be paid to all shareholders registered in the depository of the Central Depository and Clearing Company (CDCC) on 19 June 2024 (record date). The date from which the share of CIAK Grupa d.d. will be traded without the right to dividend payment is June 18, 2024 (ex date).

Shareholders' claims for dividend payment are due after the expiration of the legal deadline of 30 days from the date of the decision at the General Assembly, i.e. July 12, 2024. (payment date).

Ad 4.

I.) Article 2.1 of "Remuneration policy of members of the Management Board for the period from year 2024 to year 2027" is amended in such a way as to add paragraph 5. which reads: The maximum annual remuneration's amount of the members of the Management Board is determined in the amount of up to EUR 400,000.00.

II.) The Supervisory Board of the Company is authorized to determine the revised text of the "Remuneration policy of members of the Management Board for the period from year 2024 to year 2027" in accordance with point I. of this decision.

III.) This decision enters into force on the day of its adoption.

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Ad 5.

Discharge is granted to members of the Company's Management Board for the business year 2023.

Ad 6.

Discharge is granted to members of the Company's Supervisory Board for the business year 2023.

Ad 7.

The audited Report on Remuneration of members the Supervisory Board and of the Management Board in the business year 2023 along with the auditor's report, which form an integral part of this Decision, is approved.

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

Ad 8.

I.) It is established that to the member of the Supervisory Vjekoslav Mesaroš, mag.oec., OIB: 18767828150, Zagreb, Šestinski dol 74, his term as a member of the Supervisory Board expires.

II.) Vjekoslav Mesaroš, mag.oec., OIB: 18767828150, Zagreb, Šestinski dol 74 is elected as a member of the Supervisory Board.

III.) The elected member of the Supervisory Board has accepted his mandate, it begins on the day this decision is made and lasts for four years.

IV.) This Decision shall enter into force from the day of its adoption.

Ad 9.

The company KPMG Croatia d.o.o., Ivana Lučića 2, is appointed as the Company's auditor for the business year 2024.

CIAK Grupa d.d.

President of the Management Board

Ivan Leko, BSc (Econ)

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