

**MINUTES
OF
THE REGULAR ANNUAL IN-PERSON
GENERAL MEETING OF SHAREHOLDERS
OF “SIRMA GROUP HOLDING” JSC**

Today, June 18, 2026, in Sofia 1784, 135 Tsarigradsko Shose Blvd., 2nd floor, in the Training Room, the Annual General Meeting of Shareholders of “Sirma Group Holding” JSC was held, convened by invitation of the Board of Directors, as announced in the Commercial Register on May 8, 2026.

Registration of shareholders and their representatives for participation in the General Meeting began at 10:00 a.m. and concluded at 11:05 a.m.

The General Meeting was opened at 11:04 a.m. by Mr. Tsvetan Alexiev, Chief Executive Officer of “Sirma Group Holding” JSC.

CEO Tsvetan Alexiev presented to the shareholders a proposal for a procedural resolution to confirm the Shareholder Registration and Quorum Verification Committee appointed by the Board of Directors, composed of:

1. Chairperson – Stanimira Velikova Alexieva
2. Members:
Stanislav Tanushev
Svetlana Kanazireva

A vote was taken.

Voting results:

Total number of votes cast: 1,193,550 votes;

Number of votes cast “for” – 1,193,550 shares, representing 100% of the voting shares physically present in the hall;

Number of votes cast “against” – none;

Number of “abstained” votes cast – none;

As a result of the vote, the General Meeting of Shareholders adopted the following:

Procedural Resolution 1: The General Meeting of Shareholders confirms the Shareholder Registration and Quorum Verification Committee appointed by the Board of Directors, composed of:

- Chairperson – Stanimira Velikova Alexieva
Members:
Stanislav Tanushev
Svetlana Kanazireva

Mr. Alexiev gave the floor to the Chair of the Committee for Shareholder Registration and Quorum Verification, Ms. Stanimira Alexieva, to report on the results of the registration of shareholders and their proxies for participation in the General Meeting and on the verification of the quorum.

The Chair of the Committee on Shareholder Registration and Quorum Verification made the following announcements:

- The meeting was attended in person or by advance vote—either personally or through a representative—by shareholders who hold and/or are authorized to vote,

respectively, on a total of 39,738,914 book-entry registered shares with voting rights from the capital of “Sirma Group Holding” JSC, representing 66.95% of the Company’s capital, according to the List of Shareholders of “Sirma Group Holding” JSC received from the Central Depository and valid as of June 4, 2026 (in accordance with the requirements of Article 115b, paragraph 1 of the Public Offering of Securities Act and the Articles of Association of “Sirma Group Holding” JSC).

- The required quorum under the law and the Articles of Association of “Sirma Group Holding” JSC is present, and the annual General Meeting of Shareholders may be lawfully held.

Ms. Stanimira Alexieva then made the following announcements:

- The following members of the Board of Directors of “Sirma Group Holding” JSC are present at the meeting, without the right to vote in that capacity:

Mr. Tsvetan Alexiev—Chief Executive Officer;
Mr. Georgi Marinov – Chairman of the Board of Directors;
Mr. Yordan Stoyanov Nedev - Member of the Board of Directors.
Mr. Chavdar Dimitrov— Member of the Board of Directors
Mr. Angel Kraichev, Chairman of the Audit Committee, also attended the meeting.

No objections were raised regarding the legality of the meeting, including its convening, the provision of written materials on the agenda, the registration of shareholders and their proxies, the quorum, or the presence of the Chair of the Audit Committee.

Mr. Tsvetan Alexiev then proposed a procedural resolution for the election of officers (chairman, secretary, and tellers) for the Annual General Meeting of Shareholders:

1. Mr. Tsvetan Alexiev shall be elected Chair of the Annual General Meeting of Shareholders;
2. Mr. Georgi Marinov shall be elected as Secretary and vote counter of the General Meeting;
3. Stanislav Tanushev, Svetlana Kanazireva, and Stanimira Alexieva shall be elected as vote counters.

Mr. Alexiev proposed that the nominations listed above be voted on “en bloc.”

No comments or other proposals regarding the election of officers at the Annual General Meeting were made.

The proposal regarding the General Assembly’s governing bodies was put to a vote “en bloc.”

Voting results:

Total number of votes cast: 1,193,550 votes;

Number of votes cast “for”: 1,193,550 shares, representing 100% of the voting shares physically present in the hall;

Number of votes cast “against”: none;

Number of “abstentions”: none;

As a result of the vote, the General Meeting of Shareholders unanimously adopted the following resolutions based on the voting shares represented:

Procedural Resolution 2: The General Meeting of Shareholders ELECTS

- as Chair of the meeting: Mr. Tsvetan Alexiev;

- as Secretary and vote counter: Mr. Georgi Marinov;
- as vote counters: Stanislav Tanushev, Svetlana Kanazireva, and Stanimira Alexieva.

The Chair of the meeting, Mr. Tsvetan Alexiev, explained to those present that, in accordance with applicable law and the provisions of Article 231 of the Commercial Code, the General Meeting may adopt resolutions only on the previously announced agenda, since not all shareholders are present at the meeting, and the meeting should proceed according to the following agenda, as published in the Commercial Register, namely:

- 1. Adoption of the Annual Report on the Company's Activities for 2025.**
- 2. Approval of the company's individual annual financial statements for 2025**
- 3. Approval of the company's annual consolidated financial statements for fiscal year 2025.**
- 4. Adoption of a resolution on the distribution of the 2025 financial results;**
- 5. Discharge of the members of the Board of Directors from liability for their activities in 2025**
- 6. Extension of the term of office of the Board of Directors.**
- 7. Change in the Company's name.**
- 8. Change in the Company's scope of business**
- 9. Amendment to the Company's Articles of Incorporation.**
- 10. Approval of the Audit Committee's Activity Report.**
- 11. Election of a registered auditor to perform a financial audit of the Company's 2025 Annual Financial Report.**
- 12. Appointment of a registered sustainability auditor for 2025.**
- 13. Adoption of the REPORT OF THE COMPENSATION COMMITTEE ON THE IMPLEMENTATION OF THE COMPENSATION POLICY FOR MEMBERS OF THE BOARD OF DIRECTORS IN 2023.**
- 14. Adoption of a resolution setting the maximum allowable amount of fixed compensation for members of the Board of Directors.**
- 15. Adoption of a resolution regarding the payment of short-term variable compensation to members of the Board of Directors.**

16. Adoption of a resolution approving the Scheme for the Granting of Long-Term Variable Compensation in the Form of Shares for 2025.

