

Proposal for resolution of the General Meeting and its reasoning

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.