

AD Plastik d.d.

Joint-stock company
for automotive plastic components manufacturing
HR 21210 Solin, Matoševa 8 • www.adplastik.hr
tel.: +385 (0) 21 206 444 • fax: +385 (0) 21 206 599

**Disclosure of regulated information**

Security: ADPL / ISIN: HRADPLRA0006

LEI: 549300NFX18SRZHNT751

Home Member State: Croatia

Quotation: Zagreb Stock Exchange, Prime Market

Solin, June 8, 2026

Notice of the General Assembly

Pursuant to the provisions of the Capital Market Act and the Rules of the Zagreb Stock Exchange, we hereby publish the Notice of the General Assembly that will be held on July 16, 2026, starting at 12 o'clock at the company headquarters premises in Solin.

The Notice, including the agenda and the proposed resolutions, is attached to this announcement.

Based on the Article 277 of the Companies Act (Official Gazette 111/93, 34/99, 52/00, 118/03, 137/09, 152/11, 111/12, 144/12, 68/13, 110/15, 40/19, 114/2022, 18/2023, 130/2023 and 136/2024) and the Article 32 of the Charter of AD Plastik d.d., the Management Board of AD Plastik d.d., OIB: 48351740621, MBS: 060007090, on June 3, 2026, made a resolution to

C O N V E N E
the ordinary General Assembly of AD Plastik d.d.

I The General Assembly shall be held on **July 16, 2026 (Thursday)**, at 12 o'clock in the Company Headquarters in Solin, Matoševa 8, according to the following

A g e n d a

- establishing the list of participants in the General Assembly

1. Annual Financial Statements of AD Plastik d.d. and Consolidated Annual Financial Statements of AD Plastik Group for 2025, Annual Report on the status of AD Plastik Group for 2025, and Report by the Supervisory Board on the performed supervision over the management of the business of AD Plastik Group for 2025
2. Resolution on granting discharge to the members of the Management Board for their performance in 2025
3. Resolution on granting discharge to the members of the Supervisory Board for their performance in 2025
4. Resolution on the appointment of the auditor for 2027 and determination of the auditor's remuneration
5. Resolution on the allocation of profit for 2025
6. Resolution on dividend payment
7. Resolution on approval of the Remuneration Report of Management and Supervisory Board Members for 2025
8. Resolution on the election of one member of the Supervisory Board of AD Plastik d.d.
9. Resolution on amendments to the Rules of Procedure of the General Assembly of AD Plastik d.d.

II Proposed resolutions:

The Management Board and the Supervisory Board have proposed, except for the Items 4 and 8, and the Supervisory Board for Items 4 and 8, the adoption of the following resolutions:

Ad 2 The Resolution on granting discharge to the members of the Management Board for their performance in 2025 has been adopted as follows:

I. It is established that during 2025 the Management Board of AD Plastik d.d. comprised:

1. Marinko Došen, President of the Management Board, from January 1, 2025, to July 21, 2025,
2. Katija Klepo, Deputy President of the Management Board, from June 30, 2025, to July 21, 2025, and President of the Management Board from July 22, 2025, to December 31, 2025,
3. Mladen Peroš, Member of the Management Board, from January 1, 2025, to December 31, 2025,
4. Josip Divić, Member of the Management Board, from January 1, 2025, to July 21, 2025,
5. Goran Soko, Member of the Management Board, from July 22, 2025, to December 31, 2025.

II. Discharge is granted for 2025 to Katija Klepo, Member and President of the Management Board, and to Mladen Peroš and Goran Soko, Members of the Management Board.

III. Discharge is not granted for 2025 to Marinko Došen, President of the Management Board, and to Josip Divić, Member of the Management Board.

Ad 3 The Resolution on granting discharge to the members of the Supervisory Board for their performance in 2025 has been adopted as follows:

I. It is established that during 2025 the Supervisory Board of AD Plastik d.d. comprised:

1. Ivica Tolić, President of the Supervisory Board, from January 1, 2025, to April 30, 2025, and thereafter Member of the Supervisory Board until December 31, 2025,
2. Katija Klepo, Member of the Supervisory Board, from January 1, 2025, to April 30, 2025, and thereafter President of the Supervisory Board until June 17, 2025,
3. Ana Luketin, Member of the Supervisory Board, from June 17, 2025, to June 30, 2025, and thereafter President of the Supervisory Board until December 31, 2025,
4. Bože Plazibat, Deputy President of the Supervisory Board, from January 1, 2025, to December 31, 2025,
5. Ivka Bogdan, Member of the Supervisory Board, from January 1, 2025, to December 31, 2025,
6. Alina Viktorovna Koretskaya, Member of the Supervisory Board, from January 1, 2025, to December 31, 2025,
7. Igor Anatolyevich Solomatin, Member of the Supervisory Board, from January 1, 2025, to December 31, 2025,
8. Andjelka Čulo, Member of the Supervisory Board, from January 1, 2025, to December 31, 2025.

II. Discharge is granted for 2025 to Katija Klepo and Ana Luketin, Members and Presidents of the Supervisory Board, and to Ivka Bogdan, Alina Viktorovna Koretskaya, Igor Anatolyevich Solomatin and Andjelka Čulo, Members of the Supervisory Board.

III. Discharge is not granted for 2025 to Ivica Tolić, Member and President of the Supervisory Board, and to Bože Plazibat, Member of the Supervisory Board.

Ad 4 The Resolution on the appointment of the auditor for 2027 and determination of the auditor's remuneration has been adopted as follows:

- I. The company KPMG Croatia, d.o.o., OIB: 20963249418, Zagreb, Ivana Lučića 2/a has been appointed as the auditor of the annual reports of AD Plastik d.d. for the year 2027.
- II. Remuneration for the work of the auditor for 2027 shall be established by a special Contract between the Company and the auditor, in accordance with the valid Audit Act (Official Gazette No 127/17, 27/24, 85/2024, 145/2024, 151/2025).

