On August 7, 2025, the Management Board of the company TOKIĆ d.d., with its registered office in Sesvete (City of Zagreb), ulica 144. brigade Hrvatske vojske 1A, entered in the court register of the Commercial Court in Zagreb under the Company's (Court) registration number (MBS): 080313914, PIN: 74867487620 ("**Company**"), adopted the following

DIVIDEND PAYMENT POLICY

1. The company is focused on long-term and sustainable growth. The Company bases its growth strategy on three key pillars: organic development, strategic acquisitions, and investing in technology. The goal of this strategy is to strengthen our position on the market, the operational excellence and profitability of the Company, as well as to continuously improve customer experience. This Dividend Payment Policy ("**Policy**") reflects the strategy of the Company.

2. The Company will implement this Policy in accordance with its strategy and plans, the level of net profit and liquidity of the Company, as well as other relevant factors.

3. Taking the above into account, the Company intends to pay net profit to shareholders in the form of dividends, as follows:
   - for 2026 and 2027: approximately 15% of the net profit generated in the respective year and
   - for 2028 and subsequent years: between 20% and 40% of the net profit realized in the respective year.

4. Dividends will be paid to the Company's shareholders in a given year only if all conditions stipulated by applicable regulations, the Company's Articles of Association and this Policy have been met.

5. The proposal for a decision on the use of profit, including the amount and method of dividend payment, is prepared by the Company's Management Board and examined by the Company's Supervisory Board. The Company's Management Board will, when drafting a proposal for a decision on the use of profit and the amount of dividend, be guided by this Policy, taking into account the planned investments and the required level of liquidity of the Company.

6. Making decisions on the use of profit is within the competence of the Company's general assembly.

7. In accordance with the Company's Articles of Association and applicable regulations, the Management Board may, with the prior consent of the Supervisory Board, pay an advance dividend to shareholders from the foreseeable part of the net profit. A maximum of half of the profit minus the amounts that must be entered into the Company's reserves by law and the Articles of Association can be paid as an advance. The advance payment of dividends cannot exceed half of the previous year's profit.

8. The beneficiaries of the right to dividends are determined in accordance with the applicable regulations and the Company's Articles of Association.

9. This Policy enters into force on the date the company is listed on a regulated market.

10. This Policy will be published on the Company's website.

TOKIĆ d.d.

<u>/signature illegible/</u>
Ivan Šantorin, president of the Management Board