



Company and registered office of the issuer: Žito Inc., Đakovština 3, 31000 Osijek
VAT ID: 03834418154
Stock Exchange Ticker: ZTOS
Home Member State: Republic of Croatia
Regulated Market: Zagreb Stock Exchange
Market segment: Official Market
LEI: 315700CNPNRCHRG06332
ISIN: HRZTOSRB0002

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Osijek, March 12, 2026

Subject: Invitation to General Assembly of the Company Žito Inc.

- Regulated information -

Žito Inc., Đakovština 3, 31000 Osijek, PIN (OIB): 03834418154 (the "Company"), hereby announces the Invitation to the General Assembly of the Company to be held in Čepin, Ulica Ovčara 3, Terra Negra Hall on 22 April 2026 at 11:00 a.m., as enclosed with this notice.

The Invitation to the General Assembly shall be published on the Court Register's website in its complete prescribed form, together with the General Assembly materials, on the Company's website at <https://zito.hr/en/investors/corporate-management> under the category General Assembly.

Žito Inc.

Pursuant to Article 277 of the Companies Act (Official Gazette no. 111/1993, 34/1999, 121/1999, 52/2000, 118/2003, 107/2007, 146/2008, 137/2009, 125/2011, 152/2011, 111/2012, 68/2013, 110/2015, 40/2019, 32/2022, 18/2023, 130/2023, 136/2024) an Article 10.3. of the Article of Association of ŽITO Inc. (consolidated text dated 18 July 2025), the Management Board of ŽITO Inc. Osijek, Đakovština 3, PIN (OIB): 03834418154, registered with the Court Register of the Commercial Court in Osijek under registration number (MBS): 030033416 (hereinafter: the Company) on 12 March 2026 hereby convenes the

GENERAL ASSEMBLY of ŽITO Inc. Osijek

to be held on 22 April 2026 at 11:00 a.m., in Čepin, Ulica Ovčara 3, *Terra Negra* Hall.

I. AGENDA

Proposed Agenda of the General Assembly:

1. Opening of the General Assembly and determination of the quorum, preparation of the list of shareholders present and represented, and appointment of the Chairperson of the General Assembly
2. Decision on the approval of the Remuneration Policy for Members of the Management Board
3. Decision on the approval of the Remuneration for Members of the Supervisory Board
4. Decision on the approval of amendments to the Articles of Association
5. Decision on the approval of the recall (dismissal) of a member of the Supervisory Board
6. Decision on the approval of the election of members of the Supervisory Board
7. Decision on the approval of authorising the Management Board to acquire own shares

II. PROPOSAL OF DECISIONS

Pursuant to Article 280, paragraph 3 of the Companies Act, the Management Board and the Supervisory Board jointly propose to the General Assembly the adoption of decisions on the items of the agenda:

Ad. 2.

Based on the proposal of the Supervisory Board, the following decision is adopted

DECISION

On the Approval of The Remuneration Policy for Members of the Management Board of Žito Inc.

I. The Remuneration Policy for the Members of the Management Board, set out below as an integral part of this Decision, is hereby approved

REMUNERATION POLICY FOR MEMBERS OF THE MANAGEMENT BOARD OF THE COMPANY ŽITO Inc.

I. Introduction

This Policy sets out the principles, guidelines, and rules for determining, paying, and overseeing all forms of remuneration for the Company's Management Board members. It represents the fundamental framework for establishing a remuneration system aligned with the Company's long-term interests, business strategy, sustainable development, and the creation of added value for its shareholders and other stakeholders, including employees, clients, suppliers, and the wider community.

The main objective of this Policy is to ensure that the remuneration system is balanced, sustainable, proportionate, and transparent, while simultaneously achieving a high level of accountability and effectiveness in the management of the Company. To that end, the Policy defines the elements and criteria that must be met when determining the amount and structure of the remuneration of Management Board members, taking into account achieved results, the Company's strategic objectives, and the principle of the motivational effect of remuneration.

The Policy has been designed to create competitive remuneration conditions so that the Company is able to attract, retain, and motivate the most qualified individuals with outstanding management skills and the appropriate knowledge, experience, and integrity to manage the business operations, particularly in the context of the complexity of the market and regulatory environment in which the Company operates.

At the same time, this Policy aims to prevent excessive risk-taking, prevent conflicts of interest, and enhance overall corporate responsibility, in line with best corporate governance practices. In developing this Policy, the Supervisory Board analysed relevant national and international market practices, including the policies of comparable companies whose shares are listed on a regulated market, as well as the internal salary structure, the level of complexity and responsibility of individual functions, and the general economic conditions, including inflationary trends, regulatory requirements, and long-term financial objectives.

Furthermore, this Policy directly ensures compliance with the provisions of the Companies Act and other relevant acts and regulations, as well as the Company's internal documents. The remuneration system defined by this Policy serves not only to motivate and reward Management Board members for achieved results, but also to establish a stable and predictable governance framework that contributes to the Company's overall sustainability and resilience to changes in its environment.

II. Principles for Determining Remuneration

The remuneration of the Company's Management Board members must be determined in a manner that reflects proportionality between the level of compensation and the actual scope of their responsibilities, the complexity of the tasks they perform, and the strategic importance of their role for the Company's overall business. Each Management Board member is responsible for making and implementing key business decisions, achieving operational and financial objectives, and preserving the long-term sustainability of the business model. Accordingly, the level of their remuneration must be commensurate with these requirements, while at the same time measured in line with the principles of financial prudence and broader social responsibility.

By determining the amount and structure of the Management Board members' remuneration, the Company seeks to establish an incentive-based, yet stable and responsible remuneration system that guides Management Board members toward the long-term achievement of the Company's interests, rather than exclusively short-term results. This is intended to create not only motivation to achieve the planned business objectives, but also to ensure responsible behaviour with regard to risk-taking, compliance with the regulatory framework, and the preservation of investors' and other market participants' trust.

In this context, the total remuneration of Management Board members should be aligned with the Company's financial capacity, taking into account actual revenues, profitability, and cash flow stability, especially in circumstances of market disruptions, crisis situations or strategic changes.

In addition, when determining remuneration amounts, the Company also considers internal equity, meaning that relationships between the salaries of Management Board members and those of employees within the Company – particularly within senior and middle management – are duly taken into account, in order to prevent inappropriate disparities that could affect organisational culture and employee motivation.

At the same time, external competitiveness is also assessed, i.e., market-based comparability of remuneration in relation to other companies of similar size, complexity, and industry, especially those whose shares are listed on a regulated market. This ensures that the Company retains, as much as its capacities allow, the ability to attract and retain key executive personnel in the market environment in which it operates, which is one characterised by a high level of competition for qualified managers.

Such a balance between internal equity, external competitiveness, and financial sustainability forms the basis of an effective remuneration model, contributing both to the stability of the management team and to the sustainable growth of the Company's value for all stakeholders.

III. Structure of Remuneration

The remuneration of Management Board members consists of three basic components: a fixed component, a variable component, and additional benefits. All elements of remuneration must be clearly defined in the individual employment contracts or executive service contracts.

