

Invitation to 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,

registered in the Commercial Register maintained by the Municipal Court in Prague, file number H 962

(the “Company”)

The Company’s Board of Directors hereby, in accordance with the provisions of Section 402 of Act No. 90/2012 Sb., on Business Companies and Cooperatives (the Companies Act), as amended (the “Companies Act”), and Article 8 of the Company’s Articles of Association as currently in force and effect, hereby convenes the Company’s **Annual General Meeting**

to be held on **26 June 2026** from **02:00 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. Agenda of the General Meeting of the Company

The agenda of the General Meeting will be as follows:

1. Opening of the General Meeting of the Company; election of the bodies of the General Meeting;
2. Approval of the Rules of Procedure and Voting at the General Meeting;
3. Discussion of reports from the Company’s bodies;
4. Approval of the annual financial statements for 2025;
5. Approval of the consolidated financial statements for 2025;
6. Approval of the distribution of profit for 2025;
7. Resolution on the appointment of the auditor for 2026;
8. Resolution on the appointment of the auditor to verify the 2026 sustainability report;
9. Approval of the remuneration report for 2025;
10. Resolution on the re-election of Mr. Ing. Lubomír Kovařík, MBA, to the office of member of the Supervisory Board of the Company;
11. Approval of an update to the remuneration policy;
12. Approval of an extraordinary remuneration for the Vice-Chairman of the Supervisory Board of the Company, Mr. David Aguilar, and for the Chairman of the Supervisory Board of the Company, Mr. Jan Drahořa, and discussion of a conflict of interest of Mr. Jan Drahořa;

13. Approval of the agreement on performance of the office and extraordinary remuneration for the member of the Supervisory Board of the Company, Mr. Daniel Benasayag Birman;
14. Conclusion of the General Meeting.

2. Record date for participation in the General Meeting, and explanation of its significance for voting at the General Meeting

In accordance with Article 9.1 of the Company's Articles of Association as currently in force and effect and the provisions of Section 405(3) of the Companies Act, the record date for participation in the General Meeting is the **seventh calendar day preceding the date of the General Meeting, i.e. 19 June 2026**. The significance of the record date is that the right to participate in and exercise shareholder rights at the General Meeting (in particular, but not exclusively, to vote at the General Meeting) is granted to a person who is a shareholder of the Company on the record date and who is registered as of the record date in the register of book-entry securities kept by the Central Securities Depository, or to a representative of such a person. The Board of Directors of the Company will apply for an extract from the statutory record of book-entry securities as of that record date.

3. Information to shareholders for their participation in the General Meeting

3.1. Registration of shareholders

The registration of shareholders in the attendance list at the General Meeting will take place on the day and at the venue of the General Meeting from **01:00 p.m.** Registration will also be possible in the course of the General Meeting.

3.2. Shareholder's participation – in person, representation under power of attorney, representation by a trustee/custodian or a person authorized to exercise rights associated with shares, another form of representation

Shareholders may participate in the General Meeting in person or through an authorized representative acting under a power of attorney. The power of attorney must be in writing with an officially certified signature of the respective shareholder and must specify the number of shares to which it relates and the aggregate par value of such shares; it must further specify whether it is granted for representation at one particular General Meeting or at several General Meetings. Shareholders may be represented at the General Meeting solely by one representative. Shareholders may grant such power of attorney using a form which the Company makes available in paper form at the Company's registered office at náměstí Republiky 2090/3a, Nové Město, 110 00 Prague 1, and in electronic form on the Company's website <https://www.coltczgroup.com/en/> under the "Investors" tab in the "General Meetings" section, no later than on the date of publication of this invitation to the General Meeting. Alternatively, shareholders may request that the power of attorney form be sent to them electronically by sending an email to ValnaHromada@coltczgroup.com.

A shareholder may also notify the Company of the fact that they granted or revoked a power of attorney in electronic form, via notice to the Company's email address: ValnaHromada@coltczgroup.com. Such notice of the grant or revocation of a power of attorney may also be sent in hard copy to the Company's address at náměstí

Republiky 2090/3a, Nové Město, 110 00 Prague 1, or to the Company's data box ID DS: srqpv3e. A notice of revocation of the power of attorney must be delivered in writing with the relevant shareholder's signature officially certified. If a notice of revocation of the power of attorney is delivered by email or to the Company's data box, it has to be converted from paper form into electronic form by means of authorized document conversion. Authorized document conversion can be performed at the relevant Czech POINT or by any notary public. The notice of grant or revocation of a power of attorney must contain clear identification of the shareholder as principal and clear identification of the agent, whether the power of attorney is granted for the purposes of representation at the Company's General Meeting held on 26 June 2026 or at multiple General Meetings, whether the agent has the right to delegate the power of attorney, the date on which the power of attorney is granted and, where applicable, the date as of which the power of attorney is revoked. When being entered into the attendance list at the General Meeting, the shareholder's representative must present and hand over the original of the power of attorney granted by the shareholder. If shares are in joint ownership, the joint owners are co-shareholders, and their shares will only be managed by the administrator of joint property (shares) in relation to the Company. Rules regarding the representation of shareholders under the power of attorney apply *mutatis mutandis* to the representation by the administrator of joint property.

At the General Meeting or when exercising other rights associated with their shares, shareholders may also be represented by a person who is entered in the securities register as a trustee/custodian or a person authorized to exercise rights associated with shares. The authority of such trustee/custodian (or other person) to represent the shareholder at the General Meeting will be demonstrated by an extract from the securities register, to be procured by the Company. If the shareholder within the meaning of the first sentence of this paragraph wishes to attend the General Meeting in person, or to be represented in a manner other than described above, such shareholder must, during the taking of attendance, present an extract from the respective securities register which shows that they were indeed a shareholder of the Company as of the record date; alternatively, they may deliver such extract to the Company electronically to the Company's email address: ValnaHromada@coltczgroup.com, **no later than 2 business days before the date of the General Meeting, i.e. on or before 24 June 2026**, and then present the original of the extract at the General Meeting.

If a shareholder's representative (for example, representing a shareholder under a power of attorney or as a trustee/custodian) represents more than one shareholder, the Company recommends and requests that such representative, sufficiently in advance of the scheduled date of the General Meeting, i.e. 26 June 2026, should contact the Company by email at ValnaHromada@coltczgroup.com to specify the number of the shareholders represented in order to ensure seamless registration of shareholders in the attendance list at the General Meeting. A similar recommendation and request also apply to shareholder representatives acting in more than one role as per this chapter.

3.3. Identification of shareholder / representative

Shareholders and their authorized representatives must identify themselves at the General Meeting with an official identification card/passport and, in the case of a representative, a power of attorney with the certified signature of the respective shareholder. Members of the statutory body (executive body) of a legal entity who is a shareholder of the Company will also present a current (not older than 3 months)

extract from the relevant public register or other document showing that they are entitled to act on behalf of such legal entity. Persons who are entered in the securities register as a trustee/custodian or a person authorized to exercise rights associated with shares do not need to present a power of attorney. Representatives whose right to represent a shareholder is based on a fact/document other than power of attorney must prove the existence of such other fact or present the relevant document.

Every shareholder subject to Act No. 37/2021 Sb., on ultimate beneficial owner register, as amended (the “**UBO Act**”), is required to submit to the Company, in order to exercise their voting rights, either (i) an extract from the Register of beneficial owners, not older than 30 days prior to the date of the Company’s General Meeting, i.e., no older than 27 May 2026, or (ii) a written declaration of compliance with the obligations set forth in the UBO Act as of the date of the relevant General Meeting of the Company. In this regard, the Company further refers to Section 3.7 below of this invitation.

If shareholders or their representatives present documents certified by foreign authorities, such documents must be furnished with an apostille or a clause of legalization, unless the Czech Republic has entered into an agreement on international judicial assistance with the country in which the documents were certified.

All documents concerning attendance, voting at or other exercise of shareholders’ rights or acting at the General Meeting will be presented in Czech or English. If the documents (or certification clauses) are in a different language, they must be accompanied with a certified translation into Czech.

To check whether the documents are properly executed and to verify that the shareholder is able to attend the General Meeting, a shareholder or their representative may also electronically submit documents required for their attendance and exercise of shareholders’ rights at the General Meeting to the Company by email at ValnaHromada@coltczgroup.com starting from the date of publication of this invitation. The Company may notify a shareholder or their representative (if any) by email at the email address provided by the shareholder or their representative together with the documents or kept in the Company’s records whether the conditions for their attendance and voting at the General Meeting have been met. This does not exempt them from the obligation to submit the original documents in the required form.

