



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

Zagreb Stock Exchange Inc.
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Official company website Žito Inc.
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Osijek, May 11, 2026

Subject: Invitation to the 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 19 June 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 <https://zito.hr/en/investors/corporate-management/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) and an Article 10.3. of the Article of Association of ŽITO Inc. 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 8 May 2026 adopted a resolution convening the General Assembly of the Company and hereby publishes this notice convening

GENERAL ASSEMBLY of ŽITO Inc. Osijek

to be held on 19 June 2026 at 11:00 a.m., in Čepin, Ulica Ovčara 3, *Terra Negra* Hall.

Proposed Agenda of the General Assembly:

I. AGENDA

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. Presentation of the Integrated Annual Report of the Management Board of the Company for the financial year 2025, consisting of the Annual Financial Statements of ŽITO Inc. for the financial year 2025, the Consolidated Financial Statements of ŽITO Inc. and its subsidiaries for the financial year 2025, the Auditor's Report, the Report on the status of ŽITO Inc. and of the Company and its subsidiaries for the financial year 2025, together with the submission of the Supervisory Board's Report on the supervision of the management of the Company's affairs during the financial year 2025.
3. Decision on the approval of the Resolution on the allocation of profit for the financial year 2025.
4. Decision on the approval of the Resolution granting discharge to the members of the Management Board of the Company for the 2025 financial year
5. Decision on the approval of the Resolution granting discharge to the members of the Supervisory Board of the Company for the 2025 financial year
6. Decision on the approval of the Resolution on the appointment of the auditor for the financial year 2027.
7. Decision on the approval of the established and audited Remuneration Report of the members of the Management Board and the Supervisory Board for the financial year 2025
8. Decision on the approval of amendments to the Articles of Association
9. Decision on the approval of the Resolution on the amendment to the Resolution of the General Assembly of the Company dated 25 June 2025, appointing BDO Croatia d.o.o., Trg Johna Fitzgeralda Kennedyja 6b, OIB: 76394522236, as the Company's auditor for the financial years 2025 and 2026

Ad.2.

Pursuant to the obligation under Article 280a, paragraph 1, item 2 of the Companies Act, ŽITO Inc. informs its shareholders that, in accordance with Article 300d of the Companies Act, the Management Board and the Supervisory Board of the Company have determined the annual financial statements of the Company and the

consolidated annual financial statements of the Group for the financial year 2025, and that the General Assembly does not adopt any resolution thereon.

The audited financial statements, together with the auditor's report, shall be presented to the General Assembly of the Company as part of the Integrated Annual Report of the Management Board of the Company for the financial year 2025, together with the report on the status of ŽITO Inc. and the Company and its subsidiaries for the financial year 2025, as well as the Supervisory Board's Report on its supervision of the management of the Company's business during the financial year 2025.

No resolution shall be adopted by the General Assembly under this item of the agenda.

Pursuant to the obligation under Article 263, paragraph 3 of the Companies Act, ŽITO Inc. informs its shareholders that the Supervisory Board of the Company has carried out supervision of the management of the Company's business during the financial year 2025.

The Supervisory Board's Report on its supervision of the management of the Company's business during the financial year 2025 shall be presented to the General Assembly.

No resolution shall be adopted by the General Assembly under this item of the agenda.

II. PROPOSAL OF DECISIONS

Ad. 3.

Based on the proposal of the Management Board and the Supervisory Board of the Company, and in accordance with the provisions of Article 220 of the Companies Act, the following is adopted:

Decision

I.

It is determined that the company ŽITO Inc. in the business year ending on 31 December 2025 achieved a net profit of EUR 19,948,802.34.

The amount of net profit from this decision will be used as follows:

- Part of the net profit in the amount of EUR 15,469,420.05 will be used to pay dividend to shareholders, in the amount of EUR 0.61 per share.
- Part of the net profit in the amount of EUR 4,479,382.29 will be distributed to retained earnings

II.

The right to receive the dividend (claim) shall belong to all shareholders of the Company, being the holders of shares recorded in their accounts of dematerialized securities in the computer system of the Central Depository and Clearing Company Inc. as of 26 June 2026 (the date of acquisition of the dividend claim – **record date**).

