

DECISION

on setting targets for the participation of the underrepresented sex on the Management Board of the Company

(pursuant to Article 272.u of the Companies Act)

The Supervisory Board of CIAK Grupa d.d., Zagreb, Savska Opatovina 36, Personal Identification Number (OIB): 28466564680 (hereinafter: the "Company"), at its session held on 19.06.2026., acting pursuant to Article 272.u of the Companies Act ("Official Gazette", Nos. 111/93 to 136/24, hereinafter: the "CA"), adopted the following:

DECISION

I. — Background

1. The Company is a joint-stock company whose ordinary shares (ticker CIAK, ISIN HRCIAKRA0007) have been listed on the Official Market of the Zagreb Stock Exchange d.d. since 29 December 2020.
2. The Company, viewed at the consolidated Group level, meets the criteria set out in Article 272.z of the CA (more than 250 employees, annual revenue exceeding EUR 50 million and total assets exceeding EUR 43 million), and is therefore subject to the provisions of Articles 272.s to 272.v of the CA on the balanced representation of women and men in the Company's bodies.
3. As at the date of adoption of this Decision, the Management Board of the Company consists of five members, all of whom are male. Women are the underrepresented sex on the Management Board, with a share of 0%.
4. Pursuant to Article 272.u of the CA, the Supervisory Board is required, at least every two years, to set targets for the participation of the underrepresented sex on the Management Board, expressed as a number and a share, together with measures and a deadline for achievement that may not exceed 18 months.

II. — Targets Set

The Supervisory Board sets the following targets for the participation of the underrepresented sex (women) on the Management Board of the Company:

Target	Value	Deadline for Achievement
Target number of female Management Board members	at least 0 (maintaining the condition)	18 months from the date of adoption of this Decision
Target share of female Management Board members	0% (maintaining the condition)	18 months from the date of adoption of this Decision

Rationale for the target: The composition of the Company's Management Board is professionally stable: its members were appointed in April 2025, and their regular mandates are due to expire in 2030. The Supervisory Board assesses that no structural changes to the Management Board that would allow a higher target to be achieved are likely within the observed 18-month period, and therefore sets a realistic target aimed primarily at preparing for and creating the conditions for the next cycle.

Compensatory mechanism: In accordance with Article 272.s, paragraph 2 of the CA, the Company intends to fulfil the balanced-representation obligation primarily through the Supervisory Board (criterion A), whose composition will be modified in line with a separate Supervisory Board strategy upon the first expiry of an individual member's mandate. This achieves the objective of balanced representation prescribed by the CA, irrespective of the Management Board level.

III. — Measures for Achieving the Targets

To achieve the targets set and to prepare for the next two-year cycle, the following measures shall be taken:

- Conducting an internal analysis of the succession structure for leadership positions within the Group, with an emphasis on identifying potential female candidates for future appointments to the Management Board and executive positions.
- Mapping external female candidates with a relevant profile (finance, the automotive industry, corporate governance), engaging a specialised executive search agency should the need arise.
- Developing internal leadership development programmes aimed at increasing the number of female candidates in leadership positions within the Group, from which future Management Board members are naturally recruited.
- At each future appointment of a Management Board member — whether regular or extraordinary — the Supervisory Board shall consider at least one qualified female candidate for the individual position.
- Monitoring progress towards the target on a quarterly basis, through reports from the Management Board to the Supervisory Board.

IV. — Monitoring and Reporting

1. The achievement of the targets set shall be reviewed at least once every two years, in accordance with Article 272.u of the CA, and the next decision on targets shall be adopted no later than the expiry of the deadline set out in Section II of this Decision.

2. If the targets have not been achieved at the time of the review, the Supervisory Board shall, in its next decision, state the reasons why this was not done, the amended or supplemented measures to be taken, and a new deadline for achievement.

3. Information on the targets set, their achievement and the measures taken shall be included in the Management Report (a separate section pursuant to Article 272.p, paragraph 2 of the CA) and submitted to the Ombudsperson for Gender Equality within 15 days of the conclusion of the General Assembly at which the Management Report was presented to the shareholders.

V. — Entry into Force

This Decision enters into force on the date of its adoption.

In Zagreb, on 19.06.2026.

For the Supervisory Board of CIAK Grupa
d.d.:

Stjepan Ljatifi, Chairman