3.4. Attendance of others jointly with a shareholder

In accordance with Article 9.1 of the Company’s Articles of Association as currently in force and effect, no other person designated by the shareholder (or that shareholder’s representative) may accompany them at the General Meeting other than a person assisting a shareholder (their representative) who is a person with a handicap pursuant to applicable legal regulations.

3.5. Attendance and voting at the General Meeting

The shareholders attending the General Meeting who identified themselves in the manner described in the Articles of Association as currently in force and effect and in this invitation will be entered in the attendance list, which states the name and address of residence or the registered seat of the shareholder (or their representative), the aggregate par value of the shares based upon which the shareholder has the right to vote (or, as the case may be, a note that the shares do not carry voting rights). If a shareholder participates in the General Meeting through technical means, the information will be stated in the attendance list. If the Company refuses to enter a person into the attendance list, such fact along with the reason for such refusal will be

stated in the attendance list. The powers of attorney of shareholders' representatives as well as other documents proving the fact that the shareholder is represented by a representative, trustee or another third party at the General Meeting, will be attached to the attendance list. The attendance list will be completed and the authenticity of the documents presented by the persons in attendance will be confirmed by the person who convened the General Meeting (or another person appointed by them), by way of their signature on the attendance list.

On the terms and subject to the conditions set out by the Company's Articles of Association as currently in force and effect and by applicable laws, shareholders may exercise their rights at the General Meeting, i.e. vote, demand and receive explanations regarding matters of concern to the Company and to entities controlled by the Company, to the extent that such explanations are necessary in order to be able to assess the substance of matters on the agenda of the General Meeting or to exercise shareholders' rights at the General Meeting, submit their own proposals and counterproposals and submit protests with respect to matters on the agenda of the General Meeting.

3.6. Proposals and counterproposals, right to request that a certain matter be included on the agenda of the General Meeting, and requests for explanations

Proposals and counterproposals

Shareholders have the right to submit their own proposals and counterproposals with respect to matters on the agenda of the General Meeting, including directly in the course of the General Meeting if the possibility to submit a proposal or counterproposal stems from the substance of the matter at hand.

If a shareholder submits proposals or counterproposals prior to the date of the General Meeting and if practicable, the Board of Directors will familiarize all shareholders of the wording of the shareholder's proposal and counterproposal, along with the Board of Directors' position, in the manner prescribed for convening the General Meeting set out in Article 8 of the Company's Articles of Association as currently in force and effect, i.e. by posting the same on the Company's website <https://www.coltczgroup.com/en/> under the "Investors" tab in the "General Meetings" section, and in the Commercial Bulletin. These proposals and counterproposals submitted prior to the General Meeting must be signed, in writing, and may be submitted using the forms available on the Company's website <https://www.coltczgroup.com/en/> under the "Investors" tab in the "General Meetings" section, or another document containing all the necessary information as specified in the form. Any such proposals or counterproposals submitted prior to the date of the General Meeting may be sent and delivered, in original hard copy, to the Company's address at náměstí Republiky 2090/3a, Nové Město, 110 00 Prague 1, or by email at ValnaHromada@coltczgroup.com, or to the Company's data box ID DS: srqpv3e. If documents are delivered by email, they have to be converted from paper form into electronic form by means of authorized document conversion. Authorized document conversion can be performed at the relevant Czech POINT or by any notary public. In addressing the shareholders' right to submit proposals or counterproposals prior to the date of the General Meeting, the Company proceeds in compliance with Sections 361 through 363 of the Companies Act.

Shareholders may submit proposals also with respect to matters on the agenda of the General Meeting even before the invitation to the General Meeting has been published. The Board of Directors will publish any such proposal which reaches the Company no later than 7 days before the publication of the invitation for the General Meeting, along

with its position, together with the invitation to the General Meeting. Proposals which are delivered after this deadline will be handled following, *mutatis mutandis*, the procedure set out in Article 12.2 of the Articles of Association currently in force and effect, i.e., the Board of Directors will familiarize all shareholders of the wording of the shareholder's counterproposal, along with its position, in the manner prescribed for convening the General Meeting set out in Article 8 of the Articles of Association currently in force and effect.

The chairperson of the General Meeting, the person who convened the General Meeting, or another person appointed by them, must ensure at the General Meeting that all shareholders are acquainted with all proposals and counterproposals submitted by shareholders, prior to putting the relevant item of the General Meeting's agenda to a vote. Votes are always first held on the proposal by the person who convened the General Meeting; if their proposal finds no approval, votes will be held on other proposals and counterproposals on the given item on the agenda, in the same order in which they were brought. As soon as a proposal or counterproposal has been approved, no further vote will be held on other counterproposals regarding the same item on the agenda.

Right to request that a certain matter be included on the agenda of the General Meeting

Upon request by one or several qualified shareholders of the Company, the Board of Directors will put the matter brought forward by such shareholder(s) on the agenda of the General Meeting, subject to the conditions set out in Section 369 of the Companies Act, i.e., if a qualified shareholder so requests, the Board of Directors will include the matter determined by that qualified shareholder on the agenda of the General Meeting on condition that each such matter also contains a draft resolution or justification. A qualified shareholder of the Company is a shareholder or shareholders holding shares with the aggregate par value of at least 5% of the Company's share capital, i.e. as of the date of this invitation at least CZK 313,186.30. The request per the first sentence of this paragraph must be signed, in writing, and may be submitted using the form available on the Company's website <https://www.coltczgroup.com/en/> under the "Investors" tab in the "General Meetings" section, or another document containing all the necessary information as specified in the form. The request per the first sentence of this paragraph must be delivered in original hard copy to the Company's address at náměstí Republiky 2090/3a, Nové Město, 110 00 Prague 1, or by email at ValnaHromada@coltczgroup.com, or to the Company's data box ID DS: srqpv3e, **no later than 10 days before the record date for participation in the General Meeting, i.e. 9 June 2026**. If the request is delivered by email, it must be converted from paper form into electronic form by means of authorized document conversion. Authorized document conversion can be performed at the relevant Czech POINT or by any notary public. If the request per the first sentence of this paragraph is delivered after the publication and distribution of the invitation to the General Meeting, the Board of Directors will publish the supplemented agenda of the General Meeting **no later than 5 days before the record date for participation in the General Meeting, i.e. on or before 15 June 2026**, in the manner stipulated by the Companies Act and the Articles of Association currently in force and effect for the convocation of the General Meeting.

Matters not included on the agenda of the General Meeting may only be heard and decided subject to the consent of all shareholders.

Requests for explanations

Shareholders have the right to demand and receive at the General Meeting explanations from the Company regarding matters of concern to the Company or to entities controlled by the Company, to the extent that such explanations are necessary in order to be able to assess the substance of matters on the agenda of the General Meeting or to exercise shareholders' rights at the General Meeting. Upon publication of the invitation to the General Meeting, shareholders are entitled to submit requests for explanation in writing. The request for explanation must be signed, in writing, and may be submitted using the form available on the Company's website <https://www.coltczgroup.com/en/> under the "Investors" tab in the "General Meetings" section, or another document containing all the necessary information as specified in the form. These requests may be sent and delivered, in original hard copy, to the Company's address at náměstí Republiky 2090/3a, Nové Město, 110 00 Prague 1, or by email at ValnaHromada@coltczgroup.com, or to the Company's data box ID DS: srqpv3e. If documents are delivered by email, they have to be converted from paper form into electronic form by means of authorized document conversion. Authorized document conversion can be performed at the relevant Czech POINT or by any notary public. As to matters concerning an on-going General Meeting, the Company will provide explanations to the shareholder directly at that General Meeting. If this proves infeasible due to the complexity of the matter to be explained, the Company will provide the explanation to shareholders **within 15 days of the date of the General Meeting, i.e. on or before 13 July 2026**, and will do so even if the explanation is no longer needed for assessing the course of the General Meeting or for exercising shareholders' rights at the General Meeting.

Requests for explanations should be brought in an appropriate form. The chairperson of the General Meeting, the person who convened the General Meeting, or another person appointed by them, may ask shareholders to submit their requests for explanations in a specific form, particularly in writing, and following a specific procedure. Written requests for explanations and protests will be furnished, below their content which must be legible, with the (likewise legible) first and last name (or corporate name) of the shareholder and the signature of the shareholder or their representative. If a shareholder makes an oral request for explanations, they must phrase it such that the request is brief and intelligible. Shareholders who take the floor to present their request for explanations are bound by a time limit of 5 minutes.