The date from which the Company's shares will be traded on the regulated market without the right to receive the dividend shall be 25 June 2026 (ex date).

The dividend shall be paid to the Company's shareholders on 3 July 2026 (payment date).

III.

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

Ad. 4.

After the annual financial statements have been presented to the General Assembly, and on the basis of the proposal of the Management Board and the Supervisory Board of the Company, and in accordance with the provisions of Article 280, paragraph 3 in conjunction with Article 276 of the Companies Act, the Resolution on granting discharge to the members of the Management Board of the Company for the financial year 2025 is hereby adopted, reading as follows:

Decision

I.

It is hereby approved that the Management Board of the Company conducted the Company's business during the financial year 2025, and on that basis, discharge is granted to the members of the Management Board of the Company for the financial year 2025.

II.

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

Ad.5.

After the annual financial statements have been presented to the General Assembly, and on the basis of the proposal of the Management Board and the Supervisory Board of the Company, and in accordance with the provisions of Article 280, paragraph 3 in conjunction with Article 276 of the Companies Act, the Resolution on granting discharge to the members of the Supervisory Board of the Company for the financial year 2025 is hereby adopted, reading as follows:

Decision

I.

It is hereby approved that the Supervisory Board supervised the management of the Company during the financial year 2025, and on that basis discharge is granted to the members of the Supervisory Board of the Company for the financial year 2025, namely: Ante Mandić, Željko Senjić, and Marijana Majić Pipunić, for the period from 1 January 2025 to 31 December 2025.

II.

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

Ad. 6.

Based on the proposal of the Supervisory Board and in accordance with the provisions of Article 280, paragraph 3 of the Companies Act, the following is hereby adopted:

Decision

I.

BDO Croatia d.o.o., OIB: 76394522236, with registered office in Zagreb, Trg Johna Fitzgeralda Kennedyja 6b, is hereby appointed as the Company's auditor for the financial year 2027, for the statutory audit of the annual financial statements and for the assurance of the sustainability report.

II.

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

Ad. 7.

Based on of the Remuneration Report on payments made to the members of the Management Board and the Supervisory Board of the Company during the preceding financial year, prepared by the Management Board and the Supervisory Board of the Company and audited by an independent auditor, and in accordance with the provisions of Article 272r of the Companies Act, the following is hereby adopted:

Decision

I.

The audited Remuneration Report on payments made to the members of the Supervisory Board and the members of the Management Board of the Company during the financial year 2025, in the form published as an Annex to the Notice of the General Assembly, together with the auditor's report, which form an integral part of this Resolution, is hereby approved.

II.

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

Ad. 8.

Based on the proposal of the Management Board and the Supervisory Board of the Company, and in accordance with the provisions of Article 275, paragraph 1, item 6 of the Companies Act, the following is hereby adopted:

Decision

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

I.

The provision of Article 5.1. of the Article of Association of the Company is amended and supplemented so that it now reads as follows:

„5.1. In its operations, the Company carries out the activities that constitute its business activities, namely:

01.2 Farming of livestock, poultry and other animals.

01.3 Growing of crops combined with farming of animals (mixed farming).

15 Manufacture of food products and beverages.

45 Construction.

50 Sale, maintenance and repair of motor vehicles

60.24 Freight transport by road.

74.82 Packaging activities.

** International freight transport by road.*

** Wholesale trade in poisons from Group II, Group III and Group IV in the manufacturer's original packaging.*

** Specialised retail sale of seeds and fertilisers.*

55.5 Canteens and catering.

** Purchase and sale of goods, except weapons and ammunition, medicines and poisons.*

** Trade intermediation on the domestic and foreign market.*

** Retail trade in poisons from Group II and Group III.*

** Use and disposal of poisons from Group II and Group III.*

01.1 Growing of crops, garden and ornamental plants.

55.1 Hotels.

55.3 Restaurants.

55.4 Bars.

** Provision of services in nautical, rural (agritourism), health, congress, sports and other forms of tourism; provision of other tourism services*