17. Approval of the amount of share-based compensation for members of the Board of Directors for the 2025 reporting period.

Before beginning the discussion of the items on the agenda, the Chair of the General Meeting gave the floor to Mr. Stanislav Tanushev to provide clarification regarding the in-person voting process at this General Meeting.

The Chair of the General Meeting invited the shareholders present to make statements, ask questions, or propose procedural motions. None were made.

The General Meeting of Shareholders then proceeded to discuss the items on the agenda.

Regarding **the first item** on the agenda, the Chair announced the Board of Directors' proposal for a resolution on Item 1 of the agenda, included in the notice published in the Commercial Register, namely:

The General Meeting of Shareholders approves the Annual Report on the Company's Activities for 2025.

The Chair then opened the floor to shareholders for questions and comments on the first item on the agenda and on the proposed resolution.

No substantive proposals were made.

The Chair then put the proposal to adopt the aforementioned resolution on the first item of the agenda to a vote.

Voting results:

Total number of votes cast: 39,738,914 votes;

Number of votes cast "for": 39,738,914 shares, representing 100% of the voting shares represented (those physically present, as well as those pre-registered and having voted);

Number of votes cast "against": 0 votes;

Number of "abstentions" cast – 0 votes;

As a result of the vote, the General Meeting of Shareholders adopted the following

RESOLUTION ON ITEM 1 OF THE AGENDA:

The General Meeting of Shareholders approves the Annual Report on the Company's Activities for 2025.

No objections were raised to the resolution adopted on the first item of the agenda.

Regarding **Item 2** of the Agenda, the Chair, Mr. Tsvetan Alexiev, announced the Board of Directors' proposal for a resolution on Item 2 of the Agenda, as included in the notice published in the Commercial Register, namely:

The General Meeting of Shareholders accepts the report of the registered auditor on the results of the audit and approves the Company's Individual Annual Financial Statements for 2025.

The Chair then opened the floor to shareholders for questions and comments regarding the second item on the agenda and the proposed resolution.

No substantive proposals were made.

The Chair then put the proposal to adopt the aforementioned resolution on **the second item** of the agenda to a vote.

Voting results:

Total number of votes cast: 39,738,914 votes;

Number of votes cast "for": 39,738,914 shares, representing 100% of the voting shares represented (those physically present, as well as those pre-registered and having voted);

Number of votes cast "against": 0 votes;

Number of "abstentions" cast: 0 votes

As a result of the vote, the General Meeting of Shareholders adopted the following

RESOLUTION ON ITEM 2 OF THE AGENDA:

The General Meeting of Shareholders accepts the report of the registered auditor on the results of the audit and approves the Company's Individual Annual Financial Statements for 2025.

No objections were raised to the resolution adopted on Item 2 of the Agenda.

Regarding **Item 3** of the agenda, the Chair announced the Board of Directors' proposal for a resolution on Item 3 of the agenda, as included in the notice published in the Commercial Register, namely:

The General Meeting of Shareholders accepts the report of the registered auditor on the results of the audit and approves the Company's Consolidated Annual Financial Statements for 2025.

The Chair opened the floor to shareholders for questions and comments regarding item three of the agenda and the proposed resolution.

Thereafter, the Chair put the proposal to adopt the aforementioned resolution under item three of the agenda to a vote.

Voting results:

Total number of votes cast: 39,738,914 votes;

Number of votes cast "for": 39,738,914 shares, representing 100% of the voting shares represented (those physically present, as well as those who had pre-registered and voted);

Number of votes cast "against": 0 votes;

Number of "abstentions" cast – 0 votes;

As a result of the vote, the General Meeting of Shareholders adopted the following

RESOLUTION ON ITEM 3 OF THE AGENDA:

The General Meeting of Shareholders accepts the report of the registered auditor on the results of the audit and approves the Company's Consolidated Annual Financial Statements for 2025.

No objections were raised to the resolution adopted on Item 3 of the Agenda.

Regarding **Item 4** of the Agenda, the Chair announced the Board of Directors' proposal for a resolution on Item 4 of the Agenda, as included in the notice published in the Commercial Register, namely:

Distribution of the 2025 profit:

Net profit after taxes: 4,663,207.99 leva (2,384,260.39 euros)

Allocation to the reserve fund (10%): 238,426.04 euros.

Remaining profit available for distribution for 2025: 2,145,834.35 euros.

The Company shall distribute a dividend in the amount of 863,164 euros. The General Meeting authorizes the Board of Directors to take all legal and practical steps regarding the payment of the dividend to shareholders, including, but not limited to, selecting a commercial bank and setting the start and end dates for the dividend payment.

The balance of the amount remaining after the distribution of the dividend shall remain as retained earnings. The Chair opened the floor to shareholders for questions and comments on item four of the agenda and on the proposed resolution.

The Chair put the Board of Directors' proposed resolution on the fourth item of the agenda to a vote.

