

KONČAR – Electrical Industry Inc. for manufacturing and services

Security: KOEI-R-A

ISIN: HRKOEIRA0009

LEI: 74780000H0SHMRAW0I15

Home member state: Croatia

Regulated market segment: Official Market of the Zagreb Stock

Exchange

Address: Fallerovo šetalište 22, 10000 Zagreb

The Management Board

Pursuant to the provision of Article 277 of the Companies Act (Official Gazette 111/93, 34/99, 121/99, 52/00, 118/03, 107/07, 146/08, 137/09, 125/11, 111/12, 68/13, 110/15, 40/19, 34/22, 114/22, 18/23, 130/23, 136/2) and the provision of Article 15 of the Articles of Association of KONČAR – Electrical Industry Inc. for manufacturing and services, Zagreb, Fallerovo šetalište 22 and the Decision of the Company's Management Board on convening a General Assembly meeting of 16 April 2026, the convening of and invitation to

the meeting of the General Assembly of KONČAR Inc.

is hereby announced. The meeting will be held on 12 June 2026, starting at 12:00 p.m. in Zagreb, Fallerovo šetalište 22, in the office tower of KONČAR Inc., on the 11th floor, in the great hall. After opening of the meeting of the General Assembly and verification of shareholders present, the agenda will be as follows:

Agenda:

1. Annual Management Report on the State of the Company and its subsidiaries for 2025
2. Annual financial statements and consolidated annual report of KONČAR Inc. for 2025 with the auditor's report, after they have been approved by the Company's Management Board and Supervisory Board
3. Supervisory Board's Report on performed supervision of the management of the Company's business operations for 2025
4. Management Report on Related-Party Transactions for 2025
5. Decision on allocation of distributable profit for 2025
6. Decision on granting discharge to members of the Company's Management Board for managing the Company in 2025
7. Decision on granting discharge to members of the Supervisory Board for supervising the management of the Company's business operations in 2025
8. Decision on appointment of auditors for 2027 and 2028
9. Remuneration report for members of the Management Board and the Supervisory Board

The Management Board and the Supervisory Board jointly propose that the General Assembly adopt decisions under items 5, 6 and 7 of the Agenda, while the Supervisory Board proposes that the General Assembly adopt the decision under items 8 and 9 of the Agenda.

The General Assembly does not adopt decisions under items 1, 2, 3 and 4 of the Agenda; it only acknowledges them.

Proposals for decisions:

Ad.1. Annual Management Report on the State of the Company and its subsidiaries for 2025

The General Assembly acknowledges the Management Report on the State of the Company and its Subsidiaries for 2025.

Ad.2. Annual financial statements and consolidated annual report of KONČAR Inc. for 2025 with the auditor's report, after they have been approved by the Company's Management Board and Supervisory Board

The General Assembly acknowledges the information regarding financial statements of the company KONČAR Inc. and consolidated financial statements of the KONČAR Group for 2025, as approved by the Management Board and the Supervisory Board, together with the Auditor's Report concerning the performed audit of financial statements.

The Supervisory Board and the Management Board of KONČAR Inc. have jointly approved the Company's annual financial statements for 2025, as follows:

- Statement of financial position (balance sheet), with the sum of assets and of equity and liabilities in the amount of EUR 487,237 thousand
- Profit and loss statement with realized profit after tax in the amount of EUR 80,142 thousand
- Statement of other comprehensive income
- Cash flow statement
- Statement of changes in equity
- Notes to the financial statements.

The Supervisory Board and the Management Board of KONČAR Inc. have jointly approved KONČAR Group's consolidated annual financial statements for 2025, as follows:

- Statement of financial position (balance sheet), with the sum of assets and of equity and liabilities in the amount of HRK 1,622,329 thousand
- Profit and loss statement with realized profit after tax in the amount of EUR 222,427 thousand
- Statement of other comprehensive income
- Cash flow statement
- Statement of changes in equity
- Notes to the financial statements.

Ad.3. Supervisory Board's Report on performed supervision of the management of the Company's business operations for 2025

The General Assembly acknowledges the Supervisory Board's Report on performed supervision of the management of the Company's business operations for 2025.

Ad.4. Management Report on Related-Party Transactions for 2025

The General Assembly acknowledges the information regarding the report of the Management Board of KONČAR Inc. on related-party transactions for 2025, which has been reviewed and approved by the Supervisory Board and audited by the Auditor.

Ad.5. Decision on allocation of distributable profit for 2025

Pursuant to the provision of Article 220 of the Companies Act and the provision of Article 11 of the Articles of Association of KONČAR – Electrical Industry Inc. for manufacturing and services, on 12 June 2026, the Company's General Assembly adopts the following

Decision

on allocation of distributable profit for 2025

I The net profit of KONČAR Inc. generated in financial year 2025 amounts to EUR 80,142,080.29.

II Out of that distributable profit, the shareholders will be paid a dividend of EUR 4.00 per share.

II Dividend will be paid to the shareholders registered in the Depository of Dematerialized Securities of the Central Depository and Clearing Company (CDCC) as holders of shareholder rights on the fifteenth (15th) day following the General Assembly meeting. Hence, 27 June 2026 is the record date.