** Wholesale trade in medicinal products, medicinal supplements and veterinary medicine products*

** Other services in animal husbandry, except veterinary services*

** Hunting, trapping and management of game animals, including related services*

** Architectural activities and engineering, and related technical consultancy, in particular:*

- Preparation of drawings (design of structures/buildings)

- Supervision of construction

- Preparation of drawings for machinery and industrial installations

- Engineering, project management and technical activities

- *Design and execution of projects in the fields of electricity and electronics, mining, chemistry, mechanics/mechanical engineering, industry and security systems*
- *Design of projects for air conditioning, cooling, sanitary control of pollution and acoustics, etc., except urban and spatial planning and design*
- * *Accounting and bookkeeping services*
- * *Recycling of metal waste and scrap*
- * *Recycling of non-metal waste and scrap*
- * *Viticulture*
- * *Trade in chemicals*
- * *Use of chemicals*
- * *Wholesale and retail trade in plant protection products*
- * *Transshipment of cargo and warehousing of goods*
- * *Activities of a beauty salon and salons for manicure, make-up, pedicure, depilation, weight-loss and all other services for the care, maintenance and beautification of the body*
- * *Hairdressing salons and beauty salons*
- * *Activities for the care and maintenance of the body*
- * *Repair, servicing and maintenance of appliances and devices for body care and grooming*
- * *Organisation of seminars, consultations, congresses, training and instruction in the field of a healthy lifestyle*
- * *Sports training*
- * *Sports recreation*
- * *Sports instruction*
- * *Promotion (advertising and publicity)*
- * *Market research and public opinion polling*
- * *Provision of information society services*
- * *Consultancy relating to business and management*
- * *Provision of services via the Internet*
- * *Engineering activities and related technical consultancy*
- * *Consultancy services in the fields of electrical engineering and information technology*
- * *Research and experimental development in the natural, technical and technological sciences*
- * *Optimisation, upgrading and supervision of production processes*
- * *Automation in industry*
- * *Generation of electricity*
- * *Transmission of electricity*
- * *Distribution of electricity*
- * *Supply of electricity*
- * *Organisation of the electricity market*
- * *Generation of electricity for eligible customers*
- * *Supply of energy to eligible customers*
- * *Electricity trading*
- * *Generation of electricity for tariff customers*
- * *Supply of electricity to tariff customers*
- * *Production of thermal energy*
- * *Distribution of thermal energy*
- * *Supply of thermal energy*
- * *Production of biofuels*
- * *Trading, intermediation and representation on the energy market*
- * *Generation of electricity and thermal energy from alternative and renewable energy sources*
- * *Production of control programs for the visualisation of industrial and energy processes*
- * *Generation of electricity and thermal energy from renewable energy sources*
- * *Production, design, installation, repair and maintenance of solar equipment and solar systems*
- * *Production, design, installation, repair and maintenance of equipment for renewable energy systems*
- * *Manufacture of metal structures*
- * *Manufacture, processing and treatment of metals and metal products*
- * *Manufacture of blades, tools and general hardware*
- * *Manufacture of electric motors, generators, transformers, and apparatus for the distribution and control of electricity*
- * *Manufacture of electrical equipment for lighting*
- * *Manufacture of general-purpose machinery*
- * *Manufacture of machinery for agriculture and forestry*
- * *Repair and maintenance of metal products, machinery and equipment*
- * *Manufacture of metals and metal products, such as tools, metal furniture, metal structures, metal locksmith products, and building joinery of metal*
- * *General mechanical works: drilling, milling, bending, straightening, polishing, punching, levelling, sawing, grinding, sharpening, welding, cutting, etc. of metal items, and laser cutting and engraving on metals*
- * *Execution of works on electrical power plants, on insulation and anti-corrosion protection*
- * *Design, manufacture and installation of electrotechnical equipment in industry*
- * *Design and manufacture of control systems for renewable energy plants*