Ad 5 The Resolution on the allocation of profit for 2025 has been adopted as follows:

The profit of AD Plastik d.d. (hereinafter: the Company) for 2025, after taxation, amounts to EUR 5,415,049 and shall be allocated as follows:

- EUR 3,359,667.20 for dividend payment,
- the remaining amount shall be allocated to retained earnings.

The calculated dividend amount attributable to the Company's treasury shares, as determined on the date relevant for acquiring the right to dividend payment, shall be allocated to retained earnings.

Ad 6 The Resolution on dividend payment has been adopted as follows:

- I. Shareholders of AD Plastik d.d. (hereinafter: the Company) who are registered as holders of ADPL shares in the depository of the Central Depository & Clearing Company Inc. (SKDD) on July 23, 2026 (record date) shall acquire the right to dividend payment from the Company's profit for 2025 in the amount of EUR 0.80 per share.

- II. The date on which the Company's shares will commence trading without the right to dividend payment (ex-date) shall be July 22, 2026.
- III. Dividend payment claims shall become due on July 28, 2026 (payment date).
- IV. The Management Board of the Company is instructed to publish this Resolution on the Zagreb Stock Exchange without delay following the General Assembly meeting.
- V. This Resolution shall enter into force on the date of its adoption.

Ad 7 The Resolution on approval of the Remuneration Report of Management and Supervisory Board Members for 2025 has been adopted as follows:

The audited Remuneration Report of Management and Supervisory Board Members for 2025 has been approved in the text published as Annex 1 to the Notice of the General Assembly, together with the auditor's report, which form an integral part of this Resolution.

Ad 8. The Resolution on the election of one member of the Supervisory Board of AD Plastik d.d. has been adopted as follows:

Article 1

The following person is elected as a member of the Supervisory Board of AD Plastik d. d.:
Ms. Ivka Bogdan, OIB: 18119263619, Economist, from Split, Vrh Visoke 81A

Article 2

The term of office of the elected member of the Supervisory Board starts on February 1, 2027, and lasts for 4 (four) years.

Ad 9. The Resolution on amendments to the Rules of Procedure of the General Assembly of AD Plastik d.d. has been adopted as follows:

Article 1

In the Rules of Procedure of the General Assembly of AD Plastik d.d. (consolidated text comprising the Rules of Procedure adopted on July 14, 2011 and the amendments thereto adopted on July 18, 2013 and July 20, 2023, hereinafter: the Rules of Procedure), Article 2 shall be amended to read as follows:

"The General Assembly shall ordinarily be held at the Company's registered office. The Management Board may decide that the General Assembly be held at another venue, provided that such decision does not restrict shareholders' rights to participate."

Article 2

Article 5 shall be amended to read as follows:

"The General Assembly shall be convened upon the request of shareholders holding, in aggregate, at least 5% of the Company's share capital, provided that such shareholders state the purpose and reasons for convening the General Assembly.

The request for convening the General Assembly shall be submitted to the Management Board of the Company in writing. The Management Board shall be obliged to convene the General Assembly within a reasonable period and no later than 60 days from the date of receipt of a duly submitted request."

Article 3

In Article 7, paragraph 1, the following indent shall be deleted:

"– information on the public notaries referred to in Article 36 of the Company's Charter through whom

shareholders may register their participation in the General Assembly, namely: the public notary's name and surname, official office address, telephone number, fax number and e-mail address,"

and a new indent shall be added at the end of the paragraph reading as follows:

"– where shareholders participate in the General Assembly by electronic communication, the notice convening the General Assembly shall specifically indicate the manner in which shareholders may participate in its proceedings. If participation in the General Assembly is possible exclusively by electronic communication, shareholders shall be expressly informed thereof in the notice."

Article 4

In Article 8, paragraph 1 shall be amended to read as follows:

"The Company's Management Board shall, at least 21 days prior to the date of the General Assembly, communicate the notice convening the General Assembly to intermediaries holding the Company's shares in custody, to shareholders' associations that exercised voting rights at the most recent General Assembly, and to intermediaries or shareholders' associations that have requested to receive such notices. The day on which the notice is communicated shall not be included in this period. Where the agenda of the General Assembly has been amended in accordance with Article 278, paragraph 2 of the Companies Act, the Company's Management Board shall also communicate the amended agenda of the General Assembly."

Article 5

In Article 11, paragraph 2, the words: "at least 30 days", shall be replaced by the word "at least 24 days".

Article 6

In Article 12, paragraph 1, the words: "credit institutions or financial institutions" shall be replaced by the word "intermediaries", and the following sentence shall be added at the end of the final paragraph:

"If there are several proposals submitted by shareholders for the election of members of the Supervisory Board, each individually supported by at least 10% of the share capital represented at the General Assembly, priority in voting shall be given to the proposal of the shareholder holding the larger share in the share capital represented at the General Assembly, and if such shares are equal, priority shall be given to the proposal of the shareholder first received by the Company, followed thereafter by the remaining proposals in the order in which they were received."

Article 7

In Article 13, paragraph 1 shall be deleted and replaced by new paragraphs 1 and 2 reading as follows:

"Only those shareholders who notify the Company of their intention to participate in the General Assembly no later than six days prior to the date of the General Assembly, by submitting a written notice to the address specified in the notice convening the General Assembly, shall be entitled to participate in the General Assembly and exercise their voting rights.

Eligibility to participate in the General Assembly shall be determined on the basis of the status recorded in the central depository of dematerialized securities maintained by the Central Depository & Clearing Company Inc. (SKDD) as of the last day for registration for participation in the General Assembly."

The previous paragraph 2 shall become paragraph 3.

Article 8

In Article 18, the following sentence shall be added at the end of paragraph 3:

"The list shall also be made available, through such means of communication, to shareholders participating in the General Assembly by electronic communication."