The information given as a part of the explanations must be specific and must provide a sufficient and true picture of the facts enquired. Explanations may be given in the form of a summarizing answer to more than one question of a similar nature. Shareholders are deemed to have received the requested information if the information was posted on the Company's website **no later than on the day preceding the date of the General Meeting, i.e. on or before 25 June 2026**, and is made available to shareholders at the venue of the General Meeting.

Explanations may be fully or partly denied if:

- a) giving such explanations could cause harm to the Company or to entities controlled by the Company;
- b) they concern insider or classified information within the meaning of special law;
- c) the information sought is in the public domain;
- d) or for other reasons that may follow from applicable case-law and allow restriction of the right to explanations.

It is upon the Board of Directors to assess whether the conditions for withholding explanations are met and to communicate the reason to the enquiring shareholder. The shareholder may demand that the Supervisory Board determine that the conditions for withholding explanations were not met and that the Board of Directors must provide the explanations. The Supervisory Board will decide on such a request by the shareholder during the General Meeting or, if this is impossible, **within 5 business days of the day of the General Meeting, i.e. until 3 July 2026**. If the Supervisory Board does not agree that the explanations should be provided or if it does not take position within the statutory time period, or if it refuses or fails to provide information within the set period pursuant to Section 358(1) of the Companies Act, then the court will, upon a motion by the shareholder, rule whether the Company is obliged to disclose the information which was sought. This is without prejudice to the statutory rules on the protection of information.

3.7. Number of shares and voting rights

The share capital of the Company is CZK 6,263,724.20, i.e. EUR 251,909.28 at the conversion rate of CZK 24.865 as of 27 September 2012, and is divided into 62,637,242 common registered shares in book-entry form with a par value of CZK 0.10, i.e. EUR 0.00402 each. Each share carries 1 vote at the General Meeting. The total number of votes in the Company associated with the Company shares is 62,637,242. The shares carry rights and obligations in accordance with the valid and effective Articles of Association of the Company and the relevant legal regulations, in particular the Companies Act. The Company has not issued different classes of shares, and all shares carry the same rights. All shares of the Company have been admitted to trading on a European regulated market. The Company may also issue interim certificates; the Company has not issued any interim certificates.

The Company advises shareholders who are governed by the UBO Act, which has been in effect since 1 June 2021 and which significantly affects voting by shareholders at the Company's General Meeting (Section 54(3) of the UBO Act), unless they have not done so yet, to comply with their obligations under the UBO Act sufficiently in advance. Shareholders who are governed by the UBO Act and do not have their ultimate beneficial owner entered in the ultimate beneficial owner register in compliance with the UBO Act as at the date of the General Meeting, will not be allowed to exercise their voting rights at the General Meeting.

Given that the public section of the ultimate beneficial owner register was closed on 17 December 2025, the Company is unable to verify prior to the General Meeting whether shareholders subject to the UBO Act have a beneficial owner duly registered in the register of beneficial owners. Given that compliance with the obligations under the UBO Act is a prerequisite for exercising voting rights at the General Meeting (Section 54(3) of the UBO Act), each shareholder subject to the UBO is required to submit to the Company either (i) an extract from the register of beneficial owners, not older than 30 days prior to the date of the Company's general meeting, i.e. not older than 27 May 2026, or (ii) a written declaration of compliance with the obligations set out in the UBO Act as of the date of the General Meeting of the Company. This declaration must be signed, in writing, and may be submitted using the form available on the Company's website <https://www.coltczgroup.com/en/> under the "Investors" tab in the "General Meetings" section, or another document containing all the necessary information as specified in the form.

The Company further advises shareholders who are persons against whom the Czech Republic applies international sanctions pursuant to Act No. 69/2006 Sb., on the

implementation of international sanctions, as amended, or pursuant to another applicable law or regulation, and who are restricted in or prevented from participating in the General Meeting or exercising their voting rights or other rights at the General Meeting by applicable laws, that the Company will take appropriate measures against such shareholders.

3.8. Voting at the General Meeting

Shareholders will vote at the General Meeting using ballot cards in accordance with the chairperson's instructions (or in accordance with the instruction of the convener of the general meeting or a person authorized by the convener). On the ballot card, shareholders will mark with an "X" their choice as to the proposed resolution being put to a vote, by marking with an "X" the field for "YES" or "NO" or "ABSTAINED" and signing the ballot card. In the event of a split vote or if not all votes attached to a shareholder's shares are exercised in accordance with Article 5.5 of the Company's current and effective Articles of Association, the shareholder must also enter the appropriate number of votes on the ballot to indicate their intention regarding the proposed resolution. For this purpose, a special ballot will be issued to the shareholder upon request.

In the event shareholders participate in the General Meeting through technical means, they will participate in the General Meeting by means of videoconferencing on the Microsoft Teams platform and will vote electronically following the chairperson's instructions (or instructions of the convener of the general meeting or a person authorized by the convener). The shareholder will make their choice electronically as to the proposed resolution being put to a vote by marking the field for "YES" or "NO" or "ABSTAINED" and sending the vote.

If a shareholder fails to submit their ballot card or their electronic vote via videoconferencing on the Microsoft Teams platform, they will be deemed to have abstained from voting. This will also apply if a shareholder submits an invalid ballot card or a ballot card other than that which should have been used for the vote on the matter at hand. Ballot cards which are not signed or do not contain a clear expression of will are considered invalid. Votes submitted electronically via videoconferencing on the Microsoft Teams platform which do not contain a clear expression of will are also considered invalid.

3.9. Voting through technical means

Voting at and participation in the General Meeting through technical means is permitted via direct two-way remote transmission enabling audio-video two-way communication between the General Meeting and the shareholder in real time. Shareholders or their representatives who intend to participate in the General Meeting through technical means are required to notify the Company to this effect either in writing to the Company's address at náměstí Republiky 2090/3a, Nové Město, 110 00 Prague 1, or electronically to the Company's email address ValnaHromada@coltczgroup.com, **no later than 22 June 2026**. This does not deprive the shareholder of their right to attend the General Meeting in person. This request must be signed, in writing, and may be submitted using the form available on the Company's website <https://www.coltczgroup.com/en/> under the "Investors" tab in the "General Meetings" section, or another document containing all the necessary information as specified in the form.

In the event a shareholder or their representative participates in and votes at the General Meeting through technical means, that shareholder or their representative is required to send the documents specified in Article 9 of the Articles of Association currently in force and effect and in this invitation (in particular, but not limited to, the powers of attorney) electronically, including a copy of the identity card / passport, to the Company's email address ValnaHromada@coltczgroup.com, **no later than 22 June 2026 (inclusive)**.

Along with a notice as to whether the conditions for attendance and voting at the General Meeting through technical means have been met, the Company will, without undue delay but **not later than the day preceding the date of the General Meeting, i.e. on or before 25 June 2026 (inclusive)**, inform the shareholder or their representative by email sent to the email address indicated by the shareholder when sending the documents, recorded by the Company or to his/her representative's e-mail address sent by this representative along with the documents, about details of the remote transmission enabling audio-video two-way communication between the General Meeting and the shareholder in real time by means of video-conferencing on the Microsoft Teams platform and signing in to the remote transmission, the method of voting, and will, where applicable, assign a unique identification code (password) by means of which the shareholder will be identified in the remote transmission.

The shareholder or their representative is also obliged to deliver, prior to the date of the General Meeting, also the documents specified in Article 9 of the Company's Articles of Association currently in force and effect and in this invitation, in original hard copy to the Company's address at náměstí Republiky 2090/3a, Nové Město, 110 00 Prague 1, with a copy of the identity card / passport, or by email at ValnaHromada@coltczgroup.com, or to the Company's data box ID DS: srqpv3e. If documents are delivered by email or to the Company's data box, they have to be converted from paper form into electronic form by means of authorized document conversion. Authorized document conversion can be performed at the relevant Czech POINT or by any notary public.

Shareholders and their authorized representatives attending through technical means must identify themselves at the General Meeting with the same identification card / passport a copy of which was sent to the Company in advance, and, where applicable, with the unique identification code (password) assigned to them. In the event of voting and participation of a shareholder in the General Meeting through technical means via direct two-way remote transmission enabling audio-video two-way communication between the General Meeting and the shareholder in real time, the shareholder is obliged to ensure that their technical equipment is such to enable two-way remote transmission enabling audio-video two-way communication between the General Meeting and the shareholder in real time.

3.10. How and where to retrieve documents

This invitation to the General Meeting of the Company is published on the Company's website <https://www.coltczgroup.com/en/> under the "Investors" tab in the "General Meetings" section, and also in the Commercial Bulletin in compliance with Article 8.4 of the Company's Articles of Association currently in force and effect (sending the invitation to the addresses of each shareholder under Section 406(1) of the Companies Act is substituted pursuant to Article 8.4 of the Company's Articles of Association currently in force and effect by publication of the invitation in the Commercial Bulletin).

