

Explanation of appointment representative of workers in the Supervisory Board of the Company

According to the legal regulations and internal acts of Company Meritus ulaganja d.d. ("the Company"), the employees of the Company conducted an election for a workers' representative in the Supervisory Board of the Company on May 16, 2023, and elected Ms. Ana Babić as the workers' representative in the Supervisory Board of the Company.

The employees of the Company recognized Ms. Ana Babić as an ideal candidate to represent them in the Supervisory Board of the Company. Ms. Ana has been part of the Mplus Group for a full 10 years, during which she has witnessed and been involved in the development of the group from its beginnings to the present day, where the Mplus Group has successfully positioned itself as a leader in providing BPTO services in the Southeast Europe region.

On her career path within the group, Ms. Ana has held positions such as legal department administrator, Board assistant, HR manager, Head of back office department at Mplus Croatia d.o.o. and later at the Mplus Group level, where she also led the investor relations department. This year, she achieved another step in her career by becoming the Director of Corporate Governance and Compliance of the Mplus Group.

Through her work in the Mplus Group and constant education, Ms. Ana has specialized in the areas of corporate governance and business compliance. She is responsible for managing and monitoring the Company's and the group's compliance with legal regulations related to the Company and the organization, as well as the Company's standards, policies, guidelines, processes, and other compliance aspects.

Given her rich experience, as well as the fact that she constantly educates and improves herself through various training programs, the employees of the Company believe that Ms. Ana is a candidate who will work continuously with other members of the Supervisory Board to maintain and enhance good corporate governance practices. Considering all the aforementioned factors, she is an ideal fit for representing the Company's employees in the Supervisory Board of the Company.

In addition to providing the Supervisory Board with a competent candidate, the appointment of Ms. Ana to the Supervisory Board of the Company by the employees contributes to the Company's obligations as an ESG issuer, as it involves the appointment of a female candidate. Ms. Ana does not hold memberships in the boards of other companies and, apart from her employment with the Company, she has no other relationships with the Company or persons connected to the Company.

Likewise, the workplace itself and the job description that Mrs. Ana works in the Company, the employees believe that her minimum time commitment as a member of the Supervisory Board of the Company will be compatible with the annual work plan adopted by the Supervisory Board. She will be available and able to attend board meetings and the days immediately preceding the meetings to study the materials related to the agenda items on which the board members decide, in order to fulfill her duties correctly and effectively as a board member, as well as other duties in the Company based on her employment.

1. CV OF THE EMPLOYEE REPRESENTATIVE - MEMBER OF THE SUPERVISORY BOARD – ANA BABIĆ

NAME AND SURNAME	ANA BABIĆ
DATE AND PLACE OF BIRTH	19.10.1990. , Mostar, Bosnia and Herzegovina
EDUCATION	<ul style="list-style-type: none"> • MINI MBA - BLED & Mplus Elevate Leadership Development Program IEDC - Bled School of Management (2023 –) • struč. spec. oec. – Financial management Veleučilište Baltazar Zaprešić (2012-2014) • bacc. ing. admin. techn. – Tahnnical management Visoka Politehnička škola u Zagrebu sa pravom javnosti (2009-2012)
WORK EXPERIANCE	<ul style="list-style-type: none"> • Director of Corporate Governance and Compliance at Meritus ulaganja d.d. (04/2023 – today) • Head of IR at Meritus ulaganja d.d. (04/2019 – 03/2023) • Head of Back Office of Mplus Group at M Plus Croatia d.o.o. (01/2019 – 03/2023) • Head of Back Office at Meritus Plus d.o.o. (09/2015 – 12/2018) • Bord Assistant at Meritus Plus d.o.o. (02/2015 – 08/2015) • Administrator of Legal department at Meritus Plus d.o.o. (11/2013 – 01/2015)
LICENSES AND CERTIFICATIONS	<ul style="list-style-type: none"> • Program for Compliance Affairs Zagreb Stock Exchange • Compliance Rosk Assessment Parser compliance • TCFD - Buildng experience in climate-related financial reporting (by UN SSE, CDP, IFC & ZSE) The CPD Certification Service • TCFD - Getting started withclimate-related financial reporting (by UN SSE, CDP, IFC & ZSE) The CPD Certification Service • Advanced communication skills training for managers Ramiro • Workshop on non-financial reporting Zagreb Stock Exchange • ESG and sustainability – introduction to the workshop on non-financial reporting

	<p>Zagreb Stock Exchange</p> <ul style="list-style-type: none">• Fundamentals of Investors relations Zagreb Stock Exchange• Introduction to ISO 22301:2019 Business Continuity Management United Registrar of Systems Adriatica• Introduction to the risk management (ISO 31000:2018, ISO 31010:2019) United Registrar of Systems Adriatica• ISO 27001:2013 - Internal Auditor United Registrar of Systems Adriatica• ISO 9001:2015 - Internal Auditor United Registrar of Systems Adriatica• Issuer's employees training for work with the CDCC system SKDD d.d.
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