- * *Design and manufacture of control systems for the management and supervision of industrial processes*
- * *Design and preparation of technical documentation for electrical control devices and electric power plants*
- * *Design of intelligent systems in building construction*
- * *Design of information and control systems and programs*
- * *Design, installation and maintenance of technical protection systems for persons and property*
- * *Manufacture of equipment for the distribution and control of electricity*
- * *Manufacture of electronic information displays and panels*
- * *Manufacture of electronic modules and devices*
- * *Manufacture of systems for control and automation in industry and transport*
- * *Management and operation of electric power generation plants*
- * *Energy certification for simple and complex technical systems in buildings*
- * *Maintenance and servicing of plants for the production of electricity and thermal energy*
- * *Safety testing of electrical installations in industry and in buildings*
- * *Preparation of cost-effectiveness analyses and design of industrial and energy systems*
- * *Preparation of investment-related and technological documentation*
- * *Manufacture, repair and maintenance of equipment for the control of industrial processes*
- * *Electrical and IT engineering, and preparation of technical and design documentation*
- * *Project management and technical consultancy in the fields of electrical engineering and information technology*
- * *Consultancy and technical support for the operation of plants for the production of electricity and thermal energy from renewable sources*
- * *Production of seed*
- * *Seed processing*
- * *Packaging, sealing and labelling of seed*
- * *Placing seed on the market*
- * *Activities for the control and eradication of harmful organisms*
- * *Organic production, processing, import and export of organic products*
- * *Processing of organic food*
- * *Professional control over organic production*
- * *Production, processing and preserving of meat and meat products*
- * *Trade in meat and meat products*
- * *Installation, assembly and maintenance (servicing) of installations/facilities for ventilation cooling/air conditioning, water, sewerage, gas and heating*
- * *Commissioning and maintenance of electric power and other industrial plants and equipment*
- * *Construction operation and maintenance of public lighting facilities and equipment*
- * *Professional tasks in the field of advisory activities in agriculture, rural development, fisheries, and the improvement of the management of forests and forest land of forest owners*
- * *Preparation and implementation of investment studies, reports and projects for European Union funds*
- * *Preparation of project feasibility studies*
- * *Provision of advisory services when applying for projects in the European Union*
- * *International freight forwarding*
- * *Transport of goods (freight) by sea and coastal shipping*
- * *River, lake and other water transport*
- * *Supporting and auxiliary transport activities*
- * *International transport of goods by land*
- * *Rail transport services*
- * *Handling the arrival and clearance of aircraft, passengers and baggage, cargo and mail, and provision of other ground handling services*
- * *Activities of other transport agencies*
- * *Carriage of passengers and goods in domestic and international public road transport*
- * *Representation of domestic and foreign companies; consignment and customs warehousing; re-export, finishing and processing of goods*
- * *Maritime agency services: vessel arrival and departure handling; brokering the conclusion of charter parties (fixtures); purchase, sale, construction and repair of vessels; arranging insurance for vessels, cargo and interests; and supply of ship's stores*
- * *International road transport of persons and goods*
- * *Manufacture of prepared animal feedingstuffs*
- * *Manufacture of prepared feedingstuffs for farm animals*
- * *Landscaping and maintenance of gardens and green areas*
- * *Washing and dry-cleaning of textile and fur products“*

II.

The provision of Article 9.2. of the Article of Association of the Company is amended and supplemented so that it now reads as follows:

„9.2. Members of the Management Board and of the Supervisory Board shall take part in the proceedings of the General Assembly. Members of the Supervisory Board may participate in the proceedings of the General Assembly by audio and video transmission if, for justified reasons, they are unable to attend in person (for example due to illness, self-isolation, quarantine, inability to attend due to travel restrictions imposed by the competent authorities or other decisions of the relevant bodies, or for other justified reasons). The Management Board is authorised to permit the proceedings of the General Assembly to be transmitted by audio and video. If the Management Board decides that the proceedings of the General Assembly are to be transmitted by audio and video, this shall be stated in the notice convening the General Assembly. The external auditor must be present at the General Assembly at which the financial statements and sustainability reports are presented. “

III.

The provision of Article 14.1. and 14.2. of the Article of Association of the Company is amended and supplemented so that it now reads as follows:

„14.1. The General Assembly shall be chaired by the Chair of the General Assembly, who is elected by the General Assembly of the Company.

14.2. Before the election of the Chair of the General Assembly, or if for any reason the Chair has not been elected, the meeting of the General Assembly shall be chaired by the Chair of the Supervisory Board and in the event of their absence or inability to act, by the Deputy Chair of the Supervisory Board.“

IV.