Voting results:

Total number of votes cast: 39,738,914 votes;

Number of votes cast "for": 37,204,753 shares, representing 93.62% of the voting shares represented (those physically present, as well as those pre-registered and having voted);

Number of votes cast "against": 2,534,161 votes representing 6.38% of the voting shares represented (those physically present, as well as those pre-registered and having voted);

Number of "abstained" votes cast – 0 votes

As a result of the vote, the General Meeting of Shareholders adopted the following

RESOLUTION ON ITEM 4 OF THE AGENDA:

Distribution of the 2025 profit:

Net profit after taxes: 4,663,207.99 leva (2,384,260.39 euros)

Allocation to the reserve fund (10%): 238,426.04 euros.

Remaining profit available for distribution for 2025: 2,145,834.35 euros.

The Company shall distribute a dividend in the amount of 863,164 euros. The General Meeting authorizes the Board of Directors to take all legal and practical steps regarding the payment of the dividend to shareholders, including, but not limited to, selecting a commercial bank and setting the start and end dates for the dividend payment.

The balance of the amount remaining after the distribution of the dividend shall remain as retained earnings.

No objections were raised to the resolution adopted under Item 4 of the Agenda.

Regarding **Item 5** of the Agenda, the Chair announced the Board of Directors' proposal for a resolution on Item 5 of the Agenda, as included in the notice published in the Commercial Register, namely:

The General Meeting of Shareholders discharges the members of the Board of Directors from liability for their activities in 2025.

The Chair opened the floor to shareholders for questions and comments on Item 5 of the Agenda and on the proposed resolution.

No comments or other proposals were made.

Thereafter, the Chair put the aforementioned proposed resolution on item five of the agenda to a vote.

Voting results:

Total number of votes cast: 39,738,914 votes;

Number of votes cast "for": 39,738,914 shares, representing 100% of the voting shares represented (those physically present, as well as those who had pre-registered and voted);

Number of votes cast "against": 0 votes;

Number of "abstentions" cast – 0 votes

As a result of the vote, the General Meeting of Shareholders adopted the following

RESOLUTION ON ITEM 5 OF THE AGENDA:

The General Meeting of Shareholders discharges the members of the Board of Directors from liability for their activities in 2025.

No objections were raised regarding the resolution adopted on Item 5 of the Agenda.

Regarding **Item 6** of the Agenda, the Chair announced the Board of Directors' proposal for a resolution on Item 6 of the Agenda, included in the notice published in the Commercial Register, namely:

"The General Meeting of Shareholders extends the term of office of the Board of Directors, composed of:

Tsvetan Borisov Alexiev, Georgi Parvanov Marinov, Atanas Kostadinov Kiryakov, Yordan Stoyanov Nedev, Chavdar Velizarov Dimitrov, Martin Veselinov Paev, Veselin Anchev Kirov, Yavor Lyudmilov Dzhonov, and Peyo Vasilev Popov for a term of 2 (two) years.”

The Chair gave the floor to the shareholders for questions and comments on item six of the agenda and on the proposed resolution.

Thereafter, the Chair put the Board of Directors’ proposed resolution on item six of the agenda to a vote.

Voting results:

Total number of votes cast: 39,738,914 votes;

Number of votes cast “for”: 37,204,753 shares, representing 93.62% of the voting shares represented (those physically present, as well as those pre-registered and having voted);

Number of votes cast “against”: 2,534,161 votes representing 6.38% of the voting shares represented (those physically present, as well as those pre-registered and having voted);

Number of “abstained” votes cast – 0 votes

As a result of the voting, the General Meeting of Shareholders adopted the following RESOLUTION:

RESOLUTION ON ITEM 6 OF THE AGENDA:

The General Meeting of Shareholders extends the term of office of the Board of Directors, composed of:

Tsvetan Borisov Alexiev, Georgi Parvanov Marinov, Atanas Kostadinov Kiryakov, Yordan Stoyanov Nedev, Chavdar Velizarov Dimitrov, Martin Veselinov Paev, Veselin Anchev Kirov, Yavor Lyudmilov Dzhonov, and Peyo Vasilev Popov for a term of 2 (two) years.

No objections were raised regarding the decision adopted under item six of the agenda.

Under **Item 7** of the Agenda, the Chair announced the Board of Directors’ proposal for a resolution on Item 7 of the Agenda, as included in the notice published in the Commercial Register, namely:

“The General Meeting of Shareholders shall change the company’s name from ‘Sirma Group Holding’ to ‘Sirma Group,’ to be written in English as ‘Sirma Group’ JSC.

The Chair opened the floor to shareholders for questions and comments regarding item seven of the agenda and the proposed resolution.

No comments or other proposals were made.

The Chair then put the Board of Directors’ proposed resolution on item seven of the agenda to a vote.

Voting results:

Total number of votes cast: 39,738,914 votes;

Number of votes cast “for”: 37,204,753 shares, representing 100% of the voting shares represented (those physically present, as well as those pre-registered and having voted);

Number of votes cast “against”: 2,534,161 votes;

Number of “abstained” votes cast – 0 votes

As a result of the voting, the General Meeting of Shareholders adopted the following

RESOLUTION ON ITEM 7 OF THE AGENDA:

“The General Meeting of Shareholders changes the company’s name from ‘Sirma Group Holding’ to ‘Sirma Group,’ to be written in English as ‘Sirma Group’ JSC.

No objections were raised to the resolution adopted on Item 7 of the Agenda.