All underlying documents for the General Meeting are posted on the Company's website <https://www.coltczgroup.com/en/> under the "Investors" tab in the "General Meetings" section. All underlying documents for the General Meeting are also available for shareholders, at no cost, for review at the registered office of the Company at náměstí Republiky 2090/3a, Nové Město, 110 00 Prague 1, **in the period from the date of publication of this invitation on the Company's website, i.e. from 27 May 2026 (or, if applicable, after that date, in accordance with applicable laws and the Company's Articles of Association, with respect to documents received by the Company after the publication of this invitation), until the date of the General Meeting, i.e. 26 June 2026 (inclusive), on every business day from 09:00 a.m. to 03:00 p.m.** These underlying documents include:

- ▶ this invitation, containing also draft resolutions of the General Meeting and their reasoning, statement of the Company's Board of Directors on the individual items of the agenda of the General Meeting where applicable, including information on the total number of shares issued and outstanding as of the date of posting and publication of this invitation, as well as the total number of votes carried by those shares;
- ▶ each document related to the agenda of the General Meeting;
- ▶ the form of a power of attorney which shareholders may receive in hard copy at the registered office of the Company or which they may request in electronic form by sending an enquiry to the Company's email: ValnaHromada@coltczgroup.com;
- ▶ the forms for proposals, counterproposals, requests to include a certain matter on the agenda of the General Meeting, requests for explanations, declaration of compliance with the obligations set out in the UBO Act (for shareholders subject to the UBO Act) and notifications from shareholders, that a shareholder intends to participate in the General Meeting using technical means.

If duly delivered, also the written text of any delivered shareholder's proposal or counterproposal to the proposals specified in the invitation to the General Meeting, including the Board of Directors' opinions on the proposal and counterproposal, will be posted on the Company's website <https://www.coltczgroup.com/en/> under the "Investors" tab in the "General Meetings" section and at the registered office of the Company on the above dates.

The email address ValnaHromada@coltczgroup.com is intended solely for the purposes stated in this invitation to the General Meeting and for communication with shareholders and their representatives in connection with the Company's General Meeting.

Information for shareholders will also be available at the place and on the date of the General Meeting.

4. Proposals for resolutions of the General Meeting and their reasoning:

4.1. Item 2 – Approval of the Rules of Procedure and Voting at the General Meeting

Proposed resolution:

“The General Meeting of the Company hereby approves the Rules of Procedure and Voting for the General Meeting of the Company to be held on 26 June 2026, as published on the Company’s website (<https://www.coltczgroup.com/en/> under the “Investors” tab in the “General Meetings” section).”

Reasoning:

In order to ensure the proper conduct of the General Meeting, the Company is submitting to the General Meeting a proposal for the adoption of a resolution approving the Rules of Procedure and Voting for the General Meeting to be held on 26 June 2026. The proposed Rules of Procedure and Voting at the General Meeting apply exclusively to the course of the current General Meeting and do not predetermine their use for future General Meetings.

The rules of procedure and voting rules are published on the Company’s website (<https://www.coltczgroup.com/en/> under the “Investors” tab in the “General Meetings” section) and govern the procedural conduct of the Company’s general meetings.

4.2. Item 3 – Discussion of reports from the Company’s bodies

Reasoning:

The General Meeting is to discuss the Company’s Supervisory Board’s report on its supervisory activity over the previous period, the Company’s Board of Directors’ report and the Company’s Audit Committee’s report; the shareholders will be informed of the material contents of the reports.

There is no voting over this item; no proposal for resolution is therefore presented.

4.3. Item 4 – Approval of the annual financial statements for 2025

Proposed resolution:

“The General Meeting of the Company hereby approves the annual financial statements of the Company for the financial period from 1 January 2025 to 31 December 2025, which have been audited by the auditor and are included in the annual report published on the Company’s website (<https://www.coltczgroup.com/en/> under the “Investors” tab in the “General Meetings” section).”

Reasoning:

In accordance with the provision of Section 421(2)(g) of the Companies Act and Article 7.3(k) of the Company’s Articles of Association, the General Meeting approves the annual financial statements submitted to it by the Company’s Board of Directors in accordance with the provision of Section 435(4) of the Companies Act and Article 13.4(c) of the Company’s Articles of Association.

Pursuant to the provisions of Section 447(3) of the Companies Act and Article 19.5 of the Company's Articles of Association, the Company's Supervisory Board reviews the Company's annual financial statements and submits its opinion to the General Meeting.

The Company's financial statements must be audited by an auditor and form part of the annual report pursuant to the provisions of Section 21 of Act No. 563/1991 Sb., on accounting, as amended (the "**Accounting Act**"). Pursuant to the provisions of Section 19a of the Accounting Act, the annual financial statements for 2025 have been prepared in accordance with International Financial Reporting Standards approved for use in the EU.

The annual financial statements have been prepared in accordance with applicable legal regulations and give a true and fair view of the subject of the accounting and of the financial position of the Company.

The annual financial statements consist of:

- ▷ Individual profit and loss statement and other complete result for the year ending 31 December 2025;
- ▷ Individual report of financial position as of 31 December 2025;
- ▷ Individual statement of changes in equity for the year ending 31 December 2025;
- ▷ Individual cash flow statement for the year ending 31 December 2025;
- ▷ Notes.

The annual financial statements have been audited by the auditor, discussed by the Company's Board of Directors and reviewed by the Company's Supervisory Board, which has concluded to recommend the Company's annual financial statements for approval.

The annual financial statements for 2025 have been audited by **Deloitte Audit s.r.o.**, with its registered office at Italská 2581/67, Vinohrady, 120 00 Prague 2, ID No. 496 20 592, registered in the Commercial Register kept by the Municipal Court in Prague, File No. C 24349 ("**Deloitte Audit s.r.o.**") with an unqualified opinion.

For the financial year 2025, the Company generated a non-consolidated economic result (after-tax) of CZK 1,999,130,608.36.

According to the annual report, other important data from the annual financial statements are:

Total assets (in CZK thousand)	36,199,406
Total equity (in CZK thousand)	18,685,091
Total liabilities (in CZK thousand)	17,514,315
Economic result for the financial year (in CZK thousand)	1,999,131

Pursuant to the provisions of Section 21 of the Accounting Act, the Company is required to prepare an annual report, the purpose of which is to provide coherent, balanced and comprehensive information on the development of its performance, activities and current economic position.

In this context, in accordance with Section 435(5) of the Companies Act and Article 13.4(d) of the Company's Articles of Association, the Board of Directors prepares a report on the Company's business activities and the state of its assets, in which it assesses the state of the Company's assets and business activities in the financial year for which the financial statements are prepared, and submits the annual report, including the report on the Company's business activities and the state of its assets, to the General Meeting.

In addition, the Board of Directors prepares a report on relations, which forms part of the annual report, in accordance with Section 82 et seq. of the Companies Act.

In addition, pursuant to the provision of Section 118(6) of Act No. 256/2004 Sb., on capital market business, as amended (the "CMBA"), the Board of Directors of the Company prepares and submits to the General Meeting an explanatory report on matters according to the CMBA as part of the annual report.

In accordance with the provisions of Section 447 et seq. of the Companies Act and Section 83 of the Companies Act and Article 7.3(y) of the Company's Articles of Association, the Supervisory Board of the Company submits to the General Meeting the results of the Company's Supervisory Board's inspection activities, for which a report of the Company's Supervisory Board on its inspection activities has been prepared. That report includes the opinion of the Company's Supervisory Board on the annual financial statements, the consolidated financial statements, the proposal for the distribution of the Company's profits, and the report on relations. The conclusions of the Company's Supervisory Board on its inspection activities are without reservations.

In accordance with the provisions of Section 44aa of Act No. 93/2009 Sb., on auditors and on amendments to certain acts (Act on Auditors), as amended (the "Act on Auditors"), and with Article 24.5 of the Company's Articles of Association, the Company's Audit Committee prepares a report on its activities in which it evaluates its activities in relation to the activities under the Act on Auditors.

On the basis of the above and the published information, it is proposed that the General Meeting of the Company approves the annual financial statements for the year 2025.

The annual report, as well as its several parts, the Supervisory Board's report on its inspection activities, and the Audit Committee's report on activities are posted on the Company's website <https://www.coltczgroup.com/en/> under the "Investors" tab in the "General Meetings" section.