III Dividend payment will be made no later than within 15 (fifteen) days from the record date, that is, until (and including) 13 July 2026.

IV The remaining distributable profit will be allocated to retained earnings.

Explanation

The Management Board and the Supervisory Board of KONČAR Inc. approved the Company's financial statements at the Supervisory Board meeting of 16 April 2026.

The net profit of KONČAR Inc. realized in the financial year 2025 amounts to EUR 80,142,080.29, of which:

- the amount allocated to other reserves for development costs that have not been written-off is:	EUR 26,665.36
- the amount allocated to other reserves is:	EUR 3,980,438.65
Total:	EUR 4,007,104.01.

The Management Board and the Supervisory Board submitted a proposal to the General Assembly of KONČAR Inc. that the remaining distributable profit for the financial year 2025 be paid to the shareholders by way of a dividend in the amount of EUR 4.00 per share. Maximum dividend payout from the 2025 results amounts to EUR 10,194,344 (12.72 % of the realized net profit for 2025). The amount of paid out dividend will depend on the number of shares belonging to registered shareholders in the CDCC depository (minus the

dividend on treasury shares). As for the remaining part of the distributable profit, the proposal is for it to be allocated to retained earnings.

Ad.6. Decision on granting discharge to members of the Company's Management Board for managing the Company in 2025

Pursuant to Article 275 of the Companies Act, on 12 June 2026, the Company's General Assembly adopts the following

Decision

Discharge is granted to members of the Company's Management Board for management of business operations in 2025.

Ad.7. Decision on granting discharge to members of the Supervisory Board for supervising the management of the Company's business operations in 2025

Pursuant to Article 275 of the Companies Act, on 12 June 2026, the Company's General Assembly adopts the following

Decision

Discharge is granted to members of the Supervisory Board for supervision of management of the Company's business operations in 2025.

Ad.8. Decision on appointment of auditors for 2027 and 2028

Pursuant to Article 275 of the Companies Act, on 12 June 2026, the Company's General Assembly adopts the following

Decision

KPMG Croatia d.o.o. for auditing, PIN: 20963249418, with registered office in Zagreb, Ivana Lučića 2/a, registered with the Court Register of the Commercial Court in Zagreb under Court Reg. No.: 080098593, and TPA Audit d.o.o., PIN: 82899666867, with registered office in Prelog, Ulica kneza Branimira 28, registered with the Court Register of the Commercial Court in Varaždin under Court Reg. No.: 070143436, are appointed auditors of annual reports of the company KONČAR Inc. and consolidated annual reports of the Končar Group for 2027 and 2028.

Ad. 9. Remuneration report for members of the Management Board and the Supervisory Board

Pursuant to the provision of Article 275(1)(3) and the provision of Article 276a(4) of the Companies Act, on 12 June 2026, the Company's General Assembly adopts the following

Decision

Approving the Remuneration Report for 2025 pertaining to remuneration which the Company or a different company within the same group paid or undertook to pay to each member of the Management Board and the Supervisory Board performing such duty in 2025, which Remuneration Report for 2025 has been revised in accordance with the provision of Article 272r of the Companies Act.

Requirements for participating in the General Assembly meeting and exercising voting rights:

All shareholders who are registered in the Depository of Dematerialized Securities of the Central Depository and Clearing Company (CDCC) on the last day for applying for participation in the General Assembly meeting are entitled to participate in and exercise their voting rights at the meeting of the Company's General Assembly, in person or through their legal representatives or proxies, provided that they submit a written notification to the Company regarding their intention to participate in the General Assembly meeting, delivering it to the Company's address with the reference "Application for participation in the General Assembly meeting" no later than 6 (say: six) days prior to the General Assembly meeting, i.e., up to and including 5 June 2026. Shareholders or their proxies who do not submit such notification of participation will not be able to participate in the General Assembly meeting.

Shareholders may be represented by proxies, natural or legal persons, based on a valid written power of attorney. The power of attorney must contain personal data of the shareholder granting it, the number of shares or votes at their disposal, authorization for the proxy to participate in the General Assembly meeting and vote, as well as the date of issuance and validity period of the power of attorney. The power of attorney may be delivered by mail or in person at the Company's registered office, the Shareholders Office, on business days, prior to the start of the General Assembly meeting or directly during identification at the General Assembly meeting. Power of attorney forms are available on the Company's website www.koncar.hr.

Shareholders holding shares in the amount of 5% of the share capital may submit a proposal to the Company's Management Board for including an item on the agenda of the General Assembly meeting and for it to be published. The proposal for including an item on the agenda must be received by the Company no less than 24 days prior to the General Assembly meeting and the shareholders must provide an explanation and a proposal for a decision.

Shareholders and their proxies may review the materials representing the basis for adoption of published decision proposals at the Company's registered office, at the Shareholders Office, on every business day except Saturday, between 10:00 a.m. and 2:00 p.m., as well as on the Company's website www.koncar.hr, as of the date of publishing this invitation on the Court Register's and the Company's websites. All information concerning the convening of the meeting of the General Assembly is published on the Company's website.

President of the Management Board:
Gordan Kolak

Member of the Management Board:
Mario Radaković