Regarding **Item 8** of the Agenda, the Chair announced the Board of Directors’ proposal for a resolution on Item 8 of the Agenda, included in the notice published in the Commercial Register, namely:

The General Meeting of Shareholders amends the Company’s scope of business as follows:

The Company’s scope of business is as follows: planning, design, development, testing, implementation, integration, maintenance, updating, marketing, and sale of software products, mobile applications, websites, digital platforms, and information systems, including cloud-based, GIS/GPS systems, service management systems, and solutions based on artificial intelligence technologies; lifecycle, risk, security, and compliance management of artificial intelligence systems; data processing and analysis; auditing; monitoring and protection of artificial intelligence models, data, and infrastructure; provision of comprehensive IT solutions, including the sale, distribution, installation, and maintenance of hardware and software licenses; management of software and IT projects, business analysis, quality assurance, and customer service; consulting services, training, and related services in the field of information and communication technologies; acquisition, management, valuation, and sale of equity interests in Bulgarian and foreign companies; acquisition, valuation, and sale of patents and other intellectual property rights; organization of accounting and preparation of financial statements in accordance with the Accounting Act, as well as any other commercial activity not prohibited by law.

The Chair opened the floor to shareholders for questions, comments on item eight of the agenda, and on the proposed resolution.

No comments or other proposals were made.

Thereafter, the Chair put the Board of Directors’ proposed resolution on item eight of the agenda to a vote.

Voting results:

Voting results:

Total number of votes cast: 39,738,914 votes;

Number of votes cast “for” – 39,738,914 shares, representing 100% of the voting shares represented (those physically present, as well as those pre-registered and having voted);

Number of votes cast “against”: 0 votes;

Number of “abstentions” cast – 0 votes. As a result of the vote, the General Meeting of Shareholders adopted the following

RESOLUTION ON ITEM 8 OF THE AGENDA:

The General Meeting of Shareholders amends the Company’s scope of business as follows:

The Company’s scope of business is as follows: planning, design, development, testing, implementation, integration, maintenance, updating, marketing, and sale of software products, mobile applications, websites, digital platforms, and information systems, including cloud-based, GIS/GPS systems, service management systems, and solutions based on artificial intelligence technologies; lifecycle, risk, security, and compliance management of artificial intelligence systems; data processing and analysis; auditing; monitoring and protection of artificial intelligence models, data, and infrastructure; provision of comprehensive IT solutions, including the sale, distribution, installation, and maintenance of hardware and software licenses; management of software and IT projects, business analysis, quality assurance, and customer service; consulting services, training, and related services in the field of information and communication technologies; acquisition, management, valuation, and sale of equity interests in Bulgarian and foreign companies; acquisition, valuation, and sale of patents and other intellectual property rights; organization of accounting and preparation of financial statements in accordance with the Accounting Act, as well as any other commercial activity not prohibited by law.

No objections were raised regarding the decision adopted under item eight of the agenda.

Regarding **item nine** of the agenda, the Chair announced the Board of Directors’ proposal for a resolution on item nine of the agenda, included in the notice published in the Commercial Register, namely:

“The General Meeting of Shareholders approves the following amendments to the Company’s Articles of Incorporation:

1. In the text of paragraph 1 of Article 1, the words “and with a specific holding purpose, pursuant to Article 277 of the Commercial Code” shall be deleted.

2. Paragraph 2 of Article 1 is deleted.

3. The text of paragraphs 1 and 2 of Article 2 is replaced with the following text:

Article 2.(1) The company’s name is “Sirma Group” JSC.

(2) The Company’s name is also written in the Latin alphabet as follows: “Sirma Group” JSC.

4. The text of paragraph 1 of Article 4 is replaced with the following text:

“Art. 4. (1) The company’s scope of business is as follows: planning, design, development, testing, implementation, integration, maintenance, updating, marketing, and sale of software products, mobile applications, websites, digital platforms, and information systems, including cloud-based, GIS/GPS systems, service management systems, and solutions based on artificial intelligence technologies; lifecycle, risk, security, and compliance management of artificial intelligence systems; data processing and analysis; auditing; monitoring and protection of artificial intelligence models, data, and infrastructure; provision of comprehensive IT solutions, including the sale, distribution, installation, and maintenance of hardware and software licenses; management of software and IT projects, business analysis, quality assurance, and customer service; consulting services, training, and related services in the field of information and communication technologies; acquisition, management, valuation, and sale of equity interests in Bulgarian and foreign companies; acquisition, valuation, and sale of patents and other intellectual property rights; organization of accounting and preparation of financial statements in accordance with the Accounting Act, as well as any other commercial activity not prohibited by law.”

5. *Article 6 is deleted. The remaining articles are renumbered.”*

The Chair opened the floor to shareholders for questions and comments regarding item nine on the agenda and the proposed resolution.

No comments or other proposals were made.

The Chair then put the above-mentioned proposed resolution on item nine of the agenda to a vote.

Voting results:

Total number of votes cast: 39,738,914 votes;

Number of votes cast “for”: 39,738,914 shares, representing 100% of the voting shares represented (those physically present, as well as those who had pre-registered and voted);

Number of votes cast “against”: 0 votes;

Number of “abstentions” cast – 0 votes

As a result of the vote, the General Meeting of Shareholders adopted the following

RESOLUTION ON ITEM 9 OF THE AGENDA:

The General Meeting of Shareholders approves the following amendments to the Company’s Articles of Incorporation:

1. In the text of paragraph 1 of Article 1, the words “and with a specific holding purpose, pursuant to Article 277 of the Commercial Code” are deleted.

2. Paragraph 2 of Article 1 is deleted.

3. The text of paragraphs 1 and 2 of Article 2 is replaced with the following text:

Article 2.(1) The company’s name is “Sirma Group” JSC.

(2) The Company’s name is also written in the Latin alphabet as follows: “Sirma Group” JSC.

