

## **Rules of Procedure and Voting at the Annual General Meeting of**

### **Colt CZ Group SE,**

with its registered office at náměstí Republiky 2090/3a, Nové Město, 110 00 Prague 1,

ID No.: 291 51 961,

entered in the Commercial Register maintained by the Municipal Court in Prague, File No.  
H 962

(the “Company”)

to be held on **10 April 2026** from **2:00 p.m.** in the offices of **HAVEL & PARTNERS s.r.o.,  
advokátní kancelář, at Na Florenci 2116/15, Nové Město, 110 00 Prague 1 (Florentinum  
building, Reception A, 7th floor).**

#### **1. Introductory provisions**

- 1.1. These Rules of Procedure and Voting govern selected procedural aspects of the Company's General Meeting to be held on 10 April 2026.
- 1.2. For the purposes of these Rules of Procedure and Voting, unless stated otherwise, the term "shareholder" is deemed to mean a shareholder, the shareholder's representative or a person entered in the securities register as a trustee or as a person entitled to exercise the rights attached to the share(s) of the Company.
- 1.3. The language of the General Meeting is Czech. Translation into and from English will only be provided if any of the shareholders or members of the elected bodies speak in English.

#### **2. Rights and obligations of shareholders at the General Meeting**

- 2.1. Shareholders may exercise their rights in accordance with the valid and effective Articles of Association of the Company, legal regulations, and these Rules of Procedure and Voting.
- 2.2. Each shareholder shall also be obliged to:
  - a) exercise their rights in accordance with applicable law and the Company's Articles of Association, and refrain from any conduct that could constitute an abuse of such rights or cause harm to other shareholders or the Company, or unreasonably interfere with their rights or legally protected interests;
  - b) act honestly and in a manner that respects the purpose of the General Meeting and ensures its orderly and undisturbed conduct;
  - c) respect and follow the instructions of the Chair of the General Meeting and until the Chair is elected, the Convenor or a person authorised by the Convenor;

- d) comply with the restrictions and obligations imposed by law and by the Company's Articles of Association; and
- e) ensure that every written submission and verbal statement clearly, concisely and intelligibly indicates the right being exercised and the content of such submission or statement.

### **3. Ballot cards**

- 3.1. Each shareholder was issued a ballot card upon registration at the registration desk, containing the shareholder's identification details, the number of votes with which the shareholder may vote, and a unique QR code identifying the shareholder. A proxy or trustee representing more than one shareholder shall receive separate ballot cards for each shareholder represented.
- 3.2. Receipt of the ballot card will be acknowledged by the shareholder by signing the relevant sheet of the list of shareholders present.
- 3.3. If a ballot card is lost, the shareholder will be entitled to request the issue of a duplicate at the registration desk. A record of the issue of the duplicate ballot card will be made at the registration desk.

### **4. Presence of Shareholders at the General Meeting**

- 4.1. For the entire duration of the General Meeting i.e. from its opening until its conclusion, the shareholders who are recorded in the attendance register shall be deemed present, provided that they have signed the relevant sheet of the attendance register, or are recorded as attending the General Meeting by technical means; and have not left the General Meeting early in accordance with Article 4.2 of these Rules of Procedure and Voting.
- 4.2. Any shareholder who wishes to leave the General Meeting before its conclusion must notify their departure by signing the relevant sheet of the list of shareholders present at the registration desk, indicating the time of departure. If the shareholder does not follow this procedure, they shall be deemed to have been present at the General Meeting for its entire duration.
- 4.3. Any shareholder who is participating in the General Meeting by technical means and wishes to leave the General Meeting before its conclusion must indicate their departure by sending the message "I CHECK OUT", or another clear message indicating their intention to leave, to the chat of the Microsoft Teams video conference in which the General Meeting is being held.
- 4.4. Any shareholder who leaves, or temporarily leaves, the General Meeting without properly indicating their intention to terminate their participation shall be deemed to remain present. In the event of a vote on a specific item on the agenda during their absence, the shareholder shall be deemed to have participated in the vote and to have abstained on that item. The ballot cards will not be returned while a shareholder is temporarily absent from the General Meeting. If a shareholder participating in the General Meeting by technical means leaves the meeting, whether due to technical difficulties or voluntarily by selecting the "Leave" option in the Microsoft Teams video conference, the shareholder will continue to be deemed present and shall be considered to have abstained from voting on any proposed resolutions voted on thereafter, until they have duly checked out in accordance with Article 4.3 of these Rules of Procedure and Voting.

- 4.5. Each shareholder will be entitled to re-register after leaving the General Meeting.