➤ Fixed component of remuneration

The fixed component represents the basic, pre-agreed compensation that a Management Board member receives for the regular performance of their duties, regardless of the Company's business results in a given period. The fixed component constitutes the basic annual salary, payable in 12 equal monthly instalments, the gross amount of which is determined by the contract concluded between the Management Board member and the Company.

When determining the amount of the fixed component, a number of factors are taken into account, including: the level of responsibility of the function, the complexity and scope of tasks, the strategic importance of the position within the Company's governance structure, the professional experience and expertise of the individual member, as well as relevant market practice. In addition, internal pay

structures within the Company are considered in order to avoid inappropriate deviations and to maintain organisational balance.

The fixed component is contracted individually between the Management Board member and the Company, and any change must be approved in advance by the Supervisory Board. The level of the fixed component is reviewed regularly, in particular upon reappointment, a change in the scope of responsibilities, reorganisation of the Company, or significant market changes; however, it may not be amended unilaterally during the term of the contract.

It is important to note that the fixed component of remuneration does not include elements that incentivise risk-taking and is not dependent on the achievement of financial targets; rather, it reflects the basic value of the work performed and the responsibilities of the function.

➤ **Variable component of remuneration**

Unlike the fixed component, the variable component introduces elements of performance-based reward, thereby ensuring a link between remuneration and the actual added value that a Management Board member contributes to the Company's business. This component represents an addition to the basic salary and its payment depends on the achievement of predefined objectives approved by the Supervisory Board.

The criteria for entitlement to the variable component of remuneration, as adopted by the Supervisory Board, may include, but are not limited to:

- achievement of specified financial indicators (e.g., EBITDA, revenue growth, return on equity)
- fulfilment of the Company's strategic objectives or business plan
- achievement of organisational, operational, and development-related results
- achievement of objectives related to ESG policy and sustainable development
- successful implementation of significant projects or business transformations.

Depending on the circumstances, the Supervisory Board may define short-term (one-year) or long-term (multi-year) objectives; in both cases, the criteria must be clearly measurable, transparent, and based on objective indicators. In such cases, the variable component of remuneration is divided into a base bonus for achieving short-term objectives and a long-term bonus for achieving long-term objectives:

- A member of the Management Board becomes entitled to the base bonus if the Company's business plan approved by the Supervisory Board is achieved; the bonus may amount to a maximum of 200% of the annual gross salary.
- Entitlement to the long-term bonus is determined upon the expiry of the Management Board member's term of office, in the manner defined and approved by the Supervisory Board. The long-term bonus is calculated as a percentage of the change in the Company's market capitalisation and is paid entirely in the form of Company's shares, thereby encouraging motivation to achieve long-term goals of profitable growth and sustainable business development. The long-term bonus is paid in full in the Company's shares, which the Management Board member may not dispose of for two (2) years from the date of their award.

If the predefined objectives are met, the member of the Management Board who achieved them acquires the right to the variable component of remuneration.

The Supervisory Board, independently or upon the recommendation of the remuneration committee, determines the weighted share of each objective in the total variable amount and sets the maximum percentage that may be paid, generally not exceeding 200% of the annual fixed gross salary.

In cases of exceptional performance, additional rewards in the form of “spot bonuses” may be granted, but only at the discretion of the Supervisory Board.

The Supervisory Board reserves the right to defer payment of the variable component of remuneration, in whole or in part, in order to ensure that the reward remains linked to sustainable performance and to avoid adverse consequences of potential short-term distortions in business results. Furthermore, in the event of a significant deterioration in performance or failure to meet key objectives, the Supervisory Board may decide to partially or fully withhold payment of the variable component, in accordance with the applicable criteria, defined objectives, and other provisions of this Policy.

In addition, the Supervisory Board may, in accordance with the law and the Company’s internal documents, include mechanisms for the recovery of paid variable remuneration (so-called “clawback clauses”) if it is subsequently determined that certain bonuses were awarded on the basis of inaccurate, manipulated, or materially incorrect data.

➤ **Variable component of remuneration payable in shares**

For the purpose of encouraging long-term value creation and aligning the interests of Management Board members with the interests of the Company and its shareholders – and with the aim of promoting sustainable management and creating added value through the stability of the ownership structure – the Supervisory Board may enable Management Board members to receive the variable component of remuneration (whether the base bonus or the long-term bonus), in whole or in part, in the form of the Company’s shares instead of cash.

The Supervisory Board has the right to determine the maximum portion of the base bonus that may, with the consent of the relevant Management Board member, be received in the form of the Company’s shares.

After the amount of the base bonus has been determined for an individual Management Board member in accordance with this Policy and other applicable Company documents, that Management Board member shall be entitled to choose the form of payment of the base bonus, within 15 (fifteen) days from the date of receipt of the base bonus calculation and in accordance with predetermined rules.

A member of the Management Board may choose for the base bonus to be paid:

- fully in cash
- partly in cash and partly in the Company’s shares, or
- fully in the Company’s shares,

provided that, in any case, the portion of the base bonus paid in shares may not exceed the maximum portion of the base bonus that is eligible for payment in shares, pursuant to this Policy.

An exception to the above applies to a Management Board member who is, at that moment, together with their related persons as defined by the Companies Act, a majority shareholder of the Company, or who would become a majority shareholder of the Company by acquiring shares based on any variable component of remuneration in shares, or who could be considered a majority shareholder of the Company together with their related persons as defined by the Companies Act. Such a member of the Management Board shall be entitled to payment of the variable component of remuneration exclusively in cash.

If the base bonus is elected to be paid in shares, the amount of the bonus that would otherwise be payable to the member of the Management Board in cash shall be replaced by a transfer of the Company's shares of corresponding market value, as part of the long-term remuneration system. The value of the shares granted under this option must correspond to the amount of the base bonus payable in shares, whereby the number of shares shall be determined based on the market price of the Company's shares on the regulated market, as established on the day preceding the allocation of shares in respect of the relevant portion of the bonus. The same shall apply *mutatis mutandis* in the case of payment of the long-term bonus in the form of shares.

The allocation of shares may be conditional upon the Management Board member remaining in office for a multi-year period, achieving predefined strategic or financial objectives, maintaining a stable value of the Company's shares, or achieving growth in market capitalisation. Such allocations shall be based on a specific long-term incentive plan adopted by the Supervisory Board, in accordance with applicable laws and the Company's internal acts, including the rules on transparency, proportionality, and oversight.

In accordance with Article 247a(1)(7) of the CA, the plan shall specify:

a) Share award and payment timelines:

Shares may be granted to Management Board members after the end of the calculation period for the base bonus or the long-term bonus. Achievement of the objectives during that period is a prerequisite for the share award. Phased payment may also be defined, i.e., the award made in multiple tranches.

b) Vesting period:

Management Board members are required to retain the awarded shares for at least 2 (two) years after the award. During this period, they may not dispose of the shares without the Company's explicit prior consent. This measure ensures that the interests of Management Board members remain focused on the Company's long-term value and business stability.

c) Contribution to business strategy and long-term development:

Share-based remuneration encourages the Management Board to make strategic decisions that lead to sustainable growth and financial stability, whereby the achieved results must have a positive long-term

effect. This remuneration model further aligns the personal interests of the Management Board with the interests of shareholders, thereby creating trust and additional value in the capital market.