4. The text of paragraph 1 of Article 4 is replaced with the following text:

“Art. 4. (1) The company’s scope of business is as follows: planning, design, development, testing, implementation, integration, maintenance, updating, marketing, and sale of software products, mobile applications, websites, digital platforms, and information systems, including cloud-based, GIS/GPS systems, service management systems, and solutions based on artificial intelligence technologies; lifecycle, risk, security, and compliance management of artificial intelligence systems; data processing and analysis; auditing; monitoring and protection of artificial intelligence models, data, and infrastructure; provision of comprehensive IT solutions, including the sale, distribution, installation, and maintenance of hardware and software licenses; management of software and IT projects, business analysis, quality assurance, and customer service; consulting services, training, and related services in the field of information and communication technologies; acquisition, management, valuation, and sale of equity interests in Bulgarian and foreign companies; acquisition, valuation, and sale of patents and other intellectual property rights; organization of accounting and preparation of financial statements in accordance with the Accounting Act, as well as any other commercial activity not prohibited by law.”

4. Article 6 is deleted. The remaining articles are renumbered.

No objections were raised to the decision adopted under item eight of the agenda.

Regarding **item 10** of the agenda, the Chair announced the Board of Directors’ proposal for a resolution on item 10 of the agenda, as included in the notice published in the Commercial Register, namely:

“The General Meeting, pursuant to Article 108, paragraph 1, item 8 of the Law on Independent Financial Audit and Assurance on Sustainability, approves the Report on the Activities of the Company’s Audit Committee.”

The Chair opened the floor to shareholders for questions and comments regarding item 10 of the agenda and the proposed resolution.

No comments or other proposals were made.

Thereafter, the Chair put the aforementioned proposed resolution on item ten of the agenda to a vote.

Voting results:

Total number of votes cast: 39,738,914 votes;

Number of votes cast “for”: 39,738,914 shares, representing 100% of the voting shares represented (those physically present, as well as those who had pre-registered and voted);

Number of votes cast “against”: 0 votes;

Number of “abstentions” cast – 0 votes. As a result of the vote, the General Meeting of Shareholders adopted the following

RESOLUTION ON ITEM 10 OF THE AGENDA:

The General Meeting, pursuant to Article 108, paragraph 1, item 8 of the Law on Independent Financial Audit and Assurance on Sustainability, approves the Report on the Activities of the Company’s Audit Committee.

Under **Item 11** of the Agenda, the Chair announced the Board of Directors’ proposal for a resolution on Item 11 of the Agenda, included in the notice published in the Commercial Register, namely:

“The General Meeting of Shareholders elects ‘Grant Thornton’ Ltd., registered under number 032 in the public register of audit firms maintained by the Institute of Certified Public Accountants in Bulgaria, as the Company’s auditor for 2026.”

The Chair opened the floor to shareholders for questions and comments regarding item ten of the agenda and the proposed resolution.

No comments or other proposals were made.

Thereafter, the Chair put the aforementioned proposed resolution on item eleven of the agenda to a vote.

Voting results:

Voting results:

Total number of votes cast: 39,738,914 votes;

Number of votes cast “for” – 39,738,914 shares, representing 100% of the voting shares represented (those physically present, as well as those pre-registered and having voted);

Number of votes cast “against”: 0 votes;

Number of “abstentions” cast – 0 votes

As a result of the vote, the General Meeting of Shareholders adopted the following

RESOLUTION ON ITEM 11 OF THE AGENDA:

“The General Meeting of Shareholders elects ‘Grant Thornton’ Ltd., registered under number 032 in the public register of auditing firms maintained by the Institute of Certified Public Accountants in Bulgaria, as the Company’s auditor for 2026.”

Regarding **item twelve** on the agenda, the Chair announced the Board of Directors’ proposal for a resolution on item twelve of the agenda, included in the notice published in the Commercial Register, namely:

The General Meeting of Shareholders, pursuant to Article 48, paragraph 3 of the ZNFOISU, elects as auditor to perform the mandatory assurance engagement on the sustainability of “Sirma Group Holding” JSC for 2026 “Grant Thornton” Ltd., registered under number 032 in the public register of auditing firms maintained by the Institute of Certified Public Accountants in Bulgaria.”

The Chair opened the floor to shareholders for questions and comments on item twelve of the agenda and on the proposed resolution.

The Chair put to a vote the proposed resolution on item thirteen of the agenda, as contained in the notice of meeting.

Voting results:

Total number of votes cast: 39,738,914 votes;

Number of votes cast “for” – 39,738,914 shares, representing 100% of the voting shares represented (those physically present, as well as those pre-registered and having voted);

Number of votes cast “against”: 0 votes;

Number of “abstentions” cast – 0 votes

As a result of the vote, the General Meeting of Shareholders adopted the following

RESOLUTION ON ITEM 12 OF THE AGENDA:

The General Meeting of Shareholders, pursuant to Article 48, paragraph 3 of the ZNFOISU, elects as auditor to perform a mandatory assurance engagement regarding the sustainability of “Sirma Group Holding” JSC for 2026 “Grant Thornton” Ltd., registered under number 032 in the public register of auditing firms maintained by the Institute of Certified Public Accountants in Bulgaria.

Under Agenda **Item Thirteen**, the Chair announced the Board of Directors’ proposal for a resolution on Agenda Item Thirteen, as included in the notice published in the Commercial Register, namely:

“The General Meeting approves the REPORT OF THE REMUNERATION COMMITTEE ON THE IMPLEMENTATION OF THE REMUNERATION POLICY FOR MEMBERS OF THE BOARD OF DIRECTORS IN 2025.”

The Chair put to a vote a proposed resolution on item thirteen of the agenda, as contained in the notice of meeting.

Voting results:

Total number of votes cast: 39,738,914 votes;

Number of votes cast “for” – 39,738,914 shares, representing 100% of the voting shares represented (those physically present, as well as those pre-registered and having voted);

Number of votes cast “against”: 0 votes;

Number of “abstentions” cast – 0 votes

As a result of the vote, the General Meeting of Shareholders adopted the following

RESOLUTION ON ITEM 13 OF THE AGENDA:

The General Meeting approves the “REPORT OF THE COMPENSATION COMMITTEE ON THE IMPLEMENTATION OF THE COMPENSATION POLICY FOR MEMBERS OF THE BOARD OF DIRECTORS IN 2025.”

