JUGOPETROL AD GENERAL MEETING Ref. No. 34543 Podgorica, 16 June 2021

Pursuant to Articles 133 and 143 of the Law on Companies (Official Gazette of Montenegro No. 65/2020), the Annual General Meeting of Shareholders of JUGOPETROL AD, held on 16 June passed

RESOLUTION

on Adoption of Remuneration Policy for Members of Managing Bodies of JUGOPETROL AD

- 1. Annual General Meeting hereby adopts the Remuneration Policy for Members of Managing Bodies of JUGOPETROL AD in the text which presents integral part of this Resolution.
- 2. This Resolution comes into force on the day of its adoption.

GENERAL MEETING

Chairman

Vasileios Panagopoulos

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