Article 9

The following new paragraph shall be added at the end of Article 27:

"If other appropriate voting tools are used during voting (electronic devices and similar), the Presiding Officer of the General Assembly shall inform the participants present at the General Assembly of the manner in which such tools are to be used."

Article 10

A new Section XII and Article 41 shall be inserted after Article 40 and shall read as follows:

"XII PARTICIPATION OF SHAREHOLDERS IN THE GENERAL ASSEMBLY BY CORRESPONDENCE OR ELECTRONIC COMMUNICATION

Article 41

The Management Board of the Company shall be authorized to adopt a resolution permitting the proceedings of the General Assembly to be transmitted by audio and video means.

The Management Board of the Company shall be authorized to adopt a resolution enabling shareholders to participate in the proceedings of the General Assembly and exercise their rights at the General Assembly by electronic communication, either in person or through a proxy, even when they are not physically present at the venue where the General Assembly is held (hybrid General Assembly).

The Management Board of the Company shall be authorized to adopt a resolution providing that the General Assembly shall be held exclusively by electronic communication and that shareholders may participate in the proceedings of the General Assembly and exercise their rights thereat solely by electronic communication, either in person or through a proxy (virtual General Assembly).

The use of electronic communication for the purposes of a hybrid or virtual General Assembly referred to in the preceding paragraphs shall be permitted only if the following conditions are met:

1. the entire General Assembly is transmitted by audio and video,
2. two-way real-time video communication is provided, enabling shareholders to address the General Assembly from the location at which they are present during its proceedings,
3. shareholders are enabled to vote electronically from the location at which they are present during the General Assembly,
4. shareholder identification, the security of electronic communication and the integrity of declarations of intent made through electronic communication are ensured, except where otherwise permitted under the Companies Act.

The Management Board of the Company shall be authorized to adopt a resolution enabling shareholders who do not participate in the proceedings of the General Assembly to cast their votes in writing or by electronic communication (voting by correspondence) after the notice convening the General Assembly has been published and prior to its holding, in which case the Company shall implement appropriate measures to ensure the identification of shareholders casting votes by correspondence. A shareholder who, after casting a vote by correspondence, participates in the proceedings of the General Assembly shall not be bound by the previously cast vote by correspondence and shall be entitled to participate in the decision-making process at the General Assembly.

Where voting rights are exercised by electronic communication in accordance with the foregoing paragraphs, the Company shall confirm receipt of the electronically cast vote to the person who cast it, in the manner prescribed by Article 274, paragraph 6 of the Companies Act."

Article 11

The previous Section XII and Article 41 shall become Section XIII and Article 42.

Article 12

The Supervisory Board is authorised to determine and issue the consolidated text of the Rules of Procedure.

Article 13

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

III Explanation of the proposed resolutions of the General Assembly:

Ad 1 Pursuant to Article 280a, paragraph 1, item 2 of the Companies Act, shareholders are hereby informed that, in accordance with Article 300d of the Companies Act and Article 26 of the Company's Charter, the Management Board and the Supervisory Board have determined the audited Annual Financial Statements of AD Plastik d.d. and the Consolidated Annual Financial Statements of AD Plastik Group for 2025 and, therefore, the General Assembly shall not adopt a resolution thereon. The Supervisory Board has also accepted the Annual Report on the status of AD Plastik Group for 2025 and adopted the Report on the performed supervision over management of business of AD Plastik Group for 2025.

The aforementioned audited annual financial statements, together with the Annual Report on the status of AD Plastik Group for 2025 and the Report of the Supervisory Board on the performed supervision over management of business of AD Plastik Group for 2025, shall be submitted to the General Assembly, which shall not adopt a resolution under this agenda item.

Ad 2 Pursuant to Article 280, paragraph 3 of the Companies Act, the Management Board and the Supervisory Board propose that the General Assembly adopt a resolution granting discharge for 2025 to Katija Klepo, Member and President of the Management Board, and to Mladen Peroš and Goran Soko, Members of the Management Board, while proposing that discharge for 2025 not be granted to Marinko Došen, President of the Management Board, and Josip Divić, Member of the Management Board.

Ad 3 Pursuant to Article 280, paragraph 3 of the Companies Act, the Management Board and the Supervisory Board propose that the General Assembly adopt a resolution granting discharge for 2025 to Katija Klepo and Ana Luketin, Members and Presidents of the Supervisory Board, and to Ivka Bogdan, Alina Viktorovna Koretskaya, Igor Anatolyevich Solomatin and Andjelka Čulo, Members of the Supervisory Board, while proposing that discharge for 2025 not be granted to Ivica Tolić and Bože Plazibat, Members of the Supervisory Board.

Ad 4 Pursuant to Article 280, paragraph 3 of the Companies Act, and adopting the recommendation of the Audit Committee of the Company dated May 29, 2026, the Supervisory Board proposes that the General Assembly adopt a resolution appointing the company KPMG Croatia d.o.o., OIB: 20963249418, Zagreb, Ivana Lučića 2/a as the auditor of the annual reports of the Company for the business year 2027.

Ad 5 The Management Board and the Supervisory Board propose that the General Assembly adopt a resolution by which the Company's net profit generated in 2025 in the amount of EUR 5,415,049 shall be used partly to pay dividends to the shareholders in the amount of EUR 3,359,667.20, while the remaining amount shall be allocated to retained earnings.

The calculated dividend amount attributable to the Company's treasury shares, as determined on the date relevant for acquiring the right to dividend payment, that is on July 23, 2026, shall be allocated to retained earnings.

Ad 6 The Management Board and the Supervisory Board propose that the General Assembly adopt a resolution pursuant to which a dividend from the profit generated in 2025, in the amount of EUR 0.80 per share, shall be paid to shareholders who are registered as holders of the Company's shares in the depository of the Central Depository and Clearing Company on July 23, 2026. The dividend shall be paid on July 28, 2026.

