

BOSQAR INVEST

Profil Uprave

**Profile of the Management
Board**

Zagreb, srpanj / July 2025

Uprava društva BOSQAR d.d. sa sjedištem u Zagrebu, Ulica grada Vukovara 23, upisanog u sudski registar Trgovačkog suda u Zagrebu pod matičnim brojem subjekta upisa (MBS): 081210030, OIB: 62230095889 ("Društvo") je 31.07.2025. godine usvojila:

PROFIL UPRAVE

Uprava Društva

Članak 1.

Uprava Društva sastoji se od jednog do šest člana. Ako se sastoji od više od jednog člana, jedan od njih mora se imenovati za predsjednika Uprave.

Predsjednika i članove Uprave imenuje i razrješuje Nadzorni odbor Društva.

Mandat predsjednika i članova Uprave traje do pet godina, s time da ih se može ponovno imenovati.

Uvjeti za izbor člana Uprave

Članak 2.

Članovi Uprave trebaju:

- biti sposobni čitati i razumjeti izvještaje o upravljanju društvom i financijske izvještaje;
- biti izvan sukoba interesa;
- uskladiti svoje ciljeve s ciljevima Društva;
- biti upoznati s dobrom praksom korporativnog upravljanja;
- imati osobni integritet;
- imati dovoljno raspoloživog vremena;
- biti motivirani;
- biti sposobni raditi u timu; i
- imati stratešku viziju.

Osim ispunjavanja naprijed navedenih uvjeta, predsjednik Uprave mora imati ugled priznatog i dobrog gospodarstvenika u širem gospodarskom okruženju.

The Management Board of the company BOSQAR d.d., established in Zagreb, Ulica grada Vukovara 23, entered in the Court Register of the Commercial Court in Zagreb under entry subject registration number (MBS): 081210030, OIB (PIN): 62230095889 ("the Company"), on 31.07.2025 adopted the following:

PROFILE OF THE MANAGEMENT BOARD

The Company's Management Board

Article 1

The Company's Management Board shall consist of one to six members. If it consists of more than one member, one of them shall be appointed Chairman of the Management Board.

The Chairman and members of the Management Board shall be appointed and dismissed by the Company's Supervisory Board.

The term of office of the Chairman and members of the Management Board shall last up to five years, and they may also be reappointed.

Criteria for the appointment of Management Board members

Article 2

The members of the Management Board shall:

- be able to read and understand corporate governance reports and financial statements;
- be free from any conflict of interest;
- align their goals with the goals of the Company;
- be familiar with good corporate governance practices;
- possess personal integrity;
- have enough time available;
- be motivated;
- be able to work in a team; and
- have a strategic vision.

In addition to meeting the above conditions, the Chairman of the Management Board shall have the reputation of a recognized and prudent businessman in the wider economic environment.

Sastav Uprave	Composition of the Management Board
Članak 3. Pri sastavljanju Uprave nastoji se osigurati raznolikost članova u pogledu dobi, spola, obrazovanja, profesionalnog i praktičnog iskustva, kako bi se omogućilo donošenje kvalitetnih odluka i učinkovito upravljanje Društvom. Nadzorni odbor posebno vodi računa o uravnoteženoj zastupljenosti obaju spolova u Upravi. Članovi Uprave trebaju imati različito iskustvo, obrazovanje i karakter, uključujući: • iskustvo u vođenju poslova, razvijene organizacijske vještine; • iskustvo u prepoznavanju i nadziranju rizika te rješavanju kriznih situacija; • poznavanje računovodstva i financija; • poznavanje područja djelatnosti Društva; • poznavanje nacionalnog i međunarodnog tržišta; • povezivanje svih interesa unutar Društva; • svojim osobnim svojstvima doprinosti ostvarivanju ciljeva Društva; • biti upoznati s dobrom praksom korporativnog upravljanja; i • imati stratešku viziju.	Article 3 When composing the Management Board, efforts are made to ensure diversity among its members in terms of age, gender, education, professional and practical experience, in order to enable high-quality decision-making and effective management of the Company. The Supervisory Board pays particular attention to ensuring a balanced representation of both genders within the Management Board. Members of the Management Board should have diverse experience, education, and character, including: • business management experience, strong organizational skills; • experience in identifying and monitoring risks and resolving crisis situations; • knowledge of accounting and finance; • knowledge of the Company's field of activity; • knowledge of national and international markets; • connect all interests within the Company; • contribute to the achievement of the Company's goals with their personal traits; • be familiar with good corporate governance practices; and • have a strategic vision.