4.4. Item 5 – Approval of the consolidated financial statements for 2025

Proposed resolution:

"The General Meeting of the Company hereby approves the consolidated financial statements for the financial period from 1 January 2025 to 31 December 2025, which have been audited by the auditor and are included in the annual report published on the Company's website (at <https://www.coltczgroup.com/en/> under the "Investors" tab in the "General Meetings" section)."

Reasoning:

In accordance with Section 421(2)(g) of the Companies Act and Article 7.3(k) of the Company's Articles of Association, the General Meeting approves the consolidated financial statements submitted to it by the Company's Board of Directors in accordance with Section 435(4) of the Companies Act and Article 13.4(c) of the Company's Articles of Association.

Pursuant to the provision of Section 447(3) of the Companies Act and Article 19.5 of the Company's Articles of Association, the Company's Supervisory Board reviews the Company's consolidated financial statements and submits its opinion to the General Meeting.

The Company's financial statements must be audited by an auditor and forms part of the annual report pursuant to Section 21 of the Accounting Act. Pursuant to the provisions of Section 23a of the Accounting Act, the consolidated financial statements for 2025 have been prepared in accordance with International Financial Reporting Standards approved for use in the EU.

The consolidated financial statements have been prepared in accordance with applicable legal regulations and give a true and fair view of the subject of the accounting and financial position of the consolidated group, entities under common influence and affiliated entities.

The consolidated financial statements have been audited by the auditor, discussed by the Company's Board of Directors and reviewed by the Company's Supervisory Board, which has concluded to recommend the Company's consolidated financial statements for approval.

The consolidated financial statements for 2025 were audited by Deloitte Audit s.r.o. with an unqualified opinion.

The consolidated profit of the consolidated group for the financial year 2025 is CZK 2,044,267,000.

According to the annual report, other important data from the consolidated financial statements are:

Total assets (in CZK thousand)	55,635,773
Total equity (in CZK thousand)	21,281,971
Total liabilities (in CZK thousand)	34,353,802
Consolidated profit or loss for the financial year (in CZK thousand)	2,044,267

On the basis of the above and the published information, it is proposed that the Company's General Meeting approves the consolidated financial statements for the year 2025.

The annual report, as well as its several parts, the Supervisory Board's report on its inspection activities, and the Audit Committee's report on its activities are published

on the Company's website <https://www.coltczgroup.com/en/> under the "Investors" tab in the "General Meetings" section.

4.5. Item 6 – Approval of the distribution of profit for 2025

Proposed resolution:

"The General Meeting of the Company hereby resolves on the distribution of the Company's financial results for the year 2025, i.e. the non-consolidated profit for the year 2025 in the amount of CZK 1,999,130,608.36 after tax, as follows:

- (a) a profit in the amount of CZK 1,879,117,260 for 2025 will be distributed among the shareholders of the Company, to each shareholder in proportion of the par value of the shares held by such shareholder to the total share capital of the Company. The record date for exercising the right to a share in profits is 2 July 2026. The share in profits is payable by 2 October 2026. The share in profits will be paid to the Company's shareholders in cash;*
- (b) the remaining profit in the amount of CZK 120,013,348.36 will be transferred to the account of retained (accumulated) earnings of previous years."*

Reasoning:

In accordance with Section 421(2)(h) of the Companies Act and Article 7.3(l) of the Company's Articles of Association, the Company's General Meeting decides on the use of the economic result, i.e. distribution of profit.

In accordance with Section 435(4) of the Companies Act and Article 13.4(c) of the Company's Articles of Association, a proposal is submitted to the General Meeting for the distribution of the Company's financial result for 2025, i.e. the non-consolidated profit after tax for 2025 in the amount of CZK 1,999,130,608.36, so that an amount of CZK 1,879,117,260 is distributed among the shareholders of the Company, and the remaining profit in the amount of CZK 120,013,348.36 is transferred to the account of retained (accumulated) earnings from previous years.

The proposal of the Company's Board of Directors for the distribution of profit reflects the Company's declared dividend strategy and is in accordance with its adopted dividend policy. The Board of Directors proposes to distribute among the shareholders a profit of CZK 1,879,117,260, which represents 94% of the Company's profit for the year 2025. In its IPO prospectus, the Company committed, under its dividend policy, to distribute at least 33% of the profit reported by the consolidated group. For the year 2025, this consolidated profit amounts to CZK 2,044,267,000. The proposed dividend thus corresponds to 91.92% of the consolidated profit, meaning that the Company has fulfilled its commitment. The remaining profit in the amount of CZK 120,013,348.36 is proposed by the Board of Directors to be transferred to retained (accumulated) earnings from previous years.

There are **important and substantively well-founded reasons** for the proposed measure in the form of retaining a portion of the earnings.

The Company has long pursued a strategy of organic growth through acquisitions of companies with complementary products and technologies. Nonetheless, the Board of

Directors now proposes to distribute a major part of distributable profits to the Company's shareholders. Retaining some of the profits may lead to a moderate and gradual strengthening of the Company's capital and investment capacity and, in the long term, create one of the sources **for the further strategic development of the business of the group of companies controlled by the Company ("Colt CZ Group")**. Such acquisitions may bring both market and product benefits (expansion of the offering for existing customers, entry into new segments) and operational benefits (sharing of production capacities, procurement optimization, logistics, harmonization of quality standards). At the same time, they make it possible to strengthen vertical integration, reduce dependence on external suppliers and increase the ability of Colt CZ Group to achieve its long-term growth objectives while maintaining financial stability. The use of retained earnings as an internal source of financing for acquisitions is potential alternative to external debt financing, including the cost of debt, which is why the Board of Directors proposes not to distribute a portion of these earnings to shareholders.

The sector in which the Company operates is also characterized by a high degree of technological dynamism and shortening innovation cycles, **while maintaining and developing the Company's technological competitiveness requires continuous investment in research, development and the implementation of new technologies** (including automation and digitalization of production, increasing process efficiency and improving quality). The Company's investments in expanding production capacities will also enable Colt CZ Group to increase productivity, reduce unit costs, strengthen operational reliability and, at the same time, better serve existing and new markets. These investments also support supply chain resilience and the ability to fulfil long-term contracts, including those with high demands for standardization, safety, and timely delivery. Sustainable building of Colt CZ Group's market position requires continuous innovation and the ability to adapt the product portfolio to changing customer requirements and regulatory standards. Strengthening research and development will make it possible to accelerate the development of new products, shorten innovation cycles, and develop complementary technologies and material solutions. Retaining a portion of the profit creates a secure partial internal source of financing for these investments.

The global economic environment is moreover characterized by an increased level of uncertainty, volatility of input costs, geopolitical risks, and fluctuations in demand. The effort to retain an adequate level of own financial resources therefore strengthens the Company's ability to partially absorb negative external shocks while also enabling the Company to respond flexibly to suddenly emerging market opportunities. **Given the current global situation and an environment characterized by structurally increased uncertainty, the effort to have an adequate capital reserve may be regarded as a standard instrument of prudent financial management** that protects the Company from the need to rely solely on external sources of fundings. In conditions of globally increased economic uncertainty, where sudden and difficult-to-predict fluctuations occur both on the cost side and on the revenue side, maintaining an adequate level of equity capital is becoming increasingly important. The proposed distribution of profit is consistent with the rationale behind the resolution authorizing the Company's Board of Directors to increase the Company's share capital, which was adopted at the Company's last general meeting on 10 April 2026.

The implementation of the above-mentioned strategic objectives of the Company represents an opportunity to participate in the future economic results of a more

profitable and stable business corporation, which will have a positive impact on the value of shareholders' investments.

In addition to the above-mentioned facts, the Company is also bound by obligations arising from existing loan financing agreements and from the Company's previous bond issues. Retaining a portion of the earnings and maintaining an appropriate capital reserve in the form of retained earnings is therefore justified by the interest in strengthening the Company's financial stability and preserving its ability to duly and timely perform obligations related to debt service.

The proposed measure is proportionate in scope to the objectives pursued. The portion of profit left in the retained earnings will not exceed 5% of the Company's total available profit for the relevant accounting period, while the majority of the profit, i.e. more than 90%, will be paid out to the shareholders in full.

In light of the above reasoning the proposed measure in the form of a partial non-distribution of the Company's earnings among its shareholders is, in the view of the Company's Board of Directors, **a proportionate measure, and the decision not to distribute a part of the earnings is in the interest of the Company.**

The calculation of the share in profit per share is based on the total number of shares issued by the Company. The share in profit thus amounts to CZK 30 per share before tax, assuming the profits were distributed among all of the Company's shares as of the date of this invitation. In accordance with the conditions arising from legal regulations, the applicable tax will be withheld (deducted) by the Company prior to the payment being made.

