ČAKOVEČKI MLINOVI
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Issuer: **Čakovečki mlinovi, Inc., Čakovec, Mlinska ulica 1**
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Croatian News Agency (HINA-OTS service)
The Company's website

MANAGEMENT BOARD
Ref. No.: 01-05-207-1/2026
Čakovec, 13 July 2026

Pursuant to Article 277 paragraph 2 of the Companies Act (Official Gazette No. 152/11 – consolidated text, 111/12, 68/13, 110/15, 40/19, 34/22, 114/22, 18/23, 130/23 and 136/24; hereinafter: the Companies Act) and Article 32 paragraphs 1 and 3 of the Articles of Association of Čakovečki mlinovi, joint-stock company for production and trade of food products, Čakovec, Mlinska ulica 1 (hereinafter: the Company), the Management Board of the Company, on 13 July 2026, adopted the Decision on convening the General Meeting of the Company and hereby publishes the following:

GENERAL ASSEMBLY CALL

The General Meeting of Čakovečki mlinovi, Inc., Čakovec, Mlinska ulica 1 is hereby convened and, pursuant to the decision of the Management Board, shall be held on **26 August 2026 at 12:00 noon** at the business premises of the affiliated company ZAGREBAČKE PEKARNE KLARA Inc, located at **Utinjska ulica 48, Zagreb.**

The following agenda is hereby determined and published for the General Meeting:
Agenda:

1. Opening of the General Meeting and Report of the Verification Committee
2. Consideration of:
   a) Annual financial statements for the year 2025 and the Decision of the Supervisory Board on the approval of such financial statements;
   b) Report of the Management Board on the status and operations of the Company for the year 2025;
   c) Report of the Supervisory Board on the supervision of the management of the Company’s operations for the year 2025;
   d) Report of the Company’s auditor for the year 2025;
3. Adoption of the Decision on the allocation of profit for the year 2025;
4. Adoption of the Decision on dividend payment;
5. Adoption of the Decision on granting discharge to the members of the Management Board of the Company for the year 2025;
6. Adoption of the Decision on granting discharge to the members of the Supervisory Board of the Company for the year 2025;
7. Adoption of the Decision on approval of the Remuneration Report of the members of the Management Board and Supervisory Board for the year 2025;

8. Adoption of the Decision on approval of the Remuneration Policy for the members of the Management Board of Čakovečki mlinovi, Inc.;
9. Adoption of the Decision on appointment of the Company's auditor for the years 2027 and 2028.

The Management Board and the Supervisory Board of the Company propose that the General Meeting adopt the decisions under items 3 to 7 of the Agenda, while the Supervisory Board proposes the adoption of decisions under items 8 and 9 of the Agenda, as follows:

Ad.3. Adoption of the Decision on the Allocation of Profit for the Financial Year 2025

1. The net profit generated for the financial year 2025 amounts to: EUR 8,591,115.47.
2. The net profit referred to in item 1 of this Decision shall be allocated as follows:
- for dividend payment: EUR 8,010,000.00,
- to retained earnings: EUR 581,115.47.
3. This Decision shall enter into force on the date of its adoption.

Ad.4. Adoption of the Decision on Dividend Payment

1. A dividend shall be paid to the shareholders of the Company in the total amount of EUR 8,010,000.00, from a portion of the net profit generated in the financial year 2025, representing an amount of EUR 0.50 per share, according to the number of shares of the Company as of the date of adoption of this Decision.
2. The dividend referred to in item 1 of this Decision shall be paid on 15 September 2026.
3. The right to dividend payment shall be held by shareholders who, as of 28 August 2026, are registered as shareholders of the Company in the share register maintained by the Central Securities Depository and Clearing Company Inc. (SKDD), Zagreb.
4. The date from which the Company's shares shall be traded without the right to dividend payment shall be 27 August 2026.
5. This Decision shall enter into force on the date of its adoption.

Ad.5. Adoption of the Decision on Granting Discharge to the Members of the Management Board of the Company for the Financial Year 2025

1. Discharge is hereby granted to the members of the Management Board of the Company, approving their management and conduct of the Company's affairs during the financial year 2025.
2. This Decision shall enter into force on the date of its adoption.

Ad.6. Adoption of the Decision on Granting Discharge to the Members of the Supervisory Board of the Company for the Financial Year 2025

1. Discharge is hereby granted to the members of the Supervisory Board of the Company, approving their work and supervision of the management of the Company's affairs during the financial year 2025.
2. This Decision shall enter into force on the date of its adoption.

Ad.7. Adoption of the Decision on Approval of the Remuneration Report of the Members of the Management Board and Supervisory Board for the Financial Year 2025

1. The Remuneration Report of the members of the Management Board and Supervisory Board for the financial year 2025, as well as the Independent Auditor's Report on the Remuneration Report for the financial year 2025, are hereby approved, as published as an attachment to the Notice of Convocation of the General Meeting and forming an integral part of this Decision.
2. This Decision shall enter into force on the date of its adoption.

Ad.8. Adoption of the Decision on Approval of the Remuneration Policy for the Members of the Management Board of Čakovečki mlinovi, Inc.

1. The General Meeting of Čakovečki mlinovi, Inc. hereby approves the Remuneration Policy for the members of the Management Board of Čakovečki mlinovi, Inc., as determined by the Supervisory Board of the Company at its meeting held on 10 July 2026.
2. The Remuneration Policy for the members of the Management Board of Čakovečki mlinovi, Inc. shall enter into force on the date of its approval by the General Meeting of the Company and shall apply to the remuneration of the members of the Management Board relating to financial years beginning on or after 1 January 2027.
3. The text of the Remuneration Policy for the members of the Management Board of Čakovečki mlinovi, Inc., determined by the Supervisory Board of the Company on 10 July 2026, forms an integral part of this Decision.

