

MERITUS ULAGANJA D.D.
ULICA GRADA VUKOVARA 23
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NOTICE ON THE CONCLUSION OF THE TRANSACTION CONCERNING THE CONCLUSION OF AN INVESTMENT AGREEMENT BETWEEN THE ISSUER'S SUBSIDIARY AND THE EUROPEAN BANK FOR RECONSTRUCTION AND DEVELOPMENT

Following the notice of the concluded Investment Agreement between the Issuer's subsidiary company, Meritus ulaganja d.d. (hereinafter referred to as the "**Company**" or "**Mplus**") with the European Bank for Reconstruction and Development, London, United Kingdom ("**EBRD**"), which legal affairs provided for the recapitalization of the company M Plus Croatia d.o.o. ("**M Plus Croatia**"), where the implementation of the contract could be started after approval competent regulators, we hereby announce that in the meantime all the conditions provided for in the previously mentioned contract have been fulfilled and the transaction has been concluded.

Strengthened by this investment, Mplus Group will continue to expand its business and consolidate its strategic position in the international BPO market.

Concurrently with the conclusion of the investment, two top-tier BPO experts appointed by the EBRD, Stephanie Wilson and Derwyn Jones, joined the supervisory and advisory boards of M Plus Croatia.

With their in-depth expertise and knowledge of the BPO industry, they will contribute to the growth and development of M Plus Group BPO and Customer Experience (CX) and business vertical.

"Based on their rich expertise in the BPO industry, as well as experience in corporate finance, Stephanie and Derwyn will be in a position to contribute to the strategic direction of the company and within the framework in which Mplus will achieve further growth in the BPO market. We are extremely pleased to welcome two such renowned international professionals to the Mplus team," **said Darko Horvat, President of the Management Board of the M Plus Group (Meritus ulaganja d.d.)**.

"I feel honored to have the opportunity to work with such a dedicated group of professionals. My work at Mplus will be focused on encouraging further development of Mplus's BPO vertical, with an emphasis on maintaining, and raising, when possible, best practice standards of corporate governance. I intend to contribute to Mplus with my knowledge, experience, and strategic insights,

so that we can identify opportunities for growth, optimize business processes, and ensure that we achieve excellence in providing services to the clients," said **Stephanie Wilson, a new member of the supervisory and advisory board of M Plus Croatia**, a professional with experience in the BPO industry, including C-level engagements at Teleperformance and Firstsource stated.

Derwyn Jones, **a new member of the advisory board of M Plus Croatia**, who has held several mandates in BPO companies such as Sitel, Ultracomms, and Parseq, and possesses in-depth knowledge of M&A and business strategy development stated: "I am excited to be joining such a successful and energetic team! As a member of the advisory board, one of my primary goals will be to ensure Mplus's long-term success. I believe that together we can achieve extraordinary results and realize the vision of positioning Mplus as a leading provider of BPO services in the market. I will also actively work to ensure constructive dialogue with shareholders."

About Stephanie Wilson

Stephanie Wilson is an experienced professional with a rich and successful career in the BPO industry spanning more than 30 years. She began her career as a customer service manager for a large FMCG company, and then held several management roles overseeing operational deliveries across a wide range of industry verticals. In her role as Chief Client Officer for the EMEA region at Teleperformance, she was responsible for developing strategic engagements with large global clients in the region. Prior to joining Teleperformance, she held a number of leading positions, including Chief Operating Officer at Firstsource, General Manager of Managed Services at TSYS, and various positions at Convergys. Stephanie has worked in numerous countries in Europe and around the world and lives in the United Kingdom.

About Derwyn Jones

Derwyn Jones brings over 35 years of experience in the BPO and IT sector, having served as CEO and Chairman for Global organization in the USA and Europe. He has held senior positions in companies such as Dell, BT and SITEL. During his career, Derwyn played a key role in managing the growth and transformation of several significant companies, including Ultracomms and Connect Assist. With a strong focus on business strategy, M&A, and product development, he consistently contributed to value creation goals in various markets, including the UK, Europe, and the US. His management style is characterized by a talent for building and leading international teams, creating clear strategies, and skillful communication with various stakeholders.

About EBRD

The EBRD is a multilateral bank that promotes the development of the private sector and entrepreneurial initiatives in 36 markets on three continents. EBRD in Croatia focuses on supporting efforts to accelerate the reform process, leveraging the benefits of EU accession to advance transition, and restructuring and commercializing public sector enterprises. EBRD has so far invested in 248 projects and has committed around €4.7 billion to Croatia's economy in 30 years of the Bank's operations.

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