JUGOPETROL AD GENERAL MEETING Ref. No. 43651 Podgorica, 7<sup>th</sup> June 2023

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 7<sup>th</sup> June 2023 passed

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

- 1. The Remuneration Policy for Members of Managing Bodies of JUGOPETROL AD in the text which presents integral part of this Resolution is hereby adopted.
- 2. This Resolution comes into force on the day it is adopted by the General Meeting.

GENERAL MEETING
Chairman

Vasileios Panagopoulos