## 5. Voting

- 5.1. Shareholders shall vote at the General Meeting using the ballot cards received at the registration desk, in accordance with the instructions of the Chair of the General Meeting, and, until the Chair has been elected, in accordance with the instructions of the Convenor or a person authorised by the Convenor. On the ballot card, shareholders shall indicate their vote on the proposed resolution by marking an “X” in the box for “FOR” or “AGAINST” or “ABSTAINED” and by signing the ballot card. In the event of a split vote or non-use of all votes attached to a shareholder's shares pursuant to Article 5.5. of the Company's valid and effective Articles of Association, it is necessary to add the relevant number of votes to the ballot card to indicate one's will regarding the proposed resolution. For this purpose, a special ballot card will be issued to the shareholder upon request.
- 5.2. If a shareholder attends the General Meeting by technical means, participation will take place via a video conference on the Microsoft Teams platform, and voting will be carried out electronically via Microsoft Forms. Voting will be conducted in accordance with the instructions of the Chair of the General Meeting, and, until the Chair is elected, in accordance with the instructions of the convenor or a person designated by the convenor. The procedure will follow the rules and information provided in advance to those shareholders who, in due time, expressed their interest in participating in the General Meeting by technical means. When voting, the shareholder will cast their vote on the proposed resolution by selecting the option “FOR” or “AGAINST” or “ABSTAIN” and submitting the vote.
- 5.3. Voting via Microsoft Forms will be activated whenever the Chair of the General Meeting, and, until the Chair is elected, the Convenor or a person designated by the Convenor, calls for a vote on the relevant item of the agenda. Once the voting process has been initiated, shareholders will be presented with a form in which they must enter their unique identification code (password) for the purpose of verifying their identity during remote participation and select their vote on the proposed resolution. The vote will be deemed cast when the shareholder selects the “Submit” button and sends the vote, or upon the expiry of the time limit set for voting by the Chair of the General Meeting or, until the Chair is elected, by the Convenor or a person designated by the Convenor. If a shareholder submits multiple votes, the last submitted vote shall be deemed valid.
- 5.4. If a shareholder registered as present does not cast a vote, whether by ballot or electronically via a video conference on the Microsoft Teams platform, the shareholder will be deemed to have abstained from voting, unless they have properly left the General Meeting before its conclusion in accordance with these Rules of Procedure and Voting. This will also apply if a shareholder submits an invalid ballot card or a ballot card other than the one designated for voting on the matter in question. Ballot cards that are not signed or are submitted without a clear expression of the shareholder's will, will be deemed invalid. Votes submitted electronically via the Microsoft Forms video conference which do not contain a clear expression of the shareholder's will likewise be deemed invalid.
- 5.5. If an error is made when completing the ballot card, such as marking the incorrect option, the shareholder must inform the person responsible for counting the votes (the scrutineer) and if possible, the ballot card will be corrected; if this is not possible, the scrutineer will issue to the shareholder a duplicate ballot card. The same

procedure will apply if the ballot card is lost or damaged. A record of the issue of the duplicate ballot card will be entered in the list of shareholders present.

- 5.6. If, during the counting process, it is determined that the minimum number of votes required to adopt the proposed resolution has been reached, or that such minimum number cannot be reached, the Chair of the General Meeting (or, until the Chair is elected, the Convenor or a person designated by the Convenor) will be informed of the preliminary voting result by the scrutineer(s). The Chair (or Convenor, as applicable) may then announce the preliminary result to the General Meeting and proceed to the next item of business. The evaluation of the remaining votes will continue, and the complete voting results will be announced later during the meeting or at its conclusion.

## **6. Position of the Chair of the General Meeting**

- 6.1. The Chair of the General Meeting shall decide all procedural matters relating to the conduct of the General Meeting, unless a specific matter falls within the powers of another body of the Company. The Chair of the General Meeting shall ensure that shareholders are able to exercise their rights properly and that the General Meeting is conducted in a dignified and orderly manner. The Company, or any persons entrusted with tasks relating to the organisation and proper conduct of the General Meeting, may prevent the attendance of any person whose presence could disrupt the proper conduct of the General Meeting.
- 6.2. If any person disrupts the proceedings of the General Meeting, the Chair of the General Meeting will be entitled to issue a warning to that person. If the person in question continues to act disruptively after the warning, the Chair of the General Meeting may adjourn the General Meeting until order is restored or may decide to expel that person from the General Meeting.
- 6.3. Furthermore, the Chair of the General Meeting will be entitled to the following in particular, without limitation:
- a) adjourn the General Meeting for the necessary period and declare breaks where required for the proper exercise of shareholders' rights or for ensuring the proper conduct of the General Meeting;
  - b) make submitted proposals, counter-proposals or requests for clarification;
  - c) grant and withdraw the right to speak;
  - d) direct and manage the discussion;
  - e) assess and determine the order in which proposals, counter-proposals and requests for clarification are considered; and
  - f) take any other procedural decisions governing the conduct of the General Meeting, unless a specific decision falls within the powers of another body of the Company.
- 6.4. Matters concerning the conduct of the General Meeting that are not set out in these Rules of Procedure and Voting will be governed by the Company's valid and effective Articles of Association and the applicable provisions of law. If, in a particular case, the rules applicable to the conduct of the General Meeting do not follow from these Rules of Procedure and Voting, the Company's valid and effective Articles of Association, or the applicable laws, the Chair of the General Meeting shall decide on

the further conduct of the General Meeting. The Chair of the General Meeting shall also decide all procedural matters relating to the conduct of the General Meeting, unless a matter falls within the powers of another body of the Company. In the case of any ambiguity in the interpretation of any provision of these Rules of Procedure and Voting for the General Meeting, the Chair of the General Meeting shall determine the further conduct of the General Meeting in accordance with the Company's valid and effective Articles of Association and the applicable laws.