Ad 7 Pursuant to Article 272r of the Companies Act, the Management Board and the Supervisory Board have prepared the Remuneration Report of Management and Supervisory Board Members paid during the previous year and forwarded it to the auditor for examination in accordance with the Act. Auditor of annual financial statements, company KPMG Croatia d.o.o., has examined the Report and issued its opinion on the compliance of the Report with the requirements specified in Article 272r paragraphs 1 and 2 of the Companies Act. The Remuneration Report, together with the Auditor's Report, has been published as Annex 1 to the Notice of this General Assembly.

Ad 8 Pursuant to Article 280, paragraph 3 of the Companies Act, the Supervisory Board proposes to the General Assembly the re-election of the member of the Supervisory Board of AD Plastik d.d., Ms. Ivka Bogdan, with the beginning of the term of office on February 1, 2027, ie after the expiration of her current term of office.

Ms. Ivka Bogdan is an economist with many years of business and managerial experience in the field of economic affairs, corporate finance, controlling, and internal audit. The expert and professional competencies of this candidate, as well as her high moral integrity, have been significantly contributing to the achievement of guidelines and standards of expertise, adequacy, and diversity established by the Profile of the Supervisory Board of the Company.

During the previous term, the appointed candidate regularly attended meetings of the Supervisory Board and its committees, and actively participated in their work, because of which the Supervisory Board during the evaluation of its work positively assessed her competencies to perform tasks which, in accordance with the law, fall under the competence of the Supervisory Board and its committees, and concluded that the appointee has contributed significantly to their work.

Ms. Ivka Bogdan is not a member of supervisory or management boards in other companies and other supervisory bodies in the country and abroad. The candidate is independent within the meaning of Article 255, paragraph 6 of the Companies Act.

The re-election of Ms. Ivka Bogdan as member of the Company's Supervisory Board will not compromise the established balanced representation of women and men, taking into account the total number of members of the Company's Management Board and Supervisory Board, within the meaning of Article 272.s, paragraph 2 of the Companies Act.

The curricula vitae of the aforementioned candidate, which provides more detailed information on her skills, knowledge, education, and experience enabling her to effectively perform the role of a Supervisory Board member, is published on the Company's website at www.adplastik.hr.

Ad 9 The Management Board and the Supervisory Board propose to the General Assembly amendments to the Rules of Procedure of the General Assembly (hereinafter: Rules of Procedure) in order to align, or update, certain provisions of the Rules of Procedure with the latest amendments to the Company's Charter adopted at the Extraordinary General Assembly of Shareholders on March 27, 2026, and entered in the court register on April 24, 2026, as well as with the applicable provisions of the Companies Act relating to the convening and operation of the General Assembly.

IV In case the General Assembly is not held on July 16, 2026, because of lack of quorum or for other reasons, the next meeting of the General Assembly shall be held on the same day at 15,00 o'clock at the same place, and with the same agenda as stated in this Notice.

V TOTAL NUMBER OF SHARES AND VOTING RIGHTS AT THE TIME OF CONVENING THE GENERAL ASSEMBLY:

The share capital of the Company is divided into a total of 4,199,584 ordinary registered shares, each of them in the nominal amount of EUR 13.00.

Each ordinary share gives the right to one vote at the General Assembly, except for the own (treasury) shares of the Company, i.e. the shares without voting right, which the Company had 32,968 at the time of the convening of the General Assembly. The total number of shares with voting right at the time of convening the General Assembly amounted to 4,166,616.

VI REQUIREMENTS FOR SHAREHOLDERS' PARTICIPATION IN THE GENERAL ASSEMBLY AND EXERCISE OF VOTING RIGHTS:

Only shareholders who have registered their participation in the General Assembly no later than six days before the General Assembly, i.e. no later than July 9, 2026 (Thursday), in advance and in writing to the address of the Company's registered office: AD Plastik d.d., 21210 Solin, Matoševa 8, are entitled to participate and exercise their voting rights at the General Assembly.

A shareholder of the Company with the right to participate in the General Assembly is a legal or natural person who is registered as a shareholder of the Company in the depository of the Central Depository & Clearing Company d.d., Zagreb, on the last day for registration of participation in the General Assembly, i.e. on July 9, 2026.

The use of the registration forms for participation in the General Assembly is recommended. The forms may be obtained with the Legal Department at the Company registered office and are also available on the website of the Company: www.adplastik.hr.

VII PROCEDURE FOR VOTING BY PROXY:

Representatives and proxies of the shareholders, who have registered their participation in the manner and under the conditions described in Item VI of this Notice, and who have proved their identity, shall have the right to participate in the General Assembly and exercise their voting rights, namely:

- representatives, on the basis of an appropriate instrument of representation, which shall be submitted to the Company, through the Legal Department, in the original or a certified copy no later than the date of the General Assembly;

- proxies, based on a proxy-granting form, in written form, which shall be submitted to the Company, through the Company's Legal Department, by the day when the General Assembly is held, at the latest. Apart from submission by direct handover or by mail, the proof of the appointment of a proxy (scan of the signed proxy-granting form) may also be sent electronically, by e-mail to the address: prijava@adplastik.hr.

The use of proxy-granting forms is recommended. Such forms may be obtained with the Legal Department at the Company's registered office and are also available on the website of the Company: www.adplastik.hr.

VIII INCLUSION OF NEW MATTERS IN THE AGENDA:

If the shareholders, who jointly possess shares to the amount of the twentieth part of the Company's share capital, request after the General Assembly has been convened for a matter to be included in the agenda of the General Assembly and to be announced, then explanations or proposed resolutions must be provided for every new matter included in the agenda.

The request for inclusion of a matter in the agenda must be received by the Company at least 24 days before the General Assembly is held. This period does not include the day when the request was received by the Company.

