

Pursuant to Article 269, paragraph 3 of the Companies Act, the Supervisory Board of INA – INDUSTRIJA NAFTE, d.d. (hereinafter: Company) proposes to the General Assembly, which shall be held on June 14, 2024, to adopt the following

DECISION ON REMUNERATION FOR SUPERVISORY BOARD MEMBERS

1 Introduction

This Decision is based on the principle of ensuring competitiveness, motivating and retaining highly qualified professionals performing the supervisory function in order to ensure the Company's business strategy, its long-term interests and sustainability.

When determining the remuneration for the members of the Supervisory Board, internal and external factors, the condition and circumstances of the Company, market trends and market practices, salary policy and other types of remuneration at all levels in the Company are all considered.

2 Remuneration for the work of the Supervisory Board Members

The starting point for the calculation of monthly remuneration for the members of the Supervisory Board is the average net salary paid to the Company's employees in the previous month.

Supervisory Board members shall be entitled to remuneration or to its proportionate part from the date on which they start performing the Supervisory Board member function until their performance of such function ceases, regardless of the nature of the reason for such termination of the function.

The remuneration to the Supervisory Board Member is paid only if the Supervisory Board member is not employed in any of INA/MOL Group companies, unless the Supervisory Board member is the elected workers' representative in the Supervisory Board.

The monthly remuneration fee is determined in the following manner:

Function:	Fee:
President of the SB	Three (3) average net salaries paid to employees of INA in the previous month
Members of the SB	Two (2) average net salaries paid to employees of INA in the previous month

The remuneration of members of the Supervisory Board does not include the variable part of the fee.

All related taxes and contributions related to the remuneration fee shall be calculated and paid by the Company pursuant to the provisions of valid tax regulations.

3 Other allowances and benefits

A Supervisory Board member is entitled to compensation of all business-related, justified and documented costs related to the participation of the members of the Supervisory Board in the sessions of the Supervisory Board and the sessions of its committees, or which have been incurred in the performance of their duties.

The Supervisory Board members can, during the period of performing the function of Supervisory Board member, also perform the function of a member of the Supervisory Board's committees. During this period the Supervisory Board member may be entitled to an additional fee for his/her participation in the committee. The Supervisory Board shall decide on the payment and amount of such fee, and this fee shall be paid to the Supervisory Board member together with the fee for his/her membership in the Supervisory Board.

Supervisory Board members shall not be entitled to severance pay or payment of established incomes or compensation in the Company's shares.

4 Final provisions

The Company shall pay remuneration to the Supervisory Board member in a transparent manner, in accordance with the approved Decision on remuneration for Supervisory Board members.

In case of consideration of amendments to this Decision, the Supervisory Board shall submit a proposal of amendments to this Decision to the General Assembly, together with an explanation in accordance with the applicable regulations.

This Decision shall take effect upon its adoption by the General Assembly and shall be applied until a decision to the contrary is adopted by the General Assembly in accordance with the applicable regulations.

Damir Mikuljan, Chairman of the Supervisory Board