Under **item fourteen** of the agenda, the Chair announced the Board of Directors’ proposal for a resolution on item fourteen of the agenda, included in the notice published in the Commercial Register, namely:

“The General Meeting of Shareholders sets the following maximum allowable amount for the fixed compensation of the members of the Board of Directors: 400,000 euros per year in total for all members of the Board of Directors.”

The Chair opened the floor to shareholders for questions and comments regarding item fourteen on the agenda and the proposed resolution.

No comments or other proposals were made.

The Chair then put the aforementioned proposed resolution on item fourteen of the agenda to a vote.

Voting results:

Voting results:

Total number of votes cast: 39,738,914 votes;

Number of votes cast “for”: 37,204,753 shares, representing 93.62% of the voting shares represented (those physically present, as well as those pre-registered and having voted);

Number of votes cast “against”: 2,534,161 votes representing 6.38% of the voting shares represented (those physically present, as well as those pre-registered and having voted);

Number of “abstained” votes cast – 0 votes

As a result of the vote, the General Meeting of Shareholders adopted the following

RESOLUTION ON ITEM 14 OF THE AGENDA:

The General Meeting of Shareholders sets the following maximum allowable amount for the fixed compensation of the members of the Board of Directors: 400,000 euros per year in total for all members of the Board of Directors.

Under **Item 15** of the Agenda, the Chair announced the Board of Directors’ proposal for a resolution on Item 15 of the Agenda, as included in the notice published in the Commercial Register, namely:

“To pay the members of the Board of Directors, pursuant to Article 13a of the Remuneration Policy for Members of the Board of Directors, short-term variable remuneration for 2025 as follows:

- a. To the Chief Executive Officer in the amount of 50,000 euros.*
- b. To the Chairman of the Board of Directors in the amount of 5,449 euros.*
- c. To the members of the Board of Directors Chavdar Dimitrov, Atanas Kiryakov, Yavor Lyudmilov Dzhonov, Martin Veselinov Paev; Veselin Anchev Kirov; Peyo Vasilev Popov, and Yordan Stoyanov Nedev, in the amount of 3,632 euros each.*

The payment of the remuneration shall be made in accordance with the Remuneration Policy for Board Members—40% of the variable remuneration shall be deferred over a period of 3 years on a pro rata basis.”

The Chair opened the floor to shareholders for questions and comments regarding item fifteen of the agenda and the proposed resolution.

No comments or other proposals were made.

The Chair then put the aforementioned proposed resolution on item fifteen of the agenda to a vote.

Voting results:

Voting results:

Total number of votes cast: 39,738,914 votes;

Number of votes cast “for”: 37,204,753 shares, representing 93.62% of the voting shares represented (those physically present, as well as those pre-registered and having voted);

Number of votes cast “against”: 2,534,161 votes representing 6.38% of the voting shares represented (those physically present, as well as those pre-registered and having voted);

Number of “abstained” votes cast – 0 votes

As a result of the vote, the General Meeting of Shareholders adopted the following

RESOLUTION ON ITEM 15 OF THE AGENDA:

To pay the members of the Board of Directors, pursuant to Article 13a of the Remuneration Policy for Members of the Board of Directors, short-term variable compensation for 2025 as follows:

- a. To the CEO in the amount of 50,000 euros.**
- b. To the Chairman of the Board of Directors in the amount of 5,449 euros.**
- c. To the members of the Board of Directors Chavdar Dimitrov, Atanas Kiryakov, Yavor Lyudmilov Dzhonov, Martin Veselinov Paev; Veselin Anchev Kirov; Peyo Vasilev Popov, and Yordan Stoyanov Nedev, in the amount of 3,632 euros each.**

The payment of the remuneration shall be made in accordance with the Remuneration Policy for Board Members—40% of the variable remuneration shall be deferred over a period of 3 years on a pro-rata basis.

Under **item sixteen** of the agenda, the Chair announced the Board of Directors’ proposal for a resolution on item sixteen of the agenda, included in the notice published in the Commercial Register, namely:

“The General Meeting approves the Scheme for the Granting of Long-Term Variable Compensation in the Form of Shares for 2025, as follows:

This plan sets forth the terms and conditions for granting share-based compensation by “Sirma Group Holding” JSC(the “Company”) to the members of the Board of Directors (the “Plan”) for 2025. This Plan has been prepared in accordance with the Compensation Policy and is subject to approval by the General Meeting of Shareholders. In drafting the Plan, full consideration was given to the rules and fundamental principles of the Compensation Policy, as well as to the long-term business development plans of the “Sirma Group Holding”

JSCGroup. This Remuneration Scheme sets forth the criteria for evaluating the performance of the members of the Board of Directors on an annual basis for the calendar year 2025, based on which the granting and amount of share-based remuneration are determined. Wherever this plan refers to share-based compensation or the grant of shares, it shall be understood to mean the transfer of ownership rights in accordance with the specific method of provision—either the transfer of shares owned by the Company or the purchase of shares (including buybacks).

a. Maximum Number of Shares Subject to Compensation The maximum number of shares in the Company's capital to be granted as compensation to members of the Board of Directors is 124,818 shares in total, which, as of the date of approval of this Plan, do not exceed the maximum permissible amount of 1% of the Company's registered capital. The shares are granted subject to the fulfillment of the performance criteria set forth in Sections 3.1 and 3.2.

b. Procedure for Granting Share-Based Compensation Share-based compensation is granted by a resolution of the General Meeting of Shareholders upon a proposal by the Board of Directors, within the maximum amount. The shares subject to the compensation will be granted to the members of the Board of Directors of the Company, namely:

