



Na osnovu člana 329. Zakona o privrednim društvima (Sl. Glasnik RS br. 36/2011, 99/2011, 83/2014, 5/2015, 44/2018 i 95/2018, 91/2019 i 109/2021) (u daljem tekstu: **Zakon**) i člana 29. Statuta Philip Morris Operations a.d. Niš (u daljem tekstu: **Društvo**), Skupština akcionara Društva na redovnoj sednici održanoj 20.05.2022. godine, usvojila je sledeću

Pursuant to Article 329 of the Company Law (Official Gazette of RS Nos. 36/2011, 99/2011, 83/2014, 5/2015, 44/2018, 95/2018, 91/2019 and 109/2021) (hereinafter: **the Law**) and Article 29 of the Statute of Philip Morris Operations a.d. Niš (hereinafter: **the Company**), the Shareholders' Assembly of the Company at its regular meeting, held on May 20, 2022 adopted the following

**Odluku
o usvajanju Politike naknada
članovima Odbora direktora Društva**

**Resolution
on adopting of Remuneration Policy to the
Members of the Board of Directors**

Usvaja se Politika naknada članovima Odbora direktora Društva ("Politika naknada"), i daje se saglasnost na ugovore o radu i ugovore o regulisanju međusobnih prava i obaveza između Društva i članova Odbora direktora, koji čine sastavni deo Politike naknada.

The Remuneration Policy to the Members of the Board of Directors ("Remuneration Policy") is hereby adopted and the consent to the labor agreements and agreements on mutual rights and responsibilities between the Company and the members of the Board of Directors, which are integral part of the Remuneration Policy, is hereby provided.

Politika naknada sa priložima data je u prilogu i čini sastavni deo ove Odluke.

The Remuneration Policy with the attachments is enclosed as an integral part of the Resolution.

Ova odluka stupa na snagu danom usvajanja.

This Resolution enters into force on the day of its adoption.

Predsednik Skupštine/President of the Shareholders' Assembly
Miša Vrotović