– Explanation –

Pursuant to Article 247.a of the Companies Act (Official Gazette No. 111/93, 34/99, 121/99, 52/00, 118/03, 107/07, 146/08, 137/09, 111/12, 125/11, 68/13, 110/15, 40/19, 34/22, 114/22, 18/23, 130/23 and 136/24), the Supervisory Board determined the proposal of the Remuneration Policy for the members of the Management Board of Čakovečki mlinovi, Inc. with the aim of further developing and aligning the remuneration system with the provisions of the Companies Act, best practices of corporate governance, and the business model of the Company and the Group.

The proposed Remuneration Policy regulates in greater detail the system for determining remuneration of the members of the Management Board, particularly the variable component of remuneration through financial, operational and non-financial performance criteria (KPIs), linking such criteria with the Company's and the Group's long-term business results and sustainable development.

The Remuneration Policy introduces a clearer and more transparent model for determining the variable component of remuneration, enables more flexible determination of the ratio between the Company's and the Group's performance criteria, and provides additional safeguard mechanisms, including the possibility of reduction or clawback of variable remuneration in cases stipulated by the Policy.

The Supervisory Board considers that the proposed Remuneration Policy is appropriate to the size, organisational structure and business model of the Company and proposes that the General Meeting approve the Remuneration Policy for the members of the Management Board of Čakovečki mlinovi, Inc.

Ad.9. Adoption of the Decision on Appointment of the Company's Auditor for the Financial Years 2027 and 2028

1. The audit company KPMG Croatia Ltd., Ulica Ivana Lučića 2A/17, 10000 Zagreb, OIB: 20963249418, is hereby appointed as the auditor of the Company for the financial years 2027 and 2028, for the purpose of performing the audit of the Company's annual financial statements and the consolidated financial statements of the Group.
2. This Decision shall enter into force on the date of its adoption.
   Shareholder Participation, Voting Rights and Other Shareholder Rights

A shareholder wishing to participate in and vote at the General Meeting must submit a notification of participation in the General Meeting to the registered office of the Company. The notification must be received by the Company no later than six days prior to the date of the General Meeting, i.e. by 19 August 2026 inclusive, in accordance with Article 279 paragraphs 2 and 4 of the Companies Act.

For the purpose of participation and exercising voting rights at the General Meeting, the relevant status shall be the status recorded in the securities account opened with the Central Securities Depository and Clearing Company Inc. (SKDD), Zagreb, as at the end of the last day of the deadline for submitting the notification of participation, i.e. 19 August 2026.

Notifications of participation in the General Meeting shall be accepted on working days, Monday to Friday, from 08:00 to 15:00, at the Legal Affairs and Human Resources Sector at the registered office of the Company, Čakovec, Mlinska ulica 1, starting from the first following working day after the publication of this Notice.

Shareholders may be represented at the General Meeting by authorised representatives solely on the basis of a valid written power of attorney issued by the shareholder. The shareholder's signature on the power of attorney does not need to be notarised. Application forms and power of attorney forms may be obtained at the registered office of the Company and are available on the Company's website: https://cak-mlinovi.hr/obavijesti/

Shareholders who jointly hold shares representing at least one twentieth (1/20) of the Company's share capital may request that an item be included on the agenda of the General Meeting and that such item be published. Each new agenda item must be accompanied by an explanation and a proposed resolution. The Company must receive a request for inclusion of an item on the agenda no later than 24 days prior to the date of the General Meeting, whereby the day on which the request is received by the Company shall not be included in this deadline. Shareholder proposals, including the shareholders' names and surnames, explanations and any statement of the Management Board, shall be made available to persons referred to in Article 281 paragraphs 1 to 3 of the Companies Act under the conditions specified therein, provided that a shareholder submits to the registered office of the Company, at least 14 days prior to the date of the General Meeting, a counterproposal to a proposed resolution submitted by the Management Board and the Supervisory Board regarding a specific agenda item, together with the relevant explanation. The day on which the proposal is received by the Company shall not be included in this deadline, and the proposal shall be made available on the Company's website in accordance with Article 282 paragraph 1 of the Companies Act. Failure of a shareholder to exercise the aforementioned right shall not result in the loss of the right to submit a counterproposal at the General Meeting of the Company. Shareholders shall have the right, in the same manner, to submit proposals regarding the election of members of the Supervisory Board and/or the appointment of the Company's auditor. At the General Meeting, the Management Board must provide each shareholder, upon their request, with information regarding the Company's affairs if such information is necessary for assessing the matters included on the agenda. The obligation to provide information also applies to the Company's legal and business relationships with affiliated companies, all in accordance with Article 287 paragraph 1 of the Companies Act.

Each shareholder shall have the right to inspect the materials and documentation submitted to the General Meeting and serving as the basis for adopting the proposed resolutions at the Legal Affairs and Human Resources Sector at the registered office of the Company, on every working day from Monday to Friday from 08:00 to 15:00, until the date of the General Meeting, as well as on the Company's website www.cak-mlinovi.hr, starting from the first following working day after the publication of this Notice.

If the quorum prescribed by the Articles of Association of the Company is not reached at the convened General Meeting, the subsequent General Meeting shall be held on 26 August 2026 at 14:00, at the same location and with the same agenda, and such General Meeting shall validly adopt all resolutions irrespective of the amount of share capital represented at that General Meeting.

Čakovečki mlinovi, Inc.
Mario Sedlaček, President of the Management Board
Krešimir Kvaternik, Member of the Management Board