The provision of Article 18.2. and 18.3. of the Article of Association of the Company is amended and supplemented so that it now reads as follows:

„18.2. Voting shall be conducted by raising voting cards or by completing ballot papers indicating the number of votes attributable to each shareholder. Votes may be cast "for", "against" or "abstain" for each agenda item. The Management Board is authorised to adopt a decision enabling voting at the General Assembly by means of an electronic voting device

18.3. The Company shall prepare and make available the forms of voting cards or ballot papers, or the electronic voting devices, for the purpose of exercising the right to vote at the General Assembly.“

V.

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 Articles of Association in accordance with this Resolution on amendments to the Company's Articles of Association.

Ad. 9.

Based on the proposal of the Supervisory Board and in accordance with the provisions of Article 280, paragraph 3 of the Companies Act, the following is hereby adopted:

Decision

I.

The Resolution of the General Assembly of the Company dated 25 June 2025, appointing BDO Croatia d.o.o., Trg Johna Fitzgeralda Kennedyja 6b, OIB: 76394522236, as the Company's auditor for the financial years 2025 and 2026, is hereby supplemented so that BDO Croatia d.o.o. is additionally appointed as the auditor of the Company's sustainability report for the financial year 2026.

II.

This Decision 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 247,790 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 12 June 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 26 June 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.

Pursuant to Article 274, paragraphs 2 and 7 of the Companies Act and Article 9.2 of the Company's Articles of Association, by resolution of the Company's Management Board, it is permitted for the proceedings of the Company's General Assembly to be transmitted remotely by audio and video in the event that members of the Company's Supervisory Board are, for justified reasons, unable to attend the General Assembly at its place of holding. In such case, only members of the Company's Supervisory Board may participate in the General Assembly via remote audio and video transmission, with the possibility to communicate with other participants of the General Assembly in real time.

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

ŽITO Inc.

**REMUNERATION REPORT OF THE MEMBERS OF THE SUPERVISORY BOARD
AND THE MANAGEMENT BOARD FOR 2025**

Independent Auditor's Report with Limited Assurance on the Remuneration Report for the Year 2025

To the General Assembly of Žito Inc.

Subject Matter

Pursuant to the provisions of Article 272.r paragraph 3 of the Companies Act and the contract concluded with Žito Inc. (the "Company"), we have performed a limited assurance engagement on the accompanying Remuneration Report for the year ended 31 December 2025 (the "Remuneration Report"), prepared by the Management Board and the Supervisory Board of the Company.

Our limited assurance engagement relates to assessing whether the Remuneration Report contains the information required under Article 272.r paragraphs 1 and 2 of the Companies Act.

Applicable Criteria

The applicable criteria for determining the individuals to be included in the Remuneration Report and the requirements relating to the disclosure of their remuneration are set out in Article 272.r paragraphs 1 and 2 of the Companies Act.

Inherent Limitations

If additional information or data is provided to us, or in the case of misleading oral or written representations or explanations, our findings, interpretations, or conclusions in this limited assurance report may be incomplete or may require additional procedures not included within the scope of this engagement.

The Company's Management Board is responsible for publishing the Remuneration Report on the Company's website in accordance with Article 272.r paragraph 4 of the Companies Act, as well as for the accuracy of the information contained therein. The scope of our work does not include reviewing the above; accordingly, we assume no responsibility for any changes or amendments that may occur in the Remuneration Report or for any differences between the report we issued and the information presented on the Company's website.

Specific Purpose and Restriction on Distribution

This report is intended solely for the Management Board and the Supervisory Board of the Company for the purpose of reporting on the Remuneration Report prepared by the Company for the year ended 31 December 2025 in accordance with Article 272.r of the Companies Act. Based on the procedures performed and described below, this is a limited assurance conclusion report, and it is not intended to constitute, nor does it represent, a legal opinion on compliance with Article 272.r of the Companies Act.

To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the Management Board and the Supervisory Board of the Company for our work, this independent limited assurance report, or the conclusions we have reached.