The record date for exercising the right to a share in profit, in accordance with Article 28.4 of the Company's Articles of Association, is 2 July 2026. This means that the right to a share in profit will belong to those who are shareholders of the Company as of the record date for exercising the right to a share in profit.

In accordance with Section 34(4) of the Companies Act and Article 28.6 of the Company's Articles of Association, the General Meeting may decide on a different due date for the payment of the share in profit. The share in profit will be payable no later than 2 October 2026.

The payment of the share in profit will be carried out through Komerční banka, a.s., with its registered office at Na Příkopě 33/969, 114 07 Prague 1, Czech Republic, Identification No. 453 17 054, registered in the Commercial Register maintained by the Municipal Court in Prague, File No. B 1360.

The terms and the method of the pay-out of the share in the profit are published on the Company's website at <https://www.coltczgroup.com/en/> under the "Investors" tab in the "General Meetings" section.

4.6. Item 7 – Resolution on the appointment of the auditor for 2026

Proposed resolution:

"The General Meeting of the Company hereby appoints Deloitte Audit s.r.o., with its registered office at Italská 2581/67, Vinohrady, 120 00 Prague 2, ID No. 496 20 592,

registered in the Commercial Register kept by the Municipal Court in Prague, File No. C 24349, as the Company's auditor for the financial year from 1 January 2026 to 31 December 2026 to perform the statutory audit."

Reasoning:

The Company's financial statements must be audited by an auditor and form a part of the annual report pursuant to the relevant provisions of the Accounting Act and the Act on Auditors.

In accordance with the provision of Section 17 of the Act on Auditors and Article 7.3(z) of the Company's Articles of Association, the Company's auditor is appointed by the General Meeting.

The proposed audit firm Deloitte Audit s.r.o. is, in view of its professional background, scope of professional experience and position on the audit services market, considered a suitable candidate to act as the Company's auditor.

Deloitte Audit s.r.o. has the appropriate professional expertise in the field of audit and related advisory services and, at the same time, has long provided services to business corporations of a comparable scale. In assessing the suitability of the proposed auditor, particular consideration was given to its professional reputation, personnel and methodological background, experience in auditing companies operating in the relevant industries, and ability to ensure the performance of the audit in the required quality and scope.

The proposed company, Deloitte Audit s.r.o., has been recommended by the Audit Committee, in accordance with Section 43 of the Act on Auditors and Article 24.1(d) of the Company's Articles of Association, to the Supervisory Board, which submits a proposal for the appointment of the auditor to the General Meeting.

On the basis of the above, it is proposed to the General Meeting to appoint Deloitte Audit s.r.o. as the Company's auditor for the financial year from 1 January 2026 to 31 December 2026 to perform the statutory audit.

4.7. Item 8 – Resolution on the appointment of the auditor to verify the 2026 sustainability report

Proposed resolution:

"The General Meeting of the Company hereby appoints Deloitte Audit s.r.o., with its registered office at Italská 2581/67, Vinohrady, 120 00 Prague 2, ID No. 496 20 592, registered in the Commercial Register kept by the Municipal Court in Prague, File No. C 24349, as the Company's auditor to verify the sustainability report for the financial year from 1 January 2026 to 31 December 2026."

Reasoning:

In accordance with Section 17(1) in conjunction with Section 17(6) of Act on Auditors, the General Meeting of the Company appoints the auditor to carry out the statutory audit and to verify the sustainability report.

The proposed audit firm Deloitte Audit s.r.o. is a suitable candidate to act as the auditor for the verification of the Company's sustainability report, both in view of its expertise in the field and its long-term experience in the field.

Deloitte Audit s.r.o. has been recommended by the Audit Committee of the Company, in accordance with the provision of Section 43 of the Act on Auditors and Article 24.1(d) of the Company's Articles of Association, to the Supervisory Board of the Company which submits a proposal for the appointment of an auditor to the General Meeting.

On the basis of the above, it is proposed to the General Meeting to appoint Deloitte Audit s.r.o. as the Company's auditor to verify the sustainability report for the financial year from 1 January 2026 to 31 December 2026.

4.8. Item 9 – Approval of the remuneration report for 2025

Proposed resolution:

“The General Meeting of the Company hereby approves the remuneration report for the financial year from 1 January 2025 to 31 December 2025 published on the Company's website (at <https://www.coltczgroup.com/en/> under the “Investors” tab in the “General Meetings” section).”

Reasoning:

In accordance with the relevant provisions of the CMBA, the Company is obliged to prepare a clear and comprehensible remuneration report which provides a full overview of the remuneration, including all benefits in any form, granted or payable during the last completed financial year to persons referred to in Section 121m(1) of the CMBA.

Pursuant to the provision of Section 121o of the CMBA, the Company's Board of Directors then submits to the General Meeting for approval the prepared remuneration report for the financial year concerned, which contains information in accordance with the relevant provisions of the legal regulations, in particular information on all remuneration paid to members of elected bodies of the Company, i.e. the Company's Board of Directors and Supervisory Board, including benefits in kind provided to members of elected bodies in 2025.

The remuneration report was audited by the auditor, i.e. Deloitte Audit s.r.o., in accordance with the provision of Section 121q of the CMBA. The remuneration report for approval, as well as the independent auditor's report on the audit of the remuneration report, are published on the Company's website at <https://www.coltczgroup.com/en/>.

In accordance with the provision of Section 121o of the CMBA, the remuneration report will be published on the Company's website free of charge together with the information whether the remuneration report has been approved by the General Meeting.

4.9. Item 10 – Resolution on the re-election of Mr. Ing. Lubomír Kovařík, MBA, to the office of member of the Supervisory Board

Proposed resolution:

“The General Meeting of the Company hereby elects Mr. Ing. Lubomír Kovařík, MBA, date of birth 18 February 1971, residing at Klausova 2575/9, Stodůlky, 155 00 Prague 5, to the office of member of the Company’s Supervisory Board, with effect as of 2 July 2026.”

Reasoning:

In accordance with Section 421(2)(f) of the Companies Act and Article 7.3(i) of the Company’s Articles of Association, the powers of the Company’s General Meeting include, inter alia, the election and removal of members of the Company’s Supervisory Board.

Mr. Ing. Lubomír Kovařík, MBA, date of birth 18 February 1971, residing at Klausova 2575/9, Stodůlky, 155 00 Prague 5 (“**Ing. Lubomír Kovařík, MBA**”), has served as a member of the Company’s Supervisory Board since 1 July 2021 and has also held the position of Vice-Chairman of the Company’s Supervisory Board since 1 July 2023. In view of the five-year term of office of members of the Company’s Supervisory Board set out in Article 20.2 of the Company’s Articles of Association, Mr. Ing. Lubomír Kovařík, MBA’s term of office as a member of the Company’s Supervisory Board will expire on 1 July 2026. Mr. Ing. Lubomír Kovařík, MBA also served as the Chairman of the Company’s Board of Directors from 30 September 2019 to 30 June 2021.

During his service to date as a member of the Company’s Supervisory Board, Mr. Ing. Lubomír Kovařík, MBA, has demonstrated a high degree of expertise, professional integrity, and a responsible approach to the performance of his duties. Over the past five years in office, he has confirmed his professional qualifications and suitability for the proper performance of this function, in particular through his ability to assess competently matters falling within the competence of the Supervisory Board and through his contribution to the proper functioning of the Company’s control and oversight mechanisms.

In assessing the proposal for his re-election, due regard was also given to his extensive professional practice, managerial experience and knowledge of the functioning of the Company, its internal environment and the related requirements for the performance of supervisory activities. These facts constitute an important prerequisite for the continued proper, continuous and qualified performance of the office of member of the Supervisory Board.

The re-election of Mr. Ing. Lubomír Kovařík, MBA, is therefore justified both by his professional and personal qualifications for the performance of this office and by the positive results of his service to date within the Company.

Mr. Ing. Lubomír Kovařík, MBA, satisfies all requirements imposed by legal regulations on members of the Company’s Supervisory Board and has consented to his re-election to the office of member of the Company’s Supervisory Board.

In view of the above-described professional qualities of Mr. Ing. Lubomír Kovařík, MBA, his many years of professional experience and his positively assessed service to date in the Company’s bodies, it is proposed that he be re-elected as a member of the

Company's Supervisory Board with effect as of 2 July 2026 (i.e., upon the termination of his office due to the expiration of his term of office), in accordance with Article 7.3(i) of the Company's Articles of Association.

