

No: GA-1-3-2025.
Koprivnica, 10th July 2025

In accordance with Article 275 of the Company Law (Official Gazette No 152/11 – clear version, 111/12, 68/13, 110/15, 40/19, 34/22, 114/22, 18/23, 130/23 and 136/24), the General Assembly of PODRAVKA Inc. held on 10th July 2025, adopted the following

RESOLUTION
on profit distribution of PODRAVKA Inc. for the year 2024

I

It is determined that net profit of PODRAVKA Inc. (hereinafter: the Company) for the year 2024 stated in the audited annual financial statements of the Company, amounts to EUR 52,766,677.98.

II

From the net profit referred to in point I of this Decision, a dividend in the gross amount of EUR 3.20 per share will be paid to the shareholders of the Company.

The dividend will be paid to the Company's shareholders, holders of shares that are registered as an electronic record in their book-entry securities accounts, and which are registered in the central depository of the Central Depository and Clearing Company Inc. on July 17th 2025 (record date).

Date on which shares of the Company will be traded without dividend payment right is July 16th 2025 (ex date). Dividend payment claim will be due on July 30th 2025 (payment date).

The total maximum amount of dividend amounts to EUR 22,784,009.60. Paid amount of dividend will depend on the number of shares belonging to registered shareholders at the Central Depository & Clearing Company Inc. (reduced for dividend on treasury shares).

III

After the dividend referred to in point II of this Decision has been paid, the remaining part of the net profit shall be allocated to retained earnings.

IV

This Resolution comes to force as of the date it is passed.

President of the General Assembly:

Hrvoje Markovinović, Ph.D
(signed)

No: GA-1-4-2025.
Koprivnica, 10th July 2025

In accordance with Article 275 of the Company Law (Official Gazette No 152/11 – clear version, 111/12, 68/13, 110/15, 40/19, 34/22, 114/22, 18/23, 130/23 and 136/24), the General Assembly of PODRAVKA Inc. (hereinafter: “Company”) held on 10th July 2025, adopted the following

RESOLUTION
on discharging the Management Board members of PODRAVKA Inc.
for the year 2024

I

Discharge is given to the members of the Management Board of PODRAVKA Inc. in respect of their duties carried out in managing the Company in the year 2024.

II

This Resolution comes to force as of the date it is passed.

President of the General Assembly:

Hrvoje Markovinović, Ph.D
(signed)

No: GA-1-5-2025.
Koprivnica, 10th July 2025

In accordance with Article 275 of the Company Law (Official Gazette No 152/11 – clear version, 111/12, 68/13, 110/15, 40/19, 34/22, 114/22, 18/23, 130/23 and 136/24), the General Assembly of PODRAVKA Inc. (hereinafter: “Company”) held on 10th July 2025, adopted the following

RESOLUTION
on discharging the Supervisory Board members of PODRAVKA Inc.
for the year 2024

I

Discharge is given to the members of the Supervisory Board of PODRAVKA Inc. by which their duties and supervision over managing Company business in the year 2024 have been approved.

II

This Resolution comes to force as of the date it is passed.

President of the General Assembly:

Hrvoje Markovinović, Ph.D
(signed)

No: GA-1-6-2025.
Koprivnica, 10th July 2025

In accordance with Articles 273.r, 275 and 276.a of the Company Law (Official Gazette No 152/11 – clear version, 111/12, 68/13, 110/15, 40/19, 34/22, 114/22, 18/23, 130/23 and 136/24), the General Assembly of PODRAVKA Inc. held on 10th July 2025, adopted the following

RESOLUTION
on approving the Remuneration Report
of the Supervisory Board's members as well as the Management Board's members
in the year 2024

I

The Remuneration Report of the Supervisory and Management Board members in the year 2024 is approved.

II

This Resolution comes to force as of the date it is passed.

President of the General Assembly:

Hrvoje Markovinović, Ph.D
(signed)

No: GA-1-7-2025.
Koprivnica, 10th July 2025

In accordance with Articles 233 and 275 of the Company Law (Official Gazette No 152/11 – clear version, 111/12, 68/13, 110/15, 40/19, 34/22, 114/22, 18/23, 130/23 and 136/24), the General Assembly of PODRAVKA Inc. held on 10th July 2025, adopted the following

RESOLUTION
on providing authority to the Company Management Board on acquiring own Company shares

I

Pursuant to the provisions of Article 233 of the Companies Act, General Assembly provides authority to the Company Management Board to acquire own Company shares with the ticker PODR-R-A during the 5 (five) year period, since the day this Resolution is passed, without further special approval from the Company General Assembly, under the following conditions:

1. total number of Company shares acquired based on this Resolution, together with own shares that the company is already holding, should not be more than 10% (ten percent) of the Company share capital, at the moment of acquiring (the maximum permitted number of shares that the Company should acquire),
2. Company Management Board has to acquire own shares in the organized market of securities,
3. price at which own shares are being purchased must not be above 10% (ten percent), i.e. below 10% (ten percent) of the average market price which was realized for those shares during previous trading day,
4. in the business year in which the Company acquired own shares, into the reserves for those shares, in that year, the Company needs to enter a part of the profit and show amounts that correspond to the amounts paid for acquiring of own shares, so that the net assets of the Company shown in the financial reports for the last business year, due to acquiring of own shares do not become smaller than the share capital amount and the reserves which, according to the law, Articles of Association or as decided by the Company General Assembly it needs to have, and which is not to be used for payments to the shareholders,
5. Company Management Board has to report to the first upcoming General Assembly on the reasons and purpose of acquiring of own shares, their number, and portion in the share capital, and on the countervalue on what the Company gave for those shares.

II

With the approval of the Supervisory Board, the Company Management Board may dispose with own shares, which it is already holding or it will acquire them based on the provisions of this resolution by the General Assembly on providing authorizations to the Company Management Board to acquire own shares, even outside organized market (for instance disposing within ESOP program, option shares awarding, Management Board members remuneration program and other programs of disposing with own shares adopted by the Management Board, with previous approval of the Supervisory Board), and that no special decision is required by the Company General Assembly, apart from this resolution, whereby with this item of the resolution by the General Assembly, the right of precedence is excluded for the existing shareholders when disposing with own shares, provided that this resolution be passed with three-quarter majority of all the votes of the share capital represented at the General Assembly during its passing.

III

This Resolution comes to force as of the date it is passed.

President of the General Assembly:

Hrvoje Markovinović, Ph.D
(signed)

No: GA-1-8-2025.
Koprivnica, 10th July 2025

In accordance with Article 65 items 2 and 4 of the Audit Act (Official Gazette No 127/17, 27/24, 85/24 and 145/24) and Article 275 of the Company Law (Official Gazette No 152/11 – clear version, 111/12, 68/13, 110/15, 40/19, 34/22, 114/22, 18/23, 130/23 and 136/24), the General Assembly of PODRAVKA Inc. (hereinafter: Company) held on 10th July 2025, adopted the following

RESOLUTION
on appointing a member of the Audit Committee of PODRAVKA Inc.

I

Ms. Jeni Krstičević from Zagreb, Gjurkov put 18B, PIN: 04565144651, as an expert in the field of accounting and auditing is appointed as member of the Company Audit Committee.

II

Audit Committee member stated under item I of this Resolution is appointed to a 4-year term.

III

The member of the Audit Committee stated under item I of this Decision shall receive a monthly remuneration for her work in the amount of one average gross monthly salary paid per employee in the companies of the Podravka Group in the Republic of Croatia in the previous month.

IV

This Resolution comes to force as of the date it is passed.

President of the General Assembly:

Hrvoje Markovinović, Ph.D
(signed)

No: GA-1-9-2025.
Koprivnica, 10th July 2025

In accordance with Article 275 of the Company Law (Official Gazette No 152/11 – clear version, 111/12, 68/13, 110/15, 40/19, 34/22, 114/22, 18/23, 130/23 and 136/24), the General Assembly of PODRAVKA Inc. (hereinafter: Company) held on 10th July 2025, adopted the following

RESOLUTION
on appointing the Company auditors for the business year 2025 and 2026
and determination of their respective fees

I

In accordance with the recommendation and commitment submitted by the PODRAVKA Inc. Audit Committee, the financial statements of the parent company PODRAVKA Food Processing Industry Inc. and of its affiliated companies, along with consolidated financial statements of the Podravka Group for the business year 2025 and 2026 shall be audited by the authorised auditor companies:

ERNST & YOUNG Ltd.

headquartered in Zagreb, Radnička Street 50

and

GRANT THORNTON audit Ltd.

headquartered in Zagreb, Grada Vukovar Street 284.

II

In accordance with the recommendation and commitment submitted by the Company Audit Committee, the Sustainability Statement of the PODRAVKA Inc. and Podravka Group for the business year 2025 and 2026 shall be reviewed by the authorized auditor company:

ERNST & YOUNG Ltd.

headquartered in Zagreb, Radnička Street 50.

III

PODRAVKA Inc. Management Board is authorized to enter in appropriate agreements on audit services with the Auditing Companies from previous items in which will be determined remuneration for their work.

IV

This Resolution comes to force as of the date it is passed.

President of the General Assembly:

Hrvoje Markovinović, Ph.D
(signed)