Share awards may be combined with other forms of variable remuneration, provided that the total amount of remuneration remains within the proportionality limits set out in this Policy.

➤ **Additional benefits**

In addition to fixed and variable remuneration, Management Board members may also be entitled to additional cash and non-cash benefits, which are not necessarily linked to business performance but arise from the overall remuneration package defined in their individual contracts. Such benefits are a customary part of executive remuneration arrangements, particularly in the context of mobility, international availability, and additional obligations arising from the function.

Benefits are determined taking into account the specific circumstances of each Management Board member, the Company's organisational needs, and market-standard conditions for comparable companies. The Supervisory Board may periodically review the scope and content of such benefits and adjust them as necessary to reflect business circumstances and developments in the labour market.

The most common benefits may include:

- use of a company car, mobile devices, laptops, and other business-related equipment, with the possibility of private use
- supplementary health, life, and accident insurance, including access to private healthcare services; private pension insurance or a third-pillar voluntary pension insurance scheme
- directors' and officers' (D&O) liability insurance
- coverage of accommodation or relocation costs, particularly where a Management Board member is recruited from another city or country
- other benefits in accordance with the Collective Agreement, internal policies, or the Company's generally accepted practice, including tax-exempt payments.

These benefits form an integral part of the overall relationship between the Company and Management Board members, with due regard to transparency, proportionality, and compliance with applicable tax, labour, and corporate regulations.

IV. Management Board Members' Contracts

The rights and obligations of Management Board members, including matters relating to the amount and structure of remuneration, are defined in individual contracts that each Management Board member concludes with the Company, either in the form of an executive service contract or an employment contract in accordance with applicable regulations. These contracts govern the legal and financial relationship between the Company and the Management Board member and constitute the basis for the exercise of rights under this Policy.

Contracts are usually concluded for an indefinite period (open-ended contracts). Each party reserves the right to terminate the contract by ordinary notice, subject to an agreed notice period, which most commonly ranges from six (6) to twelve (12) months and may be determined depending on the function, the duration of the term of office, market conditions, and other specific circumstances.

The contract may also provide for termination for cause with immediate effect, in the event of a breach of contractual or statutory obligations, the dismissal of a Management Board member, or the occurrence of another circumstance that prevents the continued performance of the function. The contract may also regulate what occurs after the expiry of the term of office, for example continuation of employment in another position by mutual consent, or automatic termination of the contract upon the lapse of six months after the expiry of the term of office.

In the event of an ordinary expiry of the term of office or termination by the Company without fault of the Management Board member, the contract may provide for entitlement to severance pay, the maximum amount of which may not exceed 12 monthly gross basic salaries. The amount of severance pay and the conditions for its payment are regulated separately for each Management Board member and depend on individual circumstances, the Company's business needs, and the applicable legal framework.

At present, the Company is under no obligation to purchase additional pensionable service for Management Board members in the event of early retirement.; however, such an option may be contracted in individual cases, taking into account market conditions, the Management Board member's age, and the interests of the Company.

In addition to financial matters, Management Board member contracts may include other provisions, including:

- a post-termination non-compete obligation for a separately contracted period, together with corresponding compensation
- an obligation to protect confidential information, which may continue even after the end of the function
- contractual penalties in the event of a breach of fundamental contractual obligations
- rights and obligations relating to the award of shares, if provided for under the remuneration programme.

By signing an individual employment contract or executive service contract, a Management Board member confirms that they have been informed of the Company's applicable Remuneration Policy, that it was made available to them prior to entering into the contract, and that they are aware that the provisions of this Policy – as adopted and as may be amended in accordance with applicable regulations – apply to their remuneration and other rights to the extent applicable.

In all cases, the content of the contracts and their compliance with this Policy are subject to the supervision and approval of the Supervisory Board, which ensures that the rights of Management Board members are defined in a transparent, lawful, and proportionate manner.

V. Alignment with Employee Pay

When making decisions on the remuneration of Management Board members, the Supervisory Board takes into account the working conditions and remuneration of the Company's employees, particularly senior management, with the aim of preserving internal fairness and maintaining motivational potential within the organisation. Market practices of companies of comparable size and business activities are also analysed.

VI. Adoption, Implementation and Oversight of Implementation of the Policy

This Remuneration Policy is adopted in accordance with Article 247a of the Companies Act and constitutes the Company's key internal document governing the system for determining, paying, and overseeing the remuneration of Management Board members. The Company's bodies involved in its adoption, implementation, and oversight are as follows:

Taking into account equal pay for women and men for equal work and/or work of equal value, the Remuneration Committee of the Supervisory Board shall recommend to the Supervisory Board:

- the Remuneration Policy for Management Board members, at least every three years, taking into account the amount and structure of remuneration of senior management and employees as a whole, and shall carry out a prior assessment of the impact of that policy on equal pay for women and men for equal work and/or work of equal value
- the remuneration payable to Management Board members; this recommendation shall be made each year, based on an assessment of the Company's results and the members' individual performance, following consultation with the President of the Management Board
- the Remuneration Policy for members of the Supervisory Board, which is to be submitted to the General Assembly for approval, and shall carry out a prior assessment of the impact of that policy on equal pay for women and men for equal work and/or work of equal value
- The Committee shall oversee of the preparation of the legally required annual remuneration report for the Supervisory Board's approval.

In accordance with the recommendations of the Remuneration Committee, the draft Policy shall be prepared by the Company's Supervisory Board. When preparing the draft, the following things are taken into account:

- the legal framework arising from the relevant acts and applicable regulations
- corporate governance recommendations and principles
- the Company's business strategy
- shareholders' views expressed at previous General Assembly meetings, and
- the Company's internal circumstances and needs.

After the Supervisory Board prepares the draft Policy, it is submitted to the General Assembly for approval, which decides on it by a regular vote. The General Assembly approves the Remuneration Policy at least once every four years, or earlier if a significant amendment to its content is proposed.

If the General Assembly does not approve the proposed Policy, the Supervisory Board is obligated to prepare a revised proposal and submit it for approval at the first subsequent General Assembly meeting. Following adoption, the approved Policy shall be published without delay on the Company's website and must remain available for at least ten (10) years, in accordance with applicable regulations.

The Supervisory Board is responsible for implementing and regularly overseeing the application of the Remuneration Policy, including verifying the compliance of individual contracts with this Remuneration Policy, deciding on the amounts of variable remuneration, and monitoring performance against the defined criteria. The Supervisory Board shall determine the annual remuneration of each Management Board member, based on the recommendations of the Remuneration Committee and in accordance with the Remuneration Policy.

To ensure consistent application, the Remuneration Policy is reviewed at least once every four (4) years, and may be reviewed more frequently if required by significant changes in legislation, business strategy, or market conditions. In the review process, particular consideration is given to the results of previous years, the alignment of actual practice with the adopted principles, and shareholders' positions expressed at the General Assembly meeting.