IX COUNTER-MOTIONS BY THE SHAREHOLDERS:

Counter-motions by shareholders in relation to a proposed resolution submitted by the Management Board and/or the Supervisory Board in respect of a particular agenda item shall be made available, together with the names of the shareholders submitting such counter-motions, the explanations thereof and any opinion of the Management Board, to the persons referred to in Article 281, paragraphs 1 to 3 of the Companies Act under the prepositions stated there if a shareholder submits their counter-motion to the Company at least 14 days before the General Assembly is held, at the address of the Company's registered office: AD Plastik d.d., 21210 Solin, Matoševa 8.

The day when the counter-motion is received by the Company shall not be included in this period of 14 days. The counter-motion shall be available on the website of the Company: www.adplastik.hr.

If a shareholder does not exert this right, the consequence shall not be the loss of the right to include the counter-motion at the General Assembly meeting.

The above said shall also be applied, in an appropriate manner, to the filing of a motion by the shareholders regarding the election of members of the Supervisory Board or appointment of an auditor. Such a motion needs not to be explained. The Management Board needs not to make the motion available to the shareholders if it does not contain any data, which must be announced with the motion for the election of members of the Supervisory Board and appointment of an auditor, and data on memberships of the persons proposed for election in supervisory boards, i.e. management committees of other companies, and other supervisory bodies at home and abroad.

X RIGHT TO INFORMATION ON THE COMPANY'S AFFAIRS:

During the General Assembly, the Management Board shall give every shareholder, at their request, information regarding the affairs of the Company, if such information is necessary for the assessment of an item on the agenda, in accordance with Article 287 of the Companies Act.

XI NOTICES ON THE WEBSITE OF THE COMPANY:

Immediately following the publication of the Notice convening the General Assembly, the following documents shall be available on the Company's website www.adplastik.hr:

- the Notice convening the General Assembly, together with the General Assembly materials where required by law,
- registration forms and proxy-granting forms for participation and casting votes at the General Assembly,
- the shareholders' request for a matter to be included in the General Assembly agenda (amendment of the agenda), which is received by the Company after the General Assembly has been convened.

XII The shareholders shall be entitled to inspect the materials for the General Assembly from the date of publication of this Notice until the date of the General Assembly, at the Company's Legal Department during business hours.

MANAGEMENT BOARD of AD Plastik d.d.

**Management and Supervisory Board Remuneration Report
of AD Plastik d.d. for 2025**

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Independent limited assurance report on the Remuneration Report for 2025

to the Management Board and the Supervisory Board of the company AD PLASTIK d.d.

Subject Matter of the Examination

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

Our limited assurance engagement relates to the subject matter of the examination whether the Remuneration Report contains the information required pursuant to Article 272r, paragraphs 1 and 2 of the Companies Act.

Applicable criteria

The applicable criteria for determining the individuals who will be included in the Remuneration Report and the requirements related to the publication of their remuneration are contained in the provisions of Article 272r, paragraphs 1 and 2 of the Companies Act.

Inherent Limitations

In the event that additional information or data had been made available to us, or in the event of misleading oral or written statements or explanations, our findings, interpretations or conclusions presented in our limited assurance report could be incomplete or could result in the need for additional procedures that were not included within the scope of this engagement.

The Management Board of the Company is responsible for publishing the Remuneration Report on the Company's website in accordance with Article 272r, paragraph 4 of the Companies Act, as well as for the accuracy of the information contained therein. The scope of our work performed does not include a review of the foregoing and, accordingly, we assume no responsibility for any amendments or modifications that may be made to the Remuneration Report subsequent to the issuance of this limited assurance report or for any differences between the report we issued and the information presented on the Company's website.

Specific Purpose and Restriction of Use and Distribution

Our report is intended solely for the Management Board and the Supervisory Board for the purpose of reporting to the General Assembly of the Company on the Remuneration Report prepared by the Company for the year ended December 31, 2025 in accordance with Article 272r of the Companies Act. We consent to the publication of this report on the Company's website in accordance with Article 272r, paragraph 4 of the Companies Act.

Based on the procedures performed and described below, this is a limited assurance conclusion report and its purpose is not, nor should it be construed as, a legal opinion regarding compliance with Article 272r 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 in respect of our work, this limited assurance report, or the conclusions we have reached.



Independent limited assurance report on the Remuneration Report for 2025

Management Board and Supervisory Board responsibilities

Management Board and Supervisory Board are responsible for:

- the preparation of the Remuneration Report for 2025 in accordance with the requirements for publication set out in Article 272r, paragraphs 1 and 2 of the Companies Act;
- determination of individuals who will be included in the Remuneration Report in accordance with Article 272r, paragraph 1 of the Companies Act;
- selection and application of appropriate remuneration policies, as well as for making reasonable judgments and assessments in relation to the data published in the Remuneration Report;
- measurement of remuneration for the year ended December 31, 2025 in accordance with the provisions of Article 272r, paragraphs 1 and 2 of the Companies Act; and
- publication of the Remuneration Report on the Company's website in accordance with the provisions of Article 272r, 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 provide reasonable assurance that the information described above is free from material misstatement, whether due to fraud or error. In addition, the Management Board and the Supervisory Board of the Company 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 272r, paragraph 3 of the Companies Act. We conducted limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (amended) - *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information*.

Applicable Quality Management Requirements

We apply International Standard on Quality Management (ISQM) 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, and, accordingly, maintain design, implementation, and functioning of the quality management system, including policies and procedures related to compliance with ethical requirements and professional standards and with applicable legal and regulatory requirements.

Compliance with Independence Requirements and Other Ethical Requirements

We have met the independence and other ethical requirements of the *International Code of Ethics for Professional Accountants (including the International Standards of Independence)* issued by the International Ethical Standards Board for Accountants (IESBA) (IESBA Code), as applicable to public interest entities, together with the ethical requirements relevant to public interest entities in the Republic of Croatia, and have fulfilled our other ethical responsibilities in accordance with those requirements and the IESBA Code. We possess the necessary knowledge and experience to perform this assurance engagement.