Independent Auditor's Report with Limited Assurance on the Remuneration Report for the Year 2025 (continued)

Responsibilities of the Management Board and the Supervisory Board

The Management Board and the Supervisory Board of the Company are responsible for:

- preparing the Remuneration Report for 2025 in accordance with the disclosure requirements of Article 272.r paragraphs 1 and 2 of the Companies Act,
- determining the individuals to be included in the Remuneration Report in accordance with Article 272.r paragraph 1 of the Companies Act,
- selecting and applying appropriate remuneration policies, as well as making reasonable judgments and estimates regarding the data disclosed in the Remuneration Report,
- measuring remuneration for the year ended 31 December 2025 in accordance with Article 272.r paragraphs 1 and 2 of the Companies Act, and
- publishing the Remuneration Report on the Company's website in accordance with Article 272.r paragraph 4 of the Companies Act.

The Management Board and the Supervisory Board of the Company are responsible for the design, implementation, and maintenance of internal control systems that reasonably ensure that the information described above is free from material misstatement, whether due to fraud or error. In addition, they are responsible for ensuring the completeness and accuracy of the documentation provided to us.

Our Responsibility

Our responsibility is to issue a report on the Remuneration Report in accordance with the requirements of Article 272.r paragraph 3 of the Companies Act. We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) - Assurance Engagements Other Than Audits or Reviews of Historical Financial Information. We apply International Standard on Quality Control 1 (ISQC 1) and, accordingly, maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements and professional standards, as well as applicable legal and regulatory requirements.

Applicable Quality Management Requirements

We apply International Standard on Quality Management 1 (ISQM 1) and, accordingly, ensure the design, implementation, and operation of a system of quality management, including policies and procedures relating to compliance with ethical requirements and professional standards, as well as applicable legal and regulatory requirements.

Compliance with Independence and Other Ethical Requirements

We have complied with the independence requirements and other ethical requirements of the International Code of Ethics for Professional Accountants, including the International Independence Standards issued by the International Ethics Standards Board for Accountants (IESBA), which are based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Independent Auditor's Report with Limited Assurance on the Remuneration Report for the Year 2025 (continued)

Summary of Work Performed

In relation to the subject matter, we performed the following procedures:

- made inquiries of members of the Management Board, the Supervisory Board, and other personnel of the Company in order to gain an understanding of remuneration policies and the process of preparing the Remuneration Report;
- obtained from the Company a list of all members of the Management Board and the Supervisory Board during 2025 and verified whether their remuneration was disclosed in the Remuneration Report;
- reconciled the remuneration data presented in the Remuneration Report with the Company's accounting records (general ledger and sub-ledgers) for the year ended 31 December 2025;
- reviewed, on a sample basis, relevant Company documentation (contracts and payments) relating to the remuneration data presented in the Remuneration Report; and
- verified whether the Remuneration Report contains all information required by Article 272.r paragraphs 1 and 2 of the Companies Act.

The nature and extent of our procedures were determined based on our risk assessment and professional judgment in order to express a limited assurance conclusion.

The scope of a limited assurance engagement is substantially less than that of a reasonable assurance engagement with respect to risk assessment procedures, including obtaining an understanding of internal control and the procedures performed in response to assessed risks.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Limited Assurance Conclusion

Based on the work performed and the evidence obtained, nothing has come to our attention that would cause us to believe that the Remuneration Report for the year ended 31 December 2025 is not, in all material respects, prepared in accordance with the requirements set out in Article 272.r paragraphs 1 and 2 of the Companies Act.

In Zagreb, 29 April 2026

BDO Croatia d.o.o.
Radnička cesta 180
10000 Zagreb

Hrvoje Stipičić, President of the
Management Board

Vedrana Stipičić, Certified Auditor

For signature, please refer to the original Croatian document, which prevails.