The remuneration and the office of Mr. Ing. Lubomír Kovařík, MBA, will be governed by the so-called template agreement on performance of the office of a member of the Supervisory Board, which the Company has approved for members of this body pursuant to a resolution of the Company's General Meeting adopted *per rollam* on 4 October 2024 (this resolution of the Company's General Meeting and the template agreement on performance of the office are available on the Company's website <https://www.coltczgroup.com/en/> under the "Investors" link in the "General Meetings" section within the section regarding the relevant resolution of the Company's General Meeting).

4.10. Item 11 – Approval of an update to the remuneration policy

Proposed resolution:

"The Company's General Meeting hereby approves the updated version the Company's remuneration policy published on the Company's website (at <https://www.coltczgroup.com/en/> under the "Investors" link in the "General Meetings" section)."

Reasoning:

In accordance with the relevant provisions of the CMBA, the Company is required to prepare a remuneration policy that is comprehensible, promotes the Company's business strategy, its long-term interests and sustainability, and explains how it does so.

Pursuant to the provisions of Section 121k of the CMBA, the Company's Board of Directors submits to the General Meeting for approval the drafted remuneration policy which contains information in accordance with the relevant provisions of the legal regulations, in particular the determination of fixed and variable components of remuneration (primarily in accordance with Section 121l of the CMBA), specifically the determination of fixed and variable components of remuneration for members of the Company's Board of Directors, Supervisory Board, and Audit Committee, entitlement to non-monetary benefits, information on share-based remuneration, information on the term of office, rules governing the termination of entitlement to variable remuneration and other criteria for the payment of the variable component of remuneration and other conditions of service.

The proposed wording of the updated remuneration policy is published on the Company's website at <https://www.coltczgroup.com/en/investors-general-meeting/>. In accordance with the provision of Section 121k of the CMBA, the approved update to the remuneration policy will be published on the Company's website free of charge together with the date of its approval. The update involved changes related to the remuneration of members of the Board of Directors and the Supervisory Board in the form of Company shares.

It is proposed that, effective as of the date of this decision, a new, comprehensive version of the remuneration policy be approved, which includes, in particular, the following amendments and additions:

- ▷ Article 1.1.6, which states that the previous share-based compensation plan for the Company has expired due to non-utilization. The current proposal calls for a significantly lower number of Company shares to be used for these purposes (under the current remuneration policy, the total number of shares is 3,373,660 Company shares), with a proposed two-year period for the grant of shares and a prohibition on the disposal or encumbrance of shares acquired in this manner for a period of three years from the date of acquisition of each share;
- ▷ Article 2.1.6, which proposes a new arrangement for the remuneration of members of the Supervisory Board in the form of Company shares (whereas this article is not part of the current remuneration policy); and
- ▷ Article 6, which updates the procedure for approving the proposed remuneration policy.

If the updated remuneration policy is approved in accordance with this proposal, it will fully replace the current remuneration policy, as approved pursuant to the announcement of the results of the Company's General Meeting held on 4 October 2024, available on the Company's website (<https://www.coltczgroup.com/en/> under the "Investors" link in the "General Meetings" section).

4.11. Item 12 – Approval of an extraordinary remuneration for the Vice-Chairman of the Supervisory Board of the Company, Mr. David Aguilar, and for the Chairman of the Supervisory Board of the Company, Mr. Jan Drahota, and discussion of a conflict of interest of Mr. Jan Drahota;

Proposed resolution 1:

"The General Meeting of the Company hereby approves an individual extraordinary remuneration for the Vice-Chairman of the Company's Supervisory Board, Mr. David Aguilar, date of birth 25 December 1955, residing at 12213 Chapel Road, Clifton, Virginia 20124, United States of America, in the form of 19,975 shares in the Company, providing that 9,988 shares will be transferred as of 1 July 2026 and the remaining 9,987 shares will be transferred as of 1 June 2027, subject to a three-year prohibition on disposal and encumbrance from the date of the respective tranche transfer."

Proposed resolution 2:

- i. The General Meeting of the Company hereby approves an individual extraordinary remuneration for the Chairman of the Company's Supervisory Board, Mr. Jan Drahota, date of birth 31 October 1974, residing at Na Hřebenkách 815/130, Smíchov, 150 00 Prague 5 ("Jan Drahota"), in the form of 50,150 shares in the Company, providing that 25,075 shares will be transferred as of 1 July 2026 and the remaining 25,075 shares will be transferred as of 1 June 2027, subject to a three-year prohibition on disposal and encumbrance from the date of the respective tranche transfer.*
- ii. The General Meeting of the Company hereby further acknowledges the approval and payment of an individual extraordinary cash remuneration to Mr. Jan Drahota in the gross amount of CZK 1,507,800, arising from his service on the Company's Board of Directors in the period from 1 January 2025 to 30 September 2025, which has already been approved by the Company's Supervisory Board. The General*

Meeting of the Company further acknowledges that, at the time of approval of the cash remuneration pursuant to this item of this resolution, Mr. Jan Drahota may have been in a conflict of interest within the meaning of Section 54 of the Companies Act, and that no measures provided for by law are being adopted in connection with the above conflict of interest.”

Reasoning:

In accordance with Article 7.3(i) of the Company’s Articles of Association, the powers of the Company’s General Meeting include, inter alia, decision-making on the remuneration of, and the provision of benefits to, members of the Company’s Supervisory Board within the meaning of Section 61 of the Companies Act.

In compliance with Section 61 of the Companies Act, any benefit provided to a person who is a member of an elected body of the Company, other than the benefit to which the right arises from a legal regulation, from a service agreement approved pursuant to Section 59(2) of the Companies Act, or from an internal regulation approved by the body of the Company whose powers include the approval of the service agreement, may only be provided subject to the consent of the person who approves the service agreement and with the opinion of the supervisory body, if established.

Following the above, it is proposed to approve:

- ▶ an individual extraordinary remuneration for the Vice-Chairman of the Supervisory Board, Mr. David Aguilar, date of birth 25 December 1955, residing at 12213 Chapel Road, Clifton, Virginia 20124, United States of America (“**David Aguilar**”), in the form of 19,975 shares in the Company, providing that 9,988 shares will be transferred as of 1 July 2026 and the remaining 9,987 shares will be transferred as of 1 June 2027, each tranche being subject to a three-year prohibition on disposal and encumbrance from the date of the respective tranche, for his proper performance of the office of Vice-Chairman of the Company’s Supervisory Board; and
- ▶ an individual extraordinary remuneration for the Chairman of the Supervisory Board, Mr. Jan Drahota, date of birth 31 October 1974, residing at Na Hřebenkách 815/130, Smíchov, 150 00 Prague 5 (“**Jan Drahota**”), in the form of 50,150 shares in the Company, providing that 25,075 shares will be transferred as of 1 July 2026 and the remaining 25,075 shares will be transferred as of 1 June 2027, each tranche being subject to a three-year prohibition on disposal and encumbrance from the date of the respective tranche, for his proper performance of the office of Chairman of the Company’s Supervisory Board.

The granting of the above-described individual extraordinary remuneration is justified by the proper, responsible and professional performance of the office of Vice-Chairman of the Company’s Supervisory Board by Mr. David Aguilar and of the office of Chairman of the Company’s Supervisory Board by Mr. Jan Drahota, taking into account their long-term contribution to the activities and to the exercise of the control and supervisory powers of the Company’s Supervisory Board. The proposed remuneration also reflects the importance of their contribution to the stable and proper performance of the powers of the Company’s Supervisory Board, as well as their experience, professional expertise and the degree of responsibility associated with the performance of these offices.

The proposed remuneration is in accordance with the Company’s remuneration policy.

The Supervisory Board, pursuant to Section 61(1) of the Companies Act, recommended that the Company's General Meeting approve the extraordinary remuneration as set forth in the proposed resolution.

With respect to draft resolution 2 and its item II, the Company's Board of Directors states the following.

Mr. Jan Drahota served as Chairman of the Company's Board of Directors during the previous year, specifically in the period from 1 January 2025 to 30 September 2025. In addition to the fixed component, the agreed remuneration for the performance of the office of Chairman of the Board of Directors also included a variable component, the amount of which and the conditions for its payment were stipulated directly in the agreement on performance of office concluded in accordance with Section 59 et seq. of the Companies Act, which was approved in accordance with the Company's Articles of Association. This variable component of remuneration was tied to the fulfilment of predetermined performance targets, the specific parameters of which were set by the Company's Supervisory Board as the body competent to supervise the performance of the duties of the members of the Company's Board of Directors. In accordance with the contractual mechanism thus established, the Company's Supervisory Board decides, retrospectively for the relevant assessment period, on the fulfilment of the set targets and on the approval and payment of the variable component of remuneration itself. The assessment of the fulfilment of the targets is based exclusively on objectively measurable quantitative indicators, which exclude any room for subjective discretion on the part of the assessing body.