Independent limited assurance report on the Remuneration Report for 2025

Summary of Procedures Performed

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

- made inquiries of relevant personnel within the Company for the purpose of obtaining an understanding of the remuneration policy and the process for preparing the Remuneration Report;
- obtained from the Company a list of all members of the Management Board and the Supervisory Board of the Company (and/or executive directors and members of the Board of Directors of the Company, where applicable under the remuneration policy) during 2025 and verified whether their remuneration had been disclosed in the Remuneration Report;
- inspected, on a sample basis, relevant Company documentation (contracts and payment records) relating to the remuneration information disclosed in the Remuneration Report; and
- verified whether the Remuneration Report contains all information required pursuant to Article 272r, paragraphs 1 and 2 of the Companies Act.

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

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

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

Limited Assurance Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Remuneration Report for the year 2025, prepared by AD PLASTIK d. d., does not contain, in all material respects, the information required pursuant to Article 272r, paragraphs 1 and 2 of the Companies Act.

KPMG Croatia d.o.o. for audit
Croatian registered auditors
Eurotower, 17th floor
Ivana Lučića 2a
10000 Zagreb
Croatia

May 29, 2026

Domagoj Hrkać
*Member of the Management Board, Croatian
registered auditor*

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Pursuant to the provisions of Article 272 r of the Companies Act and the relevant provisions of the Corporate Governance Code of the Zagreb Stock Exchange d.d. and the Croatian Financial Services Supervisory Agency, the Management Board of the company AD Plastik d.d., headquartered in Solin, Matoševa 8, OIB: 48351740621 (hereinafter: the Company) at its meeting held on May 29, 2026, and the Supervisory Board of the Company at its meeting held on May 29, 2026, determined the following

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

1. Introduction

In 2025, the Company's revenue grew compared to 2024, which is primarily related to the growth of realization of new projects. However, the Company's business operations in 2025 were still characterized by uncertainty and the strong influence of external factors, primarily caused by the consequences of the Russian-Ukrainian crisis, which were particularly manifested in inflationary pressures on the costs of wages, materials and services. The primary activities of the members of the Management Board and the Supervisory Board in 2025 were aimed at strengthening operational efficiency, preserving financial stability and optimizing costs, reducing negative external factors and business sustainability with a focus on commercial and development activities through the continuation of sealing new deals and the realization of contracted development projects.

This Remuneration Report is based on the Companies Act, the Remuneration Policy for Management Board Members, the Decision on the Remuneration of the Supervisory Board Members, internal acts, individual management contracts.

In 2025, the Company did not deviate from the Remuneration Policy for Management Board Members.

2. Management Board members

As of July 21, 2025, the five-year term of office of the Management Board of the Company, appointed by a decision of the Supervisory Board dated July 2, 2020, expired. Therefore, by a new decision of the Supervisory Board dated June 30, 2025, adopted in accordance with the provisions of the Company's Charter, the Management Board of the Company was appointed, consisting of three (3) members, with a term of office of two (2) years.

Management Board members who held that position during 2025:

Table 1

Name and surname	Function	The period from - to
Marinko Došen	President of the Management Board Former President of the Management Board	1 Jan 2025 – 21 July 2025 22 July 2025 – 1 Oct 2025
Katija Klepo	Vice President of the Management Board President of the Management Board	30 June 2025 – 21 July 2025 22 July 2025 – 31 Dec 2025
Mladen Peroš	Management Board Member	1 Jan 2025 – 31 Dec 2025
Josip Divić	Management Board Member Former Management Board Member	1 Jan 2025 – 21 July 2025 22 July 2025 – 1 Oct 2025
Goran Soko	Management Board Member	22 July 2025 – 31 Dec 2025

President and Management Board members are employed by the Company, and their remuneration is determined by individual management contracts in accordance with the Remuneration Policy and internal acts of the Company that apply to all employees of the Company (Collective Agreement of the Company and the Ordinance on salaries and other material rights of employees).

The remuneration of the President and the Management Board members of the Company is divided into three categories:

- *Fixed remuneration*: consists of the basic monthly salary expressed in its gross amount.
- *Other benefits*: form an integral part of fixed remuneration and relate to the rights from the individual management contract, namely: the cost of using a private vehicle for official and private purposes, and life insurance policy. Management Board members who do not have their place of residence at the employer's registered seat are entitled to reimbursement of housing and transportation within the defined limit. Management Board members are also entitled to appropriate awards, financial support, jubilee award for continued employment with the Company or its legal predecessors, food allowance, gift for a child, and salary compensation, all in terms of the provisions of the Collective Agreement of the Company or other general acts of the Company.
- *Variable remuneration*: is an award (bonus) that can be paid to the President and the Management Board members in accordance with the results achieved in the business year or depending on the realization of certain key business indicators determined by the individual management contracts.

2.1. Remuneration of the Management Board members in 2025

Management Board members in 2025 (regardless of the period to which the payment refers) were paid the following remuneration in gross I amount in EUR:

Table 2

Name and surname	Fixed remuneration annual gross I salary	%	Variable remuneration	%	Salary in kind (car, insurance, and other)	%	Non-taxable remuneration	%	Total remuneration	%
Marinko Došen	133.299,89 €	81,83%	0,00 €	0,00%	28.965,49 €	17,78%	629,60 €	0,39%	162.894,98 €	100,00%
Mladen Peroš	103.271,64 €	90,69%	0,00 €	0,00%	9.463,76 €	8,31%	1.139,32 €	1,00%	113.874,72 €	100,00%
Josip Divić	116.688,98 €	95,38%	0,00 €	0,00%	4.974,46 €	4,07%	675,96 €	0,55%	122.339,40 €	100,00%
Katija Klepo	63.489,54 €	90,26%	0,00 €	0,00%	6.062,79 €	8,62%	784,70 €	1,12%	70.337,03 €	100,00%
Goran Soko	30.263,37 €	87,01%	0,00 €	0,00%	3.658,43 €	10,52%	861,50 €	2,48%	34.783,30 €	100,00%

Management Board members were paid a fixed remuneration (basic monthly salary) according to the management contract.