Appendix 1: Remuneration Report of the Members of the Management Board and the Supervisory Board for the Year 2025

Pursuant to the provisions of Article 272.r of the Companies Act (Official Gazette Nos. 111/93, 34/99, 121/99, 52/00, 118/03, 107/07, 146/08, 137/09, 125/11, 152/11, 111/12, 68/13, 110/15, 40/19, 34/22, 114/22, 18/23, 130/23 and 136/24) and the relevant provisions of the Corporate Governance Code of the Zagreb Stock Exchange and the Croatian Financial Services Supervisory Agency, the Management Board and the Supervisory Board of Žito Inc. hereby submit to the General Assembly the following:

REMUNERATION REPORT OF THE MEMBERS OF THE SUPERVISORY BOARD AND THE MANAGEMENT BOARD FOR 2025

1. Introduction

Žito Inc. (hereinafter the “Company”), together with its related companies (the Žito Group), is one of the leading agri-food groups in Slavonia, whose operations comprise four key activities: crop production, livestock farming, industrial production, trade, and silo operations. The business model is based on the principles of vertical integration, which link production processes and ensure traceability, i.e. the monitoring and control of the entire production, in order to ensure the high quality of the final products.

The bodies of the Company are the General Assembly, the Supervisory Board and the Management Board, as set out in the Articles of Association of the Company. Following the successful completion of the Initial Public Offering (IPO) process, the Company met the conditions for admission to the Official Market of the Zagreb Stock Exchange, with the first trading day on 28 July 2025.

The Remuneration Report contains information on all remuneration paid by the Company or any other company within the Group, or for which an obligation to pay has been undertaken, to current and former members of the Supervisory Board and the Management Board during the past financial year. In accordance with Article 276.a of the Companies Act, at the General Assembly of the Company held on 22 April 2026 the Remuneration Policy of the Company was adopted. The fundamental objective of the Policy is to ensure a balanced, sustainable, proportionate and transparent remuneration system, while at the same time achieving a high level of accountability and effectiveness in the management of the Company. The Policy has been designed to create competitive remuneration conditions so that the Company is able to attract, retain and motivate the most qualified and most capable individuals, with the appropriate knowledge, experience and integrity to lead the business, in particular in the context of the complexity of the market and regulatory environment in which the Company operates. The Remuneration Policy enters into force on 22 April 2026, and the report for 2026 will describe its application.

2. Remuneration of the members of the Supervisory Board

In accordance with the Articles of Association of the Company, the Supervisory Board consists of up to seven members elected by the General Assembly of the Company, for a term of office of four years. As at 31 December 2025, the Supervisory Board consisted of three members: Ante Mandić (Chairman of the Supervisory Board), Željko Senjić (Deputy Chairman of the Supervisory Board) and Marijana Majić Pipunić (member of the Supervisory Board). The term of office of all members of the Supervisory Board commenced on 12 December 2024.

Željko Senjić and Marijana Majić Pipunić are employed by the Company; accordingly, their individual entitlement to remuneration is set out in their employment contracts. Ante Mandić is not employed by the Company and did not receive any form of remuneration for membership in the Supervisory Board of the Company in 2025.

In order to preserve their independence and full objectivity, the remuneration of the members of the Supervisory Board does not depend on the results of the Company and does not include a variable component of remuneration.

Annual remuneration of the members of the Supervisory Board in 2025 (EUR):

Name and surname	Fixed remuneration	%	Other remuneration	%	Total	%
Ante Mandić	0.00	-	0.00	-	0.00	-
Željko Senjić	32,969.01	91.41%	3,100.00	8.59%	36,069.01	100%
Marijana Majić Pipunić	49,791.39	94.14%	3,100.00	5.86%	52,891.39	100%
Total	82,760.40	93.03%	6,200.00	6.97%	88,960.40	100%

The fixed component of remuneration shows the gross II salary of all members of the Supervisory Board, expressed on an annual basis. Other remuneration relates to the Easter bonus, Christmas bonus, non-taxable bonus, meal allowance and child gift.

The members of the Supervisory Board are not entitled to share-based payments from the Company or its related companies, nor to severance pay.

The Company has not granted any loans, advances or guarantees to the members of the Supervisory Board.

Apart from the above, the Company and its related companies have not made any other payments to the members of the Supervisory Board.