- Tsvetan Borisov Alexiev – Chief Executive Officer*
- Georgi Parvanov Marinov – Chairman*
- Chavdar Velizarov Dimitrov – Member of the Board of Directors;*
- Atanas Kostadinov Kiryakov – Member of the Board of Directors;*
- Martin Veselinov Paev – Member of the Board of Directors;*
- Veselin Anchev Kirov – Member of the Board of Directors;*
- Peio Vasilev Popov – Member of the Board of Directors*
- Yavor Lyudmilov Dzhonov – Member of the Board of Directors*
- Yordan Stoyanov Nedev – Member of the Board of Directors*

The specific number of shares to be granted depends on the degree to which the established financial and non-financial criteria are met.

c. Conditions for granting share-based compensation. To grant share-based compensation for 2025, the following performance criteria have been met:

i. Financial criteria –

Achievement of year-over-year growth in the company's market capitalization, calculated based on the average market price per share for a two-month reference period comprising the last month of the relevant fiscal year and the first month of the following fiscal year, relative to the average market price per share, calculated for a two-month reference period comprising the last month of the previous fiscal year and the first month of the current one;

Achieving consolidated revenue growth greater than the target growth rate of 10% (ten percent) compared to the previous fiscal year;

16.3.2. The non-financial criteria include:

- *Implementing technological upgrades and product development;*
- *Enforcing high standards of corporate governance;*
- *Achieving high levels (over 75%) of employee satisfaction, according to an anonymous survey; Increasing training activities (courses, seminars, etc.) for employees by 30%;*
- *Integrating corporate social responsibility into the company's daily management practices;*
- *Ensuring the company's stable and sustainable development in economic, social, and environmental terms—publishing a voluntary Sustainability Report for 2025, ; reducing the company's energy intensity by over 10% (CO2e/revenue); increasing the share of renewable energy consumed by more than 10%;*
- *Ensuring the adequacy of the Company's administrative, organizational, and reporting structures and maximizing the efficiency of the Company's operations;*

d. The conditions for implementing the Scheme are defined in light of the Group's development strategy and vary for members of the Board of Directors based on their roles, their interrelationships, and the overall results achieved for the Company and the companies in its Group as a result;

e. Fulfilment of the conditions for granting share-based compensation is reported by the Board of Directors and approved by the General Meeting of Shareholders.

f. Granting of share-based compensation. The transfer of shares to the members of the Board of Directors takes place no earlier than three years after the date of the General Meeting of Shareholders' resolution granting such compensation. In practice, the shares are granted to members of the Board of Directors through a transfer of ownership, depending on the method of provision approved by the General Meeting of Shareholders - transfer of shares owned by the Company or purchase of shares (including buybacks); or issuance of new shares through a capital increase.

g. Conditions for Retaining Shares After Acquisition No conditions for retaining shares after their acquisition are specified or applied.

h. Deadline for granting the share-based compensation. After reviewing the results achieved, the General Meeting of Shareholders shall approve the fulfillment of the criteria under this Plan for 2025 and decide on the granting of the specific share-based compensation at the annual General Meeting of Shareholders. The actual grant of the shares shall take place within the timeframes established by law."

The Chair opened the floor to shareholders for questions and comments regarding item sixteen on the agenda and the proposed resolution.

No comments or other proposals were made.

The Chair then put the aforementioned proposed resolution on item sixteen of the agenda to a vote.

Voting results:

Voting results:

Total number of votes cast: 39,738,914 votes;

Number of votes cast “for”: 37,204,753 shares, representing 93.62% of the voting shares represented (those physically present, as well as those pre-registered and having voted);

Number of votes cast “against”: 2,534,161 votes representing 6.38% of the voting shares represented (those physically present, as well as those pre-registered and having voted);

Number of “abstained” votes cast – 0 votes

As a result of the vote, the General Meeting of Shareholders adopted the following

RESOLUTION ON ITEM 16 OF THE AGENDA:

The General Meeting approves the Scheme for the Granting of Long-Term Variable Share-Based Compensation for 2025, as follows:

This scheme sets forth the terms and conditions for granting share-based compensation by “Sirma Group Holding” JSC (“the Company”) to the members of the Board of Directors (“the Scheme”) for 2025. This Scheme has been prepared in accordance with the Remuneration Policy and is subject to a vote by the General Meeting of Shareholders. In drafting the Plan, full consideration was given to the rules and fundamental principles of the Compensation Policy, as well as to the long-term business development plans of the “Sirma Group Holding” JSC Group. This Remuneration Scheme sets forth the criteria for evaluating the performance of the members of the Board of Directors on an annual basis for the calendar year 2025, based on which the granting and amount of share-based remuneration are determined. Wherever this plan refers to share-based compensation or the grant of shares, it shall be understood to mean the transfer of ownership rights in accordance with the specific method of provision—either the transfer of shares owned by the Company or the purchase of shares (including buybacks).

a. Maximum Number of Shares Subject to Compensation The maximum number of shares in the Company’s capital to be granted as compensation to members of the Board of Directors is 124,818 shares in total, which, as of the date of approval of this Plan, does not exceed the maximum permissible amount of 1% of the Company’s registered capital. The shares are granted subject to the fulfillment of the performance criteria set forth in sections 3.1 and 3.2.

b. Procedure for Granting Share-Based Compensation Share-based compensation is granted by a resolution of the General Meeting of Shareholders upon a proposal by the Board of Directors, within the maximum amount. The shares subject to the compensation will be granted to the members of the Board of Directors and to the Company, namely:

- **Tsvetan Borisov Alexiev – Chief Executive Officer**
- **Georgi Parvanov Marinov – Chairman**
- **Chavdar Velizarov Dimitrov – Member of the Board of Directors;**
- **Atanas Kostadinov Kiryakov – Member of the Board of Directors;**

