



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, 109/2021 i 19/2025) (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 17.06.2025. 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, 109/2021 and 19/2025) (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 June 17, 2025, adopted the following

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

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

Usvaja se izmena važeće Politike naknada članovima Odbora direktora Društva usvojene od strane Skuptine Društva dana 20.05.2022. godine (u daljem tekstu: Politika naknada), tako što se prilog 3 Politike naknada, odnosno Ugovor o regulisanju međusobnih prava i obaveza koji se zaključuje sa nezavisnim direktorom, zamenjuje novim prilogom 3 koji je dat u prilogu i čini sastavni deo ove Odluke.

The amendments of the Remuneration Policy to the Members of the Board of Directors, adopted by the Shareholders Assembly on May 20, 2022 ("Remuneration Policy") to replace the Appendix 3 to the Remuneration Policy, i.e. Contract on Mutual Rights and Obligations which is signed with the independent director of the Company, with the new Appendix 3 attached to this Resolution, is hereby adopted.

Ostale odredbe Politike naknada ostaju na snazi neizmenjene.

All the other provisions of the Remuneration Policy remain in effect, unamended.

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 Vorotović


