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## DECISION ON PROFIT DISTRIBUTION OF METALAC AD

Pursuant to Art.329 Para 1 Point 7 of the Law on Companies and Art. 51 Para 1 Point 7 of the Statutes of Metalac a.d. of Gornji Milanovac, the Assembly of Metalac a.d. at its annual meeting held on 7<sup>th</sup> June 2024, passed the following

### DECISION on Distribution on Profit Reported per December 31<sup>st</sup>, 2023

Profit generated by the operations of Metalac a.d. in 2023 in the amount of 280,868,499.51 dinars is distributed:

1. For dividends to shareholders (on a total of 1,933,006 shares, i.e. without dividends on 106,994 treasury shares) in the amount of 173,970,540.00 dinars gross.

The distribution of profit for dividends to shareholders will be done in the gross amount of 90.00 dinars per share.

Dividend is paid to shareholders from the Unified Register of Shareholders of Metalac a.d. at the Central securities depository and clearing house on 28<sup>th</sup> May, 2024.

The dynamics and day of dividend payment will be determined by a decision of the Executive Board.

2. In the title of participation in profit (for workers' and managers' premiums), the gross amount of 40,000,000.00 dinars to Metalac employees.

The President of Metalac Group decides on the amount and day of premium payment, in accordance with the provisions of the Statutes and the company's liquidity.

3. The amount of 66,879,959.51 dinars gross as reserves for acquisition of up to 5% of own shares to be distributed to employees of the company or of the affiliates and as award to the members of the Executive and the Supervisory Board.

Acquisition of own shares is carried out based on the decision of the Supervisory Board in accordance with the law and distribution of the shares based on the decision of the President of Metalac Group following the terms of the Statutes and of the Remuneration Policy.

### Explanation

Based on the results achieved by the business operations in 2023, the Assembly of Shareholders was proposed to pay a dividend to shareholders in the gross amount of 90.00 dinars per share.

The dividend will be paid to shareholders from the Unified Register of Shareholders of Metalac a.d. at the Central securities depository and clearing house on 28<sup>th</sup> May, 2024. The starting payment day and the dynamics of dividend payment will be determined by a decision of the Executive Board taking care that the payment of dividends does not compromise the company's liquidity.

Workers' and managers' premiums shall be payable to employees based on the decision of the President of the Metalac Group, in accordance with the provisions of the Statutes, provided that the payment does not compromise the company's liquidity.

Considering the positive result from the 2023 financial reports and the auditor's positive opinion of the financial reports, it was proposed to form a reserves for acquisition of own shares to be distributed primarily to employees in order to motivate and retain key employees, and to award members of the Executive and Supervisory Boards following the terms of the Statutes and of the Remuneration Policy.

ASSEMBLY PRESIDENT  
Goran Todorović