As Mr. Jan Drahota held the office of Chairman of the Board of Directors only for part of the year under assessment, he became entitled only to a proportionate part of the variable component of remuneration corresponding to the length of his term of office, i.e. for the period from 1 January 2025 to 30 September 2025.

In the interim period between the end of his service as Chairman of the Board of Directors and the moment when the Company's Supervisory Board proceeded to assess the performance targets and decide on the payment of the variable component of remuneration, significant changes occurred in Mr. Jan Drahota's position within the structure of the Company's bodies. On 14 November 2025, Mr. Jan Drahota was appointed a member of the Company's Supervisory Board, and on 25 November 2025, he was elected Chairman of the Company's Supervisory Board. In that position, Mr. Jan Drahota was thus the chairman of the body that was competent to decide retrospectively on the approval and payment of his own variable component of remuneration for the performance of the office of Chairman of the Board of Directors.

The above-described situation may have given rise to a conflict of interest within the meaning of Section 54(1) of the Companies Act. As Chairman of the Company's Supervisory Board, Mr. Jan Drahota was in the position of a member of a body deciding on a benefit in his own favor as the recipient of the remuneration. His personal pecuniary interest in the approval and payment of the variable component of remuneration was objectively capable of conflicting with the interest of the Company, as it could, even if only potentially, affect his approach to the performance of the office of Chairman of the body in discussing and approving the matter. The existence of a conflict of interest is not conditional upon actual influence on the decision having occurred; it is sufficient that the conflict of interest objectively may have existed, i.e. that the interest of the member of the body in the relevant matter may have been in

conflict with the interest of the Company, as expressly envisaged by Section 54 of the Companies Act.

The Board of Directors has decided to submit this matter to the Company's General Meeting for discussion, solely as an informational item on the General Meeting's agenda.

After carefully considering all relevant circumstances of the case, the Company's Board of Directors has concluded **that, in its opinion, it is not necessary to propose the adoption of the measures provided for by law**, for the following reasons.

First, as stated above, the variable component of Mr. Jan Drahota's remuneration was agreed in the agreement on performance of office, the conclusion of which had been approved by the competent body of the Company in accordance with Section 59 of the Companies Act before Mr. Jan Drahota accepted the office of Chairman of the Company's Supervisory Board, **while the mechanism and the conditions for the entitlement to the variable component of remuneration had already been determined in advance by that contractual arrangement and were not retroactively changed**. The approval of the payment of the remuneration by the Company's Supervisory Board therefore did not constitute a decision as to whether Mr. Jan Drahota was entitled to the remuneration and in what amount, but merely a formal confirmation of whether the objectively predetermined performance targets had or had not been met. It is further decisive that the assessment of the fulfilment of the performance targets was carried out exclusively on the basis of objective and quantitatively measurable indicators, in respect of which any subjective influence on the outcome of the assessment by the assessing body is structurally excluded.

In view of the foregoing, Mr. Jan Drahota did not in fact influence the amount of remuneration awarded by the Supervisory Board's decision, as that remuneration was predetermined by the service agreement in combination with objectively measurable indicators.

The Board of Directors therefore informs the General Meeting of the payment of an individual extraordinary cash remuneration to Mr. Jan Drahota in the amount of CZK 1,507,800 and that, despite the formal existence of a potential conflict of interest on the part of Mr. Jan Drahota within the meaning of Section 54 of the Companies Act, there are no grounds in the matter under discussion for the proposing of any remedial measures.

4.12. Item 13 – Approval of the agreement on performance of the office and extraordinary remuneration for the member of the Supervisory Board of the Company, Mr. Daniel Benasayag Birmann

Proposed resolution:

- “1. The General Meeting of the Company hereby approves the conclusion of the so-called template agreement on performance of the office of a member of the Company's Supervisory Board, as approved by the Company's General Meeting on 4 October 2024 (the resolution is available on the Company's website) <https://www.coltczgroup.com/en/> under the “Investors” link in the “General Meetings” section) with Mr. Daniel Benasayag Birmann, date of birth 1 November 1951, residing at 1070-072 Lisbon / Lisbon Metropolitan Area, Av. Conselheiro*

Fernando de Sousa 11, Apt. 1501, Portuguese Republic (“Daniel Benasayag Birmann”), which as of 1 July 2026 will replace the existing agreement on performance of the office of a member of the Company’s Supervisory Board of Mr. Daniel Benasayag Birmann.

- II. *The General Meeting of the Company hereby further approves an extraordinary one-time remuneration for a member of the Company’s Supervisory Board, Mr. Daniel Benasayag Birmann, in the gross amount of CZK 4,500,000.”*

Reasoning:

In accordance with Article 7.3(i) of the Company’s Articles of Association, the powers of the Company’s General Meeting include, inter alia, the approval of agreements on performance of office of members of the Company’s Supervisory Board.

An individual agreement on performance of office has been approved for Mr. Daniel Benasayag Birmann, a member of the Company’s Supervisory Board, date of birth 1 November 1951, residing at 1070-072 Lisbon / Lisbon Metropolitan Area, Av. Conselheiro Fernando de Sousa 11, Apt. 1501, Portuguese Republic (“**Daniel Benasayag Birmann**”), as a member of the Company’s Supervisory Board, by the resolution of the Company’s General Meeting adopted *per rollam* on 4 October 2024.

In the case of Mr. Daniel Benasayag Birmann, it is now proposed to conclude the template form agreement on performance of office of a member of the Supervisory Board approved by the Company’s General Meeting for members of this corporate body by its resolution adopted *per rollam* on 4 October 2024 (the resolution is available on the Company’s website) <https://www.coltczgroup.com/en/> under the “Investors” link in the “General Meetings” section). The Company’s Board of Directors and Supervisory Board will take all necessary steps in this regard to ensure that the existing agreement on performance of office is replaced by a new agreement on performance of office in accordance with this proposal on 1 July 2026.

The reason for this is that the position, professional profile, international activities and specific circumstances of Mr. Daniel Benasayag Birmann’s performance of office justify the agreement of individual contractual terms, which better correspond to the nature of his involvement in the activities of the Supervisory Board and the specifics of his relationship with the Company.

This new agreement on performance of the office with Mr. Daniel Benasayag Birmann would supersede the existing agreement on performance of the office with him upon its execution.

In accordance with Article 7.3(i) of the Company’s Articles of Association, the powers of the Company’s General Meeting also include, inter alia, decision-making on the remuneration of, and the provision of benefits to, members of the Company’s Supervisory Board within the meaning of Section 61 of the Companies Act.

In compliance with Section 61 of the Companies Act, any benefit provided to a person who is a member of an elected body of the Company, other than the benefit to which the right arises from a legal regulation, from a service agreement approved pursuant to Section 59(2) of the Companies Act, or from an internal regulation approved by the body of the Company whose powers include the approval of the service agreement, may only be provided subject to the consent of the person who approves the service agreement and with the opinion of the supervisory body, if established.

Following the above, it is proposed that an extraordinary one-time remuneration be approved for Mr. Daniel Benasayag Birman, a member of the Company's Supervisory Board, in the gross amount of CZK 4,500,000, for his proper performance of the office of member of the Company's Supervisory Board.

The proposed benefit reflects the importance and responsibility associated with the performance of the office of a member of the Supervisory Board, as well as Mr. Daniel Benasayag Birman's contribution to the Company's activities in carrying out the tasks falling within the Supervisory Board's competence in the area of supervision over the Company's activities. In assessing the proposal for the granting of the extraordinary remuneration, particular account was taken of his professional expertise, experience, and the time and professional demands associated with the performance of the office, as well as of the overall importance of his role for the stable and proper functioning of the Company's bodies.

The approval of the extraordinary remuneration is also justified by the Company's interest in appropriately recognizing the performance of the office of a member of its elected body in cases where the standard remuneration framework does not fully reflect the scope, importance or specific demands of the activities carried out by Mr. Daniel Benasayag Birman.

The Supervisory Board, pursuant to Section 61(1) of the Companies Act, recommended that the Company's General Meeting approve the extraordinary remuneration as set forth in the proposed resolution.

Place: Prague

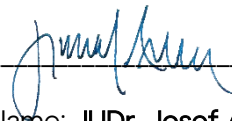
Place: Prague

Date: 27 May 2026

Date: 27 May 2026



Name: **Ing. Radek Musil**



Name: **JUDr. Josef Adam, LL.M.**

Title: Vice-Chairman of the Board of Directors: Title: Vice-Chairman of the Board of Directors: