



Datum/Date Naš broj/Our reference
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ERICSSON NIKOLA TESLA d.d.
Krapinska 45
10000 Zagreb

security: ERNT (ISIN: HRERNTRA0000)
LEI: 5299001W91BFWSUOVD63
HOME MEMBER STATE: Republic of Croatia
REGULATED MARKET SEGMENT: Regular market of the Zagreb Stock Exchange

Company Ericsson Nikola Tesla d.d. with registered address in Zagreb, Krapinska 45, OIB: 84214771175 (hereinafter: Company), on April 23, 2024 adopted the following:

DIVIDEND POLICY

The Company hereby publishes the dividend policy to set rules for determination and payment of dividends to its shareholders

The target amount for future dividends will be determined in the range from 30% to 100% of the distributable profit of the Company acquired in the previous year and its determination within the specified range will depend on the business plans and results of the Company in the previous period, the state of the capital market, the overall financial position of the Company and the need for working capital in the relevant period, as well as all other relevant factors and circumstances. For the same reasons, the specified range can be changed by the proposal of the Management Board and the Supervisory Board.

The proposals of the Management Board and the Supervisory Board will be aligned with this policy, while the decision on the payment of dividends, the amount and method of payment shall be made by the General Shareholder's Meeting, in accordance with Company's Statute and applicable laws and regulations.

This dividend policy will be publicly announced.

Ericsson Nikola Tesla d.d.
Management Board

Gordana Kovačević, Director

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