3. Remuneration of the members of the Management Board

Pursuant to the Articles of Association of the Company, the Management Board consists of one to five members, and if it consists of more than one member, one of them is appointed President of the Management Board. The members of the Management Board are appointed by the Supervisory Board for a term of office of up to four years, with the possibility of reappointment. As at 31 December 2025, the Management Board consisted of four members: Marko Pipunić (President of the Management Board), Mato Božić (member of the Management Board), Jozo Ljubičić (member of the Management Board) and Josip Bičvić (member of the Management Board). The term of office of all members of the Management Board commenced on 12 December 2024.

Marko Pipunić and Jozo Ljubičić are employed by the Company, while Mato Božić (Novi Agrar d.o.o.) and Josip Bičvić (Tvornica ulja Čepin d.d.) are employed by companies within the Žito Group. Their individual entitlement to remuneration is set out in their employment contracts.

Annual remuneration of the members of the Management Board in 2025 (EUR):

Name and surname	Fixed remuneration	%	Other remuneration	%	Total	%
Marko Pipunić	106,030.85	97.16%	3,100.00	2.84%	109,130.85	100%
Mato Božić	98,878.76	96.96%	3,100.00	3.04%	101,978.76	100%
Jozo Ljubičić	99,083.09	96.97%	3,100.00	3.03%	102,183.09	100%
Josip Bičvić	102,223.44	96.80%	3,380.00	3.20%	105,603.44	100%
Total	406,216.14	96.97%	12,680.00	3.03%	418,896.14	100%

The fixed component of remuneration shows the gross II salary of all members of the Management Board, expressed on an annual basis. Other remuneration relates to the Easter bonus, Christmas bonus, non-taxable bonus, meal allowance and child gift.

The members of the Management Board are not entitled to share-based payments from the Company or its related companies.

The Company has not granted any loans, advances or guarantees to the members of the Management Board, nor has it requested the recovery of any variable component, as none has been awarded.

The Company has not undertaken to pay any remuneration to any member of the Management Board in the event of early termination of membership in the Management Board or in the event of ordinary termination of membership in the Management Board.

Apart from the above, the Company and its related companies have not made any other payments to the members of the Management Board.

4. Comparative overview of the trend of total revenue, profit and employee remuneration

Below is the annual remuneration paid to all employees, in the gross II amount, including the fixed and variable components of salary, as well as all other payments related to the employment status of employees, divided by the average number of employees expressed in Full Time Equivalent (FTE). The variable component of salary refers to all non-taxable benefits, including the Christmas bonus, Easter bonus, meal allowance, non-taxable bonus, child gift, transport to work allowance, business travel allowance, newborn child support and the like. Excluded from this calculation are the remuneration paid to members of the Management Board throughout the entire period under review and to the members of the Supervisory Board for 2025.

The average gross annual remuneration of the members of the Management Board also takes into account all fixed and variable components of salary and all other remuneration paid during the said period. During the period under review, in addition to the gross II salary, the members of the Management Board received additional remuneration: the Easter bonus, Christmas bonus, non-taxable bonuses, meal allowance and child gift.

Revenue, profit and average annual remuneration for the Žito Group:

Year	Total revenue (000 EUR)*	Net profit (000 EUR)	Average gross remuneration per employee (EUR)	Average gross remuneration of Management Board members (EUR)
2021	341,820	26,943	19,905	60,364
2022	431,786	20,726	25,709	68,429
2023	375,741	47,549	25,475	75,417
2024	359,860	34,459	27,704	69,441
2025	369,082	35,743	28,563	104,724

*Total revenue includes financial revenue

Total revenue and net profit are presented on a consolidated basis, including the parent company Žito Inc. and all subsidiaries that make up the Žito Group.

5. Conclusion

This Remuneration Report of the members of the Supervisory Board and the Management Board of Žito Inc. for 2025, together with the auditor's report on the examination of the Remuneration Report, will be submitted by the Management Board and the Supervisory Board of Žito Inc., in accordance with Article 276.a of the Companies Act, for consideration by the General Assembly of Žito Inc. After the General Assembly has approved the said reports, Žito Inc. will publish them and make them available free of charge on its website for a period of 10 years from the date on which they were submitted to the General Assembly for consideration.

In Osijek, 29 April 2026

Marko Pipunić
President of the Management Board

Ante Mandić
Chairman of the Supervisory Board

For signature, please refer to the original Croatian document, which prevails.