

Proposal for resolution of the General Meeting and its reasoning

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).