Where necessary, the Supervisory Board may request an independent internal or external assessment of the effectiveness of, and compliance with, the application of the Remuneration Policy.

VII. Deviations from the Remuneration Policy

Although this Policy is based on the principles of stability and predictability of the remuneration system, the Supervisory Board retains the option of an exceptional and temporary deviation from certain provisions if this is required by the Company's long-term business interests or if circumstances arise which, without adjustment, would result in harm to the Company or its shareholders.

A deviation from this Policy may be made only if certain conditions are satisfied, which include but are not limited to:

- the deviation is necessary to preserve management stability, retain key executives, prevent harm, or respond to extraordinary circumstances (e.g., market crises, strategic transactions, reorganisations)
- the deviation relates to clearly defined and time-limited elements of the Policy (e.g., the amount of variable remuneration, the length of the notice period, the payment schedule)
- the deviation procedure is conducted by the Supervisory Board, based on a prior recommendation of the Remuneration Committee (if established), and the decision is adopted in writing with stated reasons.

Examples of circumstances that may justify a temporary deviation include:

- status changes within the Company (e.g., merger by acquisition, demerger, merger)
- sudden changes in the legislative environment

- the need to retain or attract key individuals in conditions of shortage in the labour market
- an extraordinary decline in revenue or inability to conduct of business activities due to external events (e.g., pandemics, geopolitical instability).

Any decision to deviate must be documented, justified, and proportionate, and its effect must be limited to the period during which the circumstances giving rise to the exception continue to exist. Upon the cessation of such circumstances, the Supervisory Board shall, without delay, ensure a return to the standard application of the Policy.

Each decision to deviate shall be reported to the General Assembly in the next regular remuneration report, with a clear explanation of the reasons for, and effects of, such decision.

VIII. Final Provisions

This Policy shall enter into force on the date of its adoption by the General Assembly of the Company and shall apply to all new and renewed terms of office of Management Board members. Individual contracts of Management Board members concluded prior to the adoption of this Policy shall be aligned with its provisions within a reasonable period and in accordance with the law.

Ad. 3.

Based on the proposal of the Supervisory Board, the following decision is adopted

DECISION ON REMUNERATION FOR MEMBERS OF THE SUPERVISORY BOARD

I.

This Decision is based on the principle of engaging, motivating and retaining qualified members of the Supervisory Board and its committees/boards, having regard to the Company's purpose and values and the activities it carries out. This Decision aims to ensure balanced, sustainable and transparent remuneration for members of the Supervisory Board and to support the Company's long-term strategy for the benefit of all its stakeholders. In determining remuneration, various external and internal factors were taken into account, such as the economic conditions in which the Company operates, salaries in related industries, available data on the remuneration of supervisory board members of other companies, and the Company's remuneration levels and policies.

II.

In order to maintain the independence and full objectivity of Supervisory Board members in the performance of their duties, their remuneration is not linked to the Company's results or performance and does not include any variable components.

III.

Members of the Supervisory Board are entitled to the following gross remuneration per each meeting of the Supervisory Board at which they are present:

- President of the Supervisory Board: EUR 1,500.00 (one thousand five hundred euros);
- Deputy President of the Supervisory Board: EUR 1,400.00 (one thousand four hundred euros);

- Other members of the Supervisory Board: EUR 1,200.00 (one thousand two hundred euros).;

IV.

Each member of a committee/board of the Supervisory Board, regardless of whether they are also a member of the Supervisory Board and regardless of their role in that committee/board, is entitled to fixed gross remuneration per each meeting at which they are present in the amount of EUR 1,000.00 (one thousand euros).

V.

Members of the Supervisory Board and its committees/boards are also entitled to reimbursement of appropriate expenses incurred in the performance of their duties, upon submission of evidence thereof. The Company shall bear travel expenses, accommodation costs, and other costs related to the attendance of Supervisory Board members at Supervisory Board meetings and meetings of the Supervisory Board's committees and boards, as well as at the General Assembly meeting.

VI.

Members of the Supervisory Board are not entitled to severance pay, additional payments, or the allocation of the Company's shares.

VII.

If amendments to this Decision are considered, the Supervisory Board shall submit to the Company's General Meeting a proposal for amendments to this Decision, together with an explanation, in accordance with applicable regulation.

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

Ad. 4.

The Management Board and the Supervisory Board propose to the General Assembly the adoption of the following decision

DECISION

on amendments to the Article of Association of ŽITO Inc.

By this Decision, the Article of Association of Žito Inc. of 18 July 2025 are amended and supplemented in the manner as stated in further articles of this Decision:

I.

The provision of Article 6.1. of the Article of Association of the Company is amended so that it now reads as follows:

“6.1. The share capital of the company amounts to EUR 25,607,675.00 (twenty-five million six hundred seven thousand six hundred and seventy-five euros) and has been paid in full.”

II.

The provision of Article 6.10. of the Article of Association of the Company shall be deleted in its entirety.

III.

The provision of Article 11. of the Article of Association of the Company is amended so that it now reads as follows:

“11.1. Shareholders who have notified the company of their participation in the General Assembly no later than 6 (six) days prior to the General Assembly is held, which deadline does not include the day of receipt of the application to the company and the day of the General Assembly, and who are registered as holders of shares with the CDCC on the last day of the application deadline, may participate in the General Assembly of the Company. Applications are submitted by registered post or submitted directly to the address of the company’s registered office with the indication “Application for the General Assembly”.

11.2. The General Assembly must be convened at least thirty days before the date of its holding. This deadline shall not include the day of publication of the invitation, the day of the General Assembly and the deadline set for registration of participation in the General Assembly referred to in the previous paragraph of this Article.”

IV.

The provision of Article 12.2. of the Article of Association of the Company is amended so that it now reads as follows:

“12.2 Decisions at the General Assembly shall be taken by a majority of the votes cast (simple majority), except where the law or this Article of Association provides for a special qualified majority necessary for the adoption of specific decisions.”

V.

After the provision of Article 12.2 of the Article of Association of the Company, a new provision of Article 12.3 shall be added, which shall read as follows:

“12.3. Notwithstanding the provision of the previous paragraph of this Article, as long as the mandatory and/or voluntary pension fund management companies with their registered office in the Republic of Croatia hold shares representing at least 10% (ten) percent of the Company's share capital, the General Assembly shall adopt:

(a) the following decisions, by a majority of at least nine-tenths (9/10) of the share capital represented at the General Assembly when the decision is taken:

- 1) a decision on the withdrawal of the Company’s shares from listing on a regulated market and/or a decision on the transfer (listing) of the Company’s shares from a higher to a lower segment of a regulated market;*
- 2) a decision on amendments to the Article of Association , by which the provisions of this Article 12.3, Article 19.1, Article 19.4, Article 26.9 and/or Article 29.5 shall be amended in any way;*
- 3) a decision on the merger of the Company, as a merged company, with another company and/or on the merger of the Company, as the acquiring company, of another company;*
- 4) a decision on the amalgamation of the Company with another company or companies;*

- 5) *a decision on the exclusion of the priority rights of existing shareholders to subscribe and pay for new shares;*
- (b) the following decisions, by a majority of at least three quarters (3/4) of the share capital represented at the General Assembly when the decision is adopted:*
- 1) *amendments to the Company's Article of Association in such a way as to empower the Management Board and the Supervisory Board to increase the Company's share capital (authorized capital);*
 - 2) *a decision to increase the share capital of the Company by investments in cash and/or in kind and/or in rights;*
 - 3) *a decision on conditional increase of the share capital.*

For the avoidance of any doubt, if any of the decisions referred to in points (1) to (3) of this paragraph 12.3(b) excludes the priority right of existing shareholders or in cases where, by virtue of those decisions, existing shareholders do not have a priority right in the subscription of new shares, such decision shall be taken by the majority prescribed in paragraph 12.3(a) above."

The former provision of Article 12.3. of the Article of Association of the Company now becomes the provision of Article 12.4. of the Article of Association of the Company.

VI.

The provision of Article 13.3. of the Article of Association of the Company is amended so that it now reads as follows:

"13.3. Shareholders may be represented by proxies on the basis of a written power of attorney. A proxy can be a legal entity or a natural person. If the proxy is a legal entity, the person authorised to represent the proxy within the meaning of this Article of Association shall be deemed to be the person authorised to represent the proxy whose power of representation is entered in the court register or a person authorised by such person."

VII.

The provision of Article 19.2. of the Article of Association of the Company is amended so that it now reads as follows:

"19.2. Members of the Supervisory Board shall be elected, or appointed for a period of up to 4 (four) years starting from the date of the decision on appointment, and the same persons may be re-elected."

VIII.

The provision of Article 19.3. of the Article of Association of the Company is amended so that it now reads as follows:

"19.3. Members of the Supervisory Board shall be elected and revoked by the General Assembly of the Company. The election of members of the Supervisory Board at the General Assembly shall be carried out by voting for each member individually, and the decision on the election shall be made by a simple majority."

IX.

The provision of Article 19.4. of the Article of Association of the Company is amended so that it now reads as follows:

“19.4. One (1) member of the Supervisory Board shall be appointed and recalled by Allianz ZB d.o.o. mandatory and voluntary pension funds management company, Zagreb, Ulica Vjekoslava Heinzela 70, OIB: 58384724129, on its own behalf, and for the account of the pension funds under management that are shareholders of the Company, as long as it holds shares representing at least 7% (seven percent) of the Company's share capital. One (1) member of the Supervisory Board shall be appointed by the employees in accordance with the provisions of a special law governing work and employment relations. This does not apply to the appointment of members of the first supervisory board at the time of the incorporation of the company.”

X.

The provision of Article 21.2. of the Article of Association of the Company is amended so that it now reads as follows:

“21.2. The Supervisory Board shall take its decisions by a majority of the votes cast, unless otherwise provided by this Article of Association or by law. Each member of the Supervisory Board shall be entitled to one vote. If the votes are equally divided, the vote of the Chairman of the Supervisory Board shall be decisive.”

XI.

The provision of Article 24.2. of the Article of Association of the Company is amended so that it now reads as follows:

“24.2. The President and members of the Management Board shall be appointed and revoked by the Supervisory Board of the Company. The Supervisory Board shall decide on the exact number of members of the Management Board, the authorization to represent and their function.”

XII.

The provision of Article 26.8, item 6 of the Article of Association of the Company is amended so that it now reads as follows:

“6. the conclusion of any contract the value of which exceeds 3% (three percent) of the total assets disclosed in the last annual consolidated statements of the company.”

XIII.

The provision of Article 26.8, item 10 of the Article of Association of the Company is amended so that it now reads as follows:

“10. making decisions that affect the company's strategy and risk exposure, in particular risk management strategies and policies prepared by the Company's management.”

XIV.

After the provision of Article 26.8. of the Article of Association of the Company, a new provision of Article 26.9 is added, which reads as follows:

“26.9 The Management Board shall be authorised to take the following decisions only with the prior express approval of the Supervisory Board, provided that, within the voting of the members of the Supervisory Board, a member of the Supervisory Board appointed in accordance with Article 19.4 of this Article of Association by the Company Allianz ZB d.o.o. mandatory and voluntary pension funds management company, Zagreb, Ulica Vjekoslava Heinzela 70, PIN (OIB): 58384724129, if such a member has been appointed, has also voted for such consent:

- 1. any borrowing of the current year that exceeds 2.5 (two and a half) EBITDA determined according to the last determined annual consolidated statements of the Company;*
- 2. any disposal or acquisition of assets the value of which exceeds 7% (seven percent) of the total assets disclosed in the last established annual consolidated statements of the Company.”*

The former provision of Article 26.9. of the Article of Association of the Company now becomes the provision of Article 26.10.

XV.

After the provision of Article 29.4. of the Article of Association of the Company, a new provision of Article 29.5 shall be added, which shall read as follows:

“29.5. Notwithstanding the foregoing, shareholders shall be entitled, if the legal conditions for the distribution of profits are met, to be paid between 30% (thirty percent) and 50% (fifty percent) of the consolidated net profit generated in 2025 (two thousand twenty-five), 2026 (two thousand twenty-six) and 2027 (two thousand twenty-seven), but at least EUR 0.6 (sixty euro cents) per share, as a dividend. The final decision on the payment of dividends, i.e. the use of profit, is made by the General Assembly of the Company, with the prior approval of the Supervisory Board, at the proposal of the Management Board of the Company in accordance with Art. 29 Para. 2 of the Article of Association. In the event that in any of the above business years there is not enough consolidated net profit for the said payment, the amount required for the dividend of EUR 0.6 (sixty euro cents) to be paid will be offset by the required amount from the Company's retained earnings generated in previous periods.”

The former provision of Article 29.6. of the Article of Association of the Company now becomes the provision of Article 29.7. of the Article of Association.

The former provision of Article 29.7. of the Article of Association of the Company now becomes the provision of Article 29.8. of the Article of Association.

The former provision of Article 29.8. of the Article of Association of the Company now becomes the provision of Article 29.9. of the Article of Association.

XVI.

The provision of Article 30.1. of the Article of Association of the Company is amended so that it now reads as follow:

“30.1. The company's information and communications shall be published in accordance with the provisions of the Companies Act and other accompanying regulations, including but not limited to the company's official gazette and/or the company's website. When the

law stipulates that the Company's information and announcements are to be published, they are published on the website where the court register is located, as the Company's official gazette, and other announcements are published on the Company's website. The Management Board may, for a particular case or group of cases, decide that those communications shall also be published in other public media.”

XVII.

In the remaining part, the Article of Association of the Company remains unchanged.

This Decision on Amendments to the Article of Association of the Company shall enter into force upon entry in the court register of the Commercial Court in Osijek.

The Supervisory Board is hereby authorized to determine the consolidated text of the Article of Association in accordance with this Decision on Amendments to the Article of Association.

Ad. 5.

It is resolved:

DECISION ON THE RECALL OF A MEMBER OF THE SUPERVISORY BOARD

- I. Mr. Željko Senjić, Osijek, Ivana Gundulića 72, PIN (OIB): 29284546442 is recalled as a member of the Supervisory Board.
- II. The mandate of the recalled member of the Supervisory Board shall terminate as of the date of adoption of this Decision.

Ad. 6.

Based on the proposal of the Supervisory Board, the following decision is adopted

DECISION ON THE ELECTION OF A MEMBER OF THE SUPERVISORY BOARD

- I. Ante Kušurin, Zagreb, Ulica grada Mainza 17, PIN (OIB): 14983481744 is appointed as a member of the Supervisory Board.
- II. The mandate of the member of the Supervisory Board is determined for a fixed term and shall expire on the date when Shareholder Allianz ZB d.o.o appoints its member of the Supervisory Board in accordance with the provisions of Article 19.4 of the Articles of Association, as amended, provided that such amendments are adopted pursuant to the decision under item 4 of the Agenda.

Rationale of the Proposal and Curriculum Vitae:

Gender: male

Year of birth: 1983

Citizenship: Croatian

Mr. Ante Kušurin is an experienced private equity professional with over fifteen years of investment and leadership experience across the industrials and technology sectors with a proven track record in identifying, executing, and managing strategic investments globally. He is a board member of several portfolio management companies, with deep expertise in operational improvement, growth strategy, and value creation. Today, he is a partner at One Equity Partners where he leads investments in the industrial and technology sectors and a board member at Comau, EthosEnergy, Associated Spring, Siti B&T, Acteon, Amey plc, Infobip and Chairman of the Supervisory Board at Myberg llc. and Kugar Holding d.o.o.

Mr. Kušurin previously served as a member of the supervisory boards of numerous companies: W. W. Williams, Dragonfly Financial Technologies, Rizing, Inertech and Voltyre where he participated in overseeing the strategic development of the companies, supporting management teams in the implementation of strategic initiatives, and improving operational performance. He also worked as an Investment Banking Analyst at NM Rothschild & Sons focusing on the consumer goods and retail sectors, where he supported M&A transactions, financial modeling, and strategic advisory engagements for global clients.

He holds an M.B.A. from the Saïd Business School and an M.Sc. in Geography from the School of Geography and the Environment at the University of Oxford, United Kingdom. He holds a B.B.A. in Finance from the Foster School of Business at the University of Washington.

He possesses extensive expertise in private equity and M&A, strategic investment analysis, portfolio company management, cross-border transactions, board governance, and the industrial and technology sectors. During his professional career, he has gained significant experience in evaluating investment opportunities and overseeing the implementation of strategic business plans across various industrial and technology sectors. This experience enables him to actively contribute to the work of the Supervisory Board, particularly in the areas of strategic guidance of the Company, assessment of investment projects, evaluation of potential acquisitions and partnerships, and supervision of the execution of long-term development strategies. His experience in corporate governance and supervisory roles strengthens the corporate governance framework, enhances decision-making processes, and ensures effective oversight of the Company's management.

Mr. Kušurin has no relationship with Žito Group or with persons associated with Žito Group and is not a shareholder of Žito Inc. In accordance with the prescribed criteria, if elected, he would be considered an independent member of the Supervisory Board. The proposed appointment also contributes to a balanced gender representation on the Board.

Based on the proposal of the Supervisory Board, the following decision is adopted

**DECISION
ON THE ELECTION OF A MEMBER OF THE SUPERVISORY BOARD**

- III. Dr. sc. Vlado Guberac, Osijek, Ulica vrba 20, PIN (OIB): 32229013716 is appointed as a member of the Supervisory Board.
- IV. The mandate of the member of the Supervisory Board is effective from the date of adoption of this Decision and shall continue for four (4) years

Rationale of the Proposal and Curriculum Vitae:

Gender: male

Year of birth: 1965.

Citizenship: Croatian

Vlado Guberac, PhD is a tenured full professor at the Faculty of Agrobiotechnical Sciences of the Josip Juraj Strossmayer University of Osijek. He serves as Vice-Rector for Technology Transfer, Innovation, and Cooperation with the Economy at the University, Vice President of the Croatian Chamber of Agronomists, Chair of the Governing Board of the of the Agricultural Institute Osijek, a member of the Croatian Parliamentary Committee for the Awarding of National Science Prizes and Chairman of the Supervisory Board of Tera Tehnopolis d.o.o. He is the recipient of the 2019 Golden Plaque “Coat of Arms of the City of Osijek“ for science and the 2020 Golden Plaque of Osijek-Baranja County for excellence in science. He has published 85 original scientific and professional works, including university textbooks, a monograph, internal scripts, and papers indexed in the Web of Science (WoS).

Guberac, PhD has previously held the following positions:

- Rector of Josip Juraj Strossmayer University of Osijek (2017-2025)
- Dean of the Faculty of Agriculture in Osijek (2005–2017)
- Chair of the Expert Committee for National Science Awards, Biotechnical Field 2017–2020)
- Member of the Governing Borad of Požega Polytechnic (2016–2021)
- Member of the Regional Scientific Council for Biotechnical Sciences (2013–2017)
- Member of the Main Committee for Biotechnical Sciences (2009–2013)
- Head of the postgraduate doctoral study programme “Plant Breeding and Seed Production” (2006–2017)
- Vice Dean for Education at the Faculty of Agriculture in Osijek (2001–2005)
- Chief Technologist at UPI-RO “Ivanjsko polje,” Bosanski Brod (1989–1992)

He graduated from the Faculty of Agriculture in Osijek in 1989, earned his master’s degree in 1993, and obtained his PhD from the same faculty in 1996. Since 1997, he has held academic titles, progressing from Assistant Professor to Associate Professor (2000), Full Professor (2003), and tenured Full Professor (2007). During his career, he completed specialized training and study visits at prestigious institutions, including the University of Hohenheim, Germany (2005), and BOKU University, Vienna, Austria (2004), as well as specialized programs in Germany at SUET-Saat und Erntetechnik GmbH (1997) and the Institut für Landwirtschaftliche und Bodenkultur (1990).

In his recent scientific and research work, Vlado Guberac, PhD, has focused on wheat genetics and breeding. He led the Ministry of Agriculture VIP project (2016–2018) titled “Enhancing the Competitiveness of Family Farms through the Maximum Utilization of the Genetic Potential of Domestic Wheat Varieties” and collaborated on the VIP project (2012–2014) “Adaptability of Croatian Wheat Varieties under Climate Change Conditions.” He also participated in international bilateral projects in Hungary and Austria (2008–2010), focusing on genetic and phenotypic diversity in wheat breeding and the use of microsatellite markers..

Given the candidate’s many years of experience and recognized expertise in the field of agriculture, which is also one of the Company’s key business activities, it is considered that the candidate possesses the necessary knowledge and competencies for the effective and responsible performance of the duties of a member of the Supervisory Board. Such sector-specific knowledge enables the candidate to

contribute constructively to the discussions and decision-making of the Supervisory Board, particularly in the areas of the Company's strategic business development and oversight of the implementation of its business and investment strategy in the agriculture segment. Furthermore, his understanding of the regulatory and market environment in which the agricultural sector operates can support more effective assessment of operational and market risks, as well as the identification of new business opportunities. His experience and expertise are expected to further enhance the balanced and complementary profile of the Supervisory Board, strengthen the Board's professional competencies, and ensure the effective performance of its supervisory function with respect to the Company's Management Board.