In 2025, Management Board members were not paid a variable remuneration (bonus) for 2024.

For Management Board member, Mr Josip Divić, severance pay in the amount of EUR 50,165.99 was included in the fixed remuneration, i.e. the annual gross I salary.

2.2. Remuneration of Management Board members in subsidiary companies of AD Plastik Group in 2025, and in the affiliated company EAPS

President of the Management Board, Mr. Marinko Došen, was also a member of the Management Committee of the affiliated company EAPS S.r.l. Romania until July 1, 2025 and did not receive any remuneration on that basis.

President of the Management Board, Ms Katija Klepo, has also been a member of the Management Committee of the affiliated company EAPS S.r.l. Romania since July 2, 2025 and has not received any remuneration on that basis.

Management Board member, Mr. Mladen Peroš, is also a member of the Management Committee of the affiliated company EAPS S.r.l. Romania, as well as the President of the Supervisory Board of the subsidiary ADP d.o.o. Mladenovac and did not receive any remuneration on that basis.

Management Board member, Mr. Josip Divić, was also a member of the Management Committee of the affiliated company EAPS S.r.l. Romania until July 1, 2025, as well as the member of the Supervisory Boards of the subsidiaries AD Plastik Tizsa Kft. Hungary and AO AD Plastik Togliatti, Russia until September 1, 2025, and did not receive any remuneration on that basis.

Management Board member, Mr. Goran Soko, has also been a member of the Management Committee of the affiliated company EAPS S.r.l. Romania since July 2, 2025, and has not received any remuneration on that basis.

2.3. Remuneration paid or obliged to be paid to the President / Management Board members in 2025 by a third party in connection with the tasks performed as the President / Management Board member

President / Management Board members have not been paid, nor is there an obligation to pay remuneration by third parties in connection with the tasks they perform as Management Board members of the Company.

2.4. Remuneration that the Company is obliged to pay in case of early termination of membership in the Management Board

Pursuant to individual management contracts, the Company has no obligation to pay remuneration to the Management Board members in case of termination of the term of office before the expiration of the term at their request or if the Supervisory Board decides to revoke them in accordance with positive legal regulations and conditions stated in individual management contract.

If the Supervisory Board, taking into account all circumstances, adopts a decision to revoke a member of the Management Board due to the failure to achieve annual financial targets, the right to severance pay is governed by the individual management contract.

In 2025, there was no amendment to this provision.

2.5. Remuneration that the Company is obliged to pay in case of regular termination of membership in the Management Board

The right to severance pay due to the President / Management Board members upon the termination of office is determined by individual management contracts.

In 2025, there was no amendment to this provision.

2.6. Remuneration paid or obliged to be paid by the Company to a former Management Board member whose membership in the Management Board ended in 2025

In 2025, the Company paid severance on the basis of the expiry of the term of office and the cessation of duties of a member of the Management Board.

2.7. Number of shares and share options given or obliged to be given by the Company

In accordance with individual management employment contracts, the decision on the payment of variable remuneration (bonus) is made by the Supervisory Board, having in mind the degree and scope of achieving the goals defined by the management contract. The bonus may be paid in cash or in shares of the Company, at the discretion of the President or a member of the Management Board.

During 2025, no variable remuneration was paid in cash or in shares of the Company.

Payment of part of the variable remuneration in the Company shares contributes to achieving the Company's goals by giving Management Board members additional personal interest in the sustainable and development business of the Company, and Management Board members are additionally motivated to achieve annual and medium-term plan goals of the whole Group. After acquiring such shares, a Management Board member may not dispose of them for at least two years from the day they were allocated to them unless the Management Board membership of a Management Board member terminates within the specified period of two years.

Supervisory Board members are not entitled to the Company shares.

2.8. Returning variable parts of remuneration

Individual management contracts or internal acts of the Company do not stipulate returning variable part of the remuneration on any basis.

3. Supervisory Board

Supervisory Board members who performed that duty in 2025:

Table 3

Name and surname	Function	The period from - to
Katija Klepo	Member, appointed by a decision of the AO HAK dated December 3, 2024 President, elected by a decision of the Supervisory Board dated April 30, 2025	January 1, 2025 – April 30, 2025 April 30, 2025 – June 17, 2025
Ivica Tolić	President, elected by a decision of the Supervisory Board dated September 13, 2024 Member	January 1, 2025 – April 30, 2025 May 1, 2025 – December 31, 2025
Ivka Bogdan	Member, elected by a decision of the General Assembly dated July 14, 2022	January 1, 2025 – December 31, 2025
Bože Plazibat	Vice President, elected by a decision of the Supervisory Board dated September 13, 2024	January 1, 2025 – December 31, 2025
Igor Anatolyevich Solomatin	Member, elected by a decision of the General Assembly dated July 20, 2023	January 1, 2025 – December 31, 2025
Alina Viktorovna Koretskaya	Member, reappointed by a decision of the AO HAK dated July 11, 2024	January 1, 2025 – December 31, 2025
Andjelka Čulo	Member, reappointed by a decision of Workers' Council dated April 16, 2024	January 1, 2025 – December 31, 2025
Ana Luketin	Member, appointed by a decision of the AO HAK dated June 17, 2025 President of the Supervisory Board, elected by a decision of the Supervisory Board dated June 30, 2025	June 17, 2025 – June 30, 2025 June 30, 2025 – December 31, 2025

On July 15, 2021, the General Assembly of the Company made a Decision on the Remuneration of the Supervisory Board Members by which the Supervisory Board members are entitled to remuneration:

- a. The President of the Supervisory Board is entitled to a remuneration in the net amount of EUR 1,592.67;

- b. The Vice President of the Supervisory Board is entitled to a remuneration in the net amount of EUR 1,327.23;
- c. Other Supervisory Board members are entitled to a remuneration in the net amount of EUR 1,061.78
- d. Supervisory Board members who are also members of one or more Supervisory Board committees are entitled to additional remuneration in the net amount of EUR 530.89 just as the other members of the Supervisory Board committees (remuneration per each meeting of the committees in which they participate).