The candidate is a shareholder of the Company; however, his share in the share capital does not reach one twentieth of the Company's share capital and, acting independently or jointly with other shareholders, he cannot exercise a controlling influence over the Company. Accordingly, if elected, he would be considered an independent member of the Supervisory Board. The proposed appointment also contributes to a balanced gender representation on the Board.

Based on the proposal of the Supervisory Board, the following decision is adopted

**DECISION
ON THE ELECTION OF A MEMBER OF THE SUPERVISORY BOARD**

- I. Ivana Turjak-Čehobin, Zagreb, Lanište 1A, PIN (OIB):39510789818 is appointed as a member of the Supervisory Board.
- II. The mandate of the member of the Supervisory Board is effective from the date of adoption of this Decision and shall continue for four (4) years

Rationale of the Proposal and Curriculum Vitae:

Gender: female
Year of birth: 1973.

Citizenship: Croatian

Ivana Turjak-Čehobin is a certified external and internal auditor with extensive experience leading audits of large national and international groups in the non-financial sector. Throughout her career, she has gained significant experience in advisory services in the fields of accounting, finance, sustainability, and corporate governance, as well as in supporting organizations in establishing processes and control mechanisms for both financial and non-financial reporting. She also has experience in conducting external and independent business oversight in support of management boards, supervisory boards and their subcommittees (audit committees), as well as in performing internal audit functions.

Her professional interests also include non-financial reporting and sustainable business practices. In addition to participating in audits of non-financial reports, she has coordinated various initiatives and served as a lecturer and organizer of events on sustainability topics. In recent years, she has been working as a consultant in the fields of accounting and finance and serves as a Director at ITC poslovno savjetovanje LLC., providing advisory services to leading domestic clients and international business groups. She also serves as Deputy Chair of the Supervisory Board in company Autotransport Karlovac d.o.o.

Ivana Turjak-Čebihin previously held the following positions:

- Director in Audit, Deloitte d.o.o. (2016 – 2023, Zagreb)
 - certified auditor and engagement partner on audit engagements for a portfolio of non-financial sector clients
 - quality control partner on larger and/or higher-risk engagements
 - Member of the Audit Department leadership team, responsible for developing the audit function's business in the Croatian market
 - leader of initiatives and lecturer at professional training programs
- Senior Manager in Audit, Deloitte d.o.o. (2015 – 2016, Zagreb)
 - Led complex audit engagements for international groups and large domestic clients
 - Coordinated international audit teams and communicated with management boards and audit committees
- Manager in Audit, Deloitte d.o.o. (2004 – 2015, Zagreb)
 - Led audit engagements and coordinated teams in accordance with International Standards on Auditing
- from Assistant to Project Manager in Audit, Deloitte d.o.o. (1997 – 2004, Zagreb)
- Audit Assistant, Fair & Correct (1996 – 1997, Osijek)

She graduated from the Faculty of Economics and Business at the University of Zagreb, majoring in Finance. She holds a Certified Auditor license obtained from the Croatian Audit Association, as well as a Certified Internal Auditor certificate issued by the Croatian Association of Accountants and Financial Professionals, Internal Auditors Section. She is also a member of the Association of Chartered Certified Accountants (ACCA) and has obtained the ACCA Certificate in Sustainability Finance.

She further enhanced her expertise in managing projects funded by the European Union through the program for EU Project Managers at the Algebra University. She is a member of relevant professional associations, including the Croatian Audit Association, ACCA, the Croatian Chamber of Auditors – Committee for Auditing Standards and Professional Ethics, the Croatian Association of Accountants and Financial Professionals – Internal Auditors Section, and the Croatian Institute of Internal Auditors.

Ivana Turjak-Čebihin has extensive experience in audit, finance, and corporate governance, with strong skills in strategic planning, oversight, team management, and ensuring the quality of financial and non-financial reporting. Her experience in overseeing financial and non-financial reporting, risk assessment, and the establishment of internal control systems can make a significant contribution to the work of the Supervisory Board, particularly in the areas of financial oversight, risk management, and the activities of the Audit Committee. Her communication, negotiation, and organizational abilities, combined with her capacity for risk assessment and independent decision-making, make her well-qualified to effectively serve as a member of the Supervisory Board.

Ivana Turjak-Čebihin has no relationship with Žito Group or with persons associated with Žito Group and is not a shareholder of Žito Inc. In accordance with the prescribed criteria, if elected, she would be considered an independent member of the Supervisory Board. The proposed appointment also contributes to a balanced gender representation on the Board.

Ad. 7.

Based on the proposal of the Management Board and Supervisory Board, the following decision is adopted:

DECISION
ON THE APPROVAL TO ACQUIRE OWN SHARES

By this resolution, the General Assembly authorizes the Management Board of the Company to acquire the Company's own shares, Series ZTOS-R-B, ISIN HRZTOSRB0002, within a period of five (5) years from the date of this resolution of the General Assembly, without further specific approval of the General Assembly, under the following conditions:

1. The maximum number of shares the Company may acquire under this resolution, together with any own shares already held by the Company, shall not exceed 3% (three percent) of the Company's share capital at the time of acquisition.
2. The Management Board is obliged to acquire the Company's own shares on an organized securities market.
3. The price per share must not be more than 10% (ten percent) higher or lower than the average market price of the shares realized during the previous fifteen (15) trading days.
4. The Company is obliged to create the statutory reserves for own shares so that the Company's net assets reported in the financial statements for the last business year, as a result of the acquisition of own shares, do not fall below the amount of share capital and statutory reserves that the Company is required by law or its Articles of Association to maintain and which may not be distributed to shareholders. For this purpose, the share capital should be reduced by any unpaid portion of the capital if such amount is not recognized on the asset side of the statement of financial position.
5. In the financial year in which the Company acquires its own shares, the reserves for those shares must include amounts corresponding to the amounts paid for the acquisition of own shares. These reserves may also include amounts from statutory reserves, if permitted by the Articles of Association, as well as from other profit reserves exceeding any retained losses not covered by the net profit of the year. Reserves for own shares may only be released if the shares are disposed of or cancelled or reduced to the extent they exceed the lower reported value of the own shares.
6. The Management Board must report to the next General Assembly on the reasons and purpose of acquiring the shares, their number and proportion of share capital, and the consideration paid by the Company for such shares.

II.

In implementing this resolution, the Management Board shall, to the extent reasonably possible, ensure that the acquisition of own shares does not result in Mr. Marko Pipunić, Osijek, Ulica Franje Krežme 3, PIN: 36259363127, Marijana Majić Pipunić, Osijek, Ulica Franje Krežme 3, PIN: 57621234908, together with their related persons (including SURIMAR d.o.o., Osijek, Đakovština 3, PIN:

28162934555), directly or indirectly holding more than 75% of the total voting rights in the Company at any time.