On July 17, 2025, the General Assembly of the Company made a new Decision on the Remuneration of the Supervisory Board Members by which the Supervisory Board members are entitled to remuneration:

- a. The President of the Supervisory Board is entitled to a remuneration in the net amount of EUR 1,593.00;
- b. The Vice President of the Supervisory Board is entitled to a remuneration in the net amount of EUR 1,328.00;
- c. Other Supervisory Board members are entitled to a remuneration in the net amount of EUR 1,062.00
- d. Supervisory Board members who are also members of one or more Supervisory Board committees are entitled to additional remuneration in the net amount of EUR 531.00 just as the other members of the Supervisory Board committees (remuneration per each meeting of the committees in which they participate).

Remuneration a, b, c is paid once a quarter, namely before the end of the last month in the respective quarter. Remuneration d is paid after the meeting of the committee at which they participated.

3.1. Remuneration of the Supervisory Board members in 2025

Supervisory Board members in 2025 (regardless of the period to which the payment refers) were paid the following remuneration in gross I amount in EUR.

Table 4

Name and surname	Total paid Gross I in EUR
Katija Klepo	3.864,99 €
Ivica Tolić	8.514,14 €
Ivka Bogdan	7.515,30 €
Bože Plazibat	10.522,66 €
Igor Anatolyevich Solomatin	11.061,30 €
Alina Viktorovna Koretskaya	0,00 €
Andjelka Čulo	6.012,12 €
Ana Luketin	5.389,38 €
Total	52.879,89 €

Supervisory Board members were paid remuneration in accordance with the Decision of the General Assembly dated July 15, 2021 and the new Decision of the General Assembly dated July 17, 2025.

Supervisory Board members have not been paid, nor is there an obligation to pay remuneration by third parties in connection with the function/tasks they perform as the Supervisory Board members of the Company.

Remuneration to the Supervisory Board members does not include a variable component, therefore it is not affected by the Company's business results in the past or future period.

Supervisory Board members are not entitled to severance pay or additional payments from the Company or its subsidiaries/affiliates, nor do they participate in share allocation plans.

4. Comparative presentation of the revenue/profit trend of the Company and the remuneration of the Management Board and Supervisory Board members, and all employees in the last 5 years

Table 5

Name / year	2021	2022	2023	2024	2025
Total Company's revenue	98.932.186,08 €	81.869.646,16 €	94.448.605,00 €	116.029.203,37 €	123.217.757,46 €
Net profit/(loss) of the Company	2.168.655,78 €	-13.743.479,73 €	1.039.559,00 €	397.713,79 €	5.415.049,31 €
Average annual gross I remuneration per employee	14.875,96 €	16.220,16 €	18.758,83 €	21.107,34 €	21.422,86 €
Average annual gross I remuneration of the Management Board	213.012,25 €	133.187,83 €	125.467,94 €	123.043,58 €	168.076,48 €
Average annual gross I remuneration of the Supervisory Board	11.918,90 €	8.936,93 €	7.768,84 €	7.391,55 €	7.554,27 €

In the comparative presentation of trends in the last 5 (five) years, the total revenue and net profit of the Company are stated according to the realized in a particular year, as well as the remuneration of employees and the Management Board members.

The calculation of the average annual gross I remuneration per employee of the Company includes all fixed and variable parts of the salary of all employees excluding members of the Management Board in accordance with the Collective Agreement, the Ordinance on salaries and other material rights of employees, and the employment contract.

5. Other information (in accordance with the Article 60 of the Code)

In addition to the information prescribed by law, in accordance with the Article 60 of the Corporate Governance Code, it is stated:

- Supervisory Board members and the President / Management Board members did not receive any other payments from the Company or other companies of AD Plastik Group that are subject to consolidation in addition to the remuneration they received as a Supervisory Board member or the President / Management Board member, except these remuneration:
 - The President of the Management Board, Ms Katija Klepo, in addition to the remuneration for her work on the Management Board of the Company, received a payment on the basis of an out-of-court settlement dated July 21, 2025, in a gross I amount of EUR 31,860.28.
 - President of the Supervisory Board, Ms. Ana Luketin, is an employee of the Company and in addition to the remuneration for work in the Supervisory Board, she also had a salary in accordance with the employment contract and the right to additional rights in accordance with the Collective Agreement and internal acts of the Company in the gross I amount of EUR 35,971.38.
 - employee representative in the Supervisory Board, Ms. Andjelka Čulo, is an employee of the Company and in addition to the remuneration for work in the Supervisory Board, she also had a salary in accordance with the employment contract and the right to additional rights in accordance with the Collective Agreement and internal acts of the Company in the gross I amount of EUR 25,578.93.
- The Company and other companies of AD Plastik Group that are subject to consolidation did not provide any loans, advances, and guarantees in favor of the Supervisory Board members or President / Management Board members;
- Supervisory Board members, President / Management Board members did not receive any gifts, services, or other benefits of significant value;

6. Final provisions

The Remuneration Report was prepared in accordance with legal provisions and the Corporate Governance Code of the Zagreb Stock Exchange d.d. and HANFA.

The Management Board and the Supervisory Board submit this report to the General Assembly and propose its approval.

Katija Klepo

President of the Management Board

Ana Luketin

President of the Supervisory Board