The Management Board of the Company may dispose of own shares already held by the Company or acquired pursuant to this resolution of the General Assembly granting authorization to the Management Board to acquire own shares without requiring a separate resolution of the General Assembly.

The Management Board of the Company may dispose of own shares already held by the Company or acquired pursuant to this resolution of the General Assembly granting authorization to the Management Board to acquire own shares outside an organized securities market (for example, within an ESOP program, share option programs, management incentive programs and other disposals of own shares, or as consideration for potential acquisitions of equity interests, stocks, shares or other securities in companies or other legal persons by the Company) without a separate resolution of the General Assembly.

By this resolution, the pre-emptive rights of the existing shareholders to transfer shares to the Company and to acquire the Company's own shares (in connection with the acquisition and disposal of own shares) are fully excluded.

III.

This resolution shall enter into force on the date of its adoption.

III. INVITATION TO SHAREHOLDERS

The Company's share capital amounts to EUR 25,607,675.00 (twenty-five million six hundred seven thousand six hundred seventy-five euros) and is divided into 25,607,675 (twenty-five million six hundred seven thousand six hundred seventy-five) ordinary shares with a nominal value of EUR 1.00 (one euro) each, which are recorded in the computerized system of the Central Depository & Clearing Company Inc. under the ticker ZTOS-R-B.

Voting rights at the General Assembly are exercised according to the nominal value of the shares. Each regular share entitles its holder to one vote.

At the time of convening the General Assembly, the Company holds 247,970 of its own shares, representing 0.97% of the Company's total share capital.

The shareholders of Žito Inc. are hereby invited to attend the General Assembly.

Shareholders entitled to participate in the General Assembly and exercise their voting rights, pursuant to Article 11, paragraph 1 of the Articles of Association, are those who cumulatively meet the following conditions:

- submit their registration to participate by 15 April 2026, i.e., at least 6 (six) days before the General Assembly (excluding the day of receipt by the Company)
- are registered as shareholders with the Central Depository & Clearing Company (CDCC) on the last day of the registration period.

Registrations to participate in the General Assembly must be submitted either by registered post or delivered in person to the Company's registered office (*Đakovština 3, Osijek*), clearly marked: "Registration for the General Assembly".

Shareholders may also exercise their voting rights at the General Assembly through a proxy, in accordance with the provisions of the Companies Act and the Articles of Association of Žito Inc.

A proxy submitting a registration to participate in the General Assembly and/or representing a shareholder must provide a written power of attorney. The proxy may be an individual or a legal entity. The power of attorney must specify the proxy, the shareholder granting the power, the total number of shares or votes held by the shareholder, the authority to participate and vote on behalf of the shareholder at the General Assembly, and the date of issuance and validity period of the power of attorney. Use of the power of attorney form available on the Company's official website (<https://zito.hr/en/investors/corporate-management>) is recommended.

For registration to be considered valid, it must contain, or be accompanied by, the following information and documents:

1) Shareholder – natural person

- full name, residence, PIN (OIB), account no. at CDCC and total number of shares (no. of votes at the General Assembly)

2) Shareholders – legal entities

- company name, registered office and address, PIN (OIB), account number with CDCC, and total number of shares (number of votes at the General Assembly)
- copy of the excerpt from the court register or other relevant register showing the persons authorized to represent the legal entity, issued in the current year
- power of attorney for the proxy representing the legal entity, if the entity is not represented by a person authorized under applicable law

3) Proxies of shareholders

a) Proxy – natural person

- full name, residence, PIN (OIB) of the proxy
- full name/company name, residence/registered office, and PIN (OIB) of the shareholder(s) represented by the proxy, and for each of them the account number with CDCC and the total number of shares (number of votes at the General Assembly)
- attached to the registration are all individual powers of attorney from the shareholders, on the recommended form

b) Proxy – legal entities

- company name, registered office and address, and PIN (OIB) of the proxy
- full name/company name, residence/registered office, and PIN (OIB) of the shareholder(s) represented by the proxy, and for each of them the account number with CDCC and the total number of shares (number of votes at the General Assembly)
- attached to the registration are all individual powers of attorney from the shareholders in writing, and if the shareholder is a legal entity, also a copy of the excerpt from the court register or other relevant register for the current year in which the legal entity is

registered, a certified copy, or other public document showing that the power of attorney was signed by a person authorized under the law to represent the legal entity

For minors and physically incapacitated or partially incapacitated individuals, the registration must be submitted and represented by their legal representative, who must attach the original or a copy, or a certified copy, of the document evidencing their status as the legal representative.

All registrations for participation in the General Assembly, powers of attorney, and supporting documents must be in Croatian. If any document is in a foreign language, it must be accompanied by a translation into Croatian by an authorized court interpreter.

Shareholders, representatives, and proxies who do not comply with the registration requirements or fail to submit the required documents in accordance with this Invitation will not be entitled to participate or vote at the Company's General Assembly.

Pursuant to Article 15.1 of the Articles of Association, shareholders are responsible for their own costs of participating in the General Assembly.

The Invitation to the General Assembly, all documentation to be submitted to the General Assembly, supporting materials for decision-making, the registration form for participation, and the proposed powers of attorney forms are available on the Company's website <https://zito.hr/en/investors/corporate-management> under the category General Assembly, in accordance with Articles 277 and 280a of the Companies Act. Shareholders may also review these documents at the Company's registered office on any business day from 9:00 to 14:00 from the date of this Invitation.

If a quorum is not present at the General Assembly, the next General Assembly will be held with the same agenda at the same location on 30 April 2026, commencing at 11:00 a.m.

Shareholders holding together at least one-twentieth of the Company's share capital may request that a specific item be added to the agenda of the General Assembly and published. Each new agenda item must include an explanation or a proposed resolution. Such requests must be received by the Company at least 24 (twenty-four) days before the General Assembly, excluding the day of receipt. Shareholders' proposals, including their full name, explanation, and, if applicable, the opinion of the Management Board, must be made available to the persons referred to in Article 281(1)–(3) of the Companies Act, provided that the shareholder submits their counterproposal to the Company's registered office at least 14 days before the General Assembly. The day of receipt of the proposal is not included in this period. The proposal will be made available on the Company's website. Failure to exercise this right does not affect the shareholder's entitlement to submit a counterproposal at the General Assembly. Proposals concerning the election of members of the Supervisory Board or the appointment of the Company's auditor do not require an explanation. At the General Assembly, the Management Board must provide any shareholder, upon request, with information about the Company's affairs if necessary for the assessment of agenda items. This obligation also covers the Company's legal and business relationships with affiliated companies, in accordance with Article 287(1) of the Companies Act.

Participants are requested to arrive at the venue of the General Assembly at least one hour before it begins to allow for registration and distribution of participation materials. At registration, shareholders, their proxies, or representatives must present a valid identification document as required by law. Proxies that are legal entities must also provide an excerpt from the court register or other relevant public

document if this was not submitted with the registration for participation. After registration, participants may leave the General Assembly only after notifying the registration desk, until the meeting is concluded.

The public is excluded from the work of the General Assembly.

ŽITO Inc.