- **Martin Veselinov Paev – Member of the Board of Directors;**
- **Veselin Anchev Kirov – Member of the Board of Directors;**
- **Peio Vasilev Popov – Member of the Board of Directors**
- **Yavor Lyudmilov Dzhonov – Member of the Board of Directors**
- **Yordan Stoyanov Nedev – Member of the Board of Directors**

The specific number of shares to be granted depends on the degree to which the established financial and non-financial criteria are met.

c. **Conditions for granting share-based compensation. To grant share-based compensation for 2025, the following performance criteria have been met:**

i. **Financial criteria –**

Achievement of year-over-year growth in the company’s market capitalization, calculated based on the average market price per share for a two-month reference period comprising the last month of the relevant fiscal year and the first month of the following fiscal year, relative to the average market price per share, calculated for a two-month reference period comprising the last month of the previous fiscal year and the first month of the current one;

Achieving consolidated revenue growth greater than the target growth rate of 10% (ten percent) compared to the previous fiscal year;

16.3.2. The non-financial criteria include:

- **Implementing technological upgrades and product development;**
- **Enforcing high standards of corporate governance;**
- **Achieve high levels (over 75%) of employee satisfaction, according to an anonymous survey; Increase training activities (courses, seminars, etc.) for employees by 30%;**
- **Integrating corporate social responsibility into the company’s daily management practices;**
- **Ensuring the company’s stable and sustainable development in economic, social, and environmental terms—publishing a voluntary Sustainability Report for 2025, reducing the company’s energy intensity by over 10% (CO2e/revenue), increasing the share of renewable energy consumed by more than 10%;**
- **Ensuring the adequacy of the company’s administrative, organizational, and reporting structures and maximizing the efficiency of the company’s operations;**

d. **The conditions for implementing the Scheme are defined in light of the Group’s development strategy and vary for members of the Board of Directors given their roles, their interrelationships, and the overall results achieved for the Company and the companies in its Group based on these factors;**

e. **The fulfillment of the conditions for granting share-based compensation is reported by the Board of Directors and approved by the General Meeting of Shareholders.**

f. **Granting of share-based compensation. The transfer of shares to the members of the Board of Directors takes place no earlier than three years after the date of the General Meeting of Shareholders' resolution granting such compensation. In practice, the shares are granted to members of the Board of Directors through a transfer of ownership, depending on the method of provision approved by the General Meeting of Shareholders - transfer of shares owned by the Company or purchase of shares (including buybacks); or issuance of new shares through a capital increase.**

g. **Conditions for Retaining Shares After Acquisition No conditions for retaining shares after their acquisition are specified or applied.**

h. **Deadline for granting the share-based compensation. After reviewing the results achieved, the General Meeting of Shareholders shall approve the fulfillment of the criteria under this Plan for 2025 and decide on the granting of the specific share-based compensation at the annual General Meeting of Shareholders. The actual grant of the shares shall take place within the timeframes established by law.**

Under **Item Seventeen** of the Agenda, the Chair announced the Board of Directors' proposal for a resolution on Item Seventeen of the Agenda, as included in the notice published in the Commercial Register, namely:

“The General Meeting of Shareholders, based on the Share-Based Compensation Plan and after assessing compliance with the criteria set forth therein and in the Compensation Policy for Members of the Board of Directors, pursuant to Article 13d, paragraph 3 of the Policy, approves the amount of share-based compensation for each member of the Board of Directors for the 2025 reporting period, in accordance with the Share-Based Compensation Plan approved by the General Meeting, as follows:

<i>Position on the Board of Directors</i>	<i>Name</i>	<i>Number of Shares</i>
<i>Chairman of the Board of Directors</i>	<i>Georgi Parvanov Marinov</i>	<i>17,158</i>
<i>CEO</i>	<i>Tsvetan Borisov Alexiev</i>	<i>27588</i>
<i>Member of the Board of Directors</i>	<i>Veselin Anchev Kirov</i>	<i>11439</i>
<i>Member of the Board of Directors</i>	<i>Peio Vasilev Popov</i>	<i>11439</i>
<i>Member of the Board of Directors</i>	<i>Atanas Kostadinov Kiryakov</i>	<i>11439</i>

<i>Member of the Board of Directors</i>	<i>Yavor Lyudmilov Jonov</i>	<i>11439</i>
<i>Member of the Board of Directors</i>	<i>Chavdar Velizarov Dimitrov</i>	<i>11439</i>
<i>Member of the Board of Directors</i>	<i>Martin Veselinov Paev</i>	<i><u>11439</u></i>
<i>Member of the Board of Directors</i>	<i>Yordan Stoyanov Nedev</i>	<i><u>11439</u></i>
Total:		<i>124,818</i>

The Chair gave the floor to the shareholders for questions and comments on item seventeen of the agenda and on the proposed resolution.

No comments or other proposals were made.

Thereafter, the Chair put the aforementioned proposed resolution regarding item seventeen of the agenda to a vote.

Voting results:

Voting results:

Total number of votes cast: 39,738,914 votes;

Number of votes cast "for": 37,204,753 shares, representing 93.62% of the voting shares represented (those physically present, as well as those pre-registered and having voted);

Number of votes cast "against": 2,534,161 votes representing 6.38% of the voting shares represented (those physically present, as well as those pre-registered and having voted);

Number of "abstained" votes cast – 0 votes

As a result of the vote, the General Meeting of Shareholders adopted the following

RESOLUTION ON ITEM 17 OF THE AGENDA:

The General Meeting of Shareholders, based on the Share-Based Compensation Plan and after assessing compliance with the criteria set forth therein and in the Compensation Policy for Members of the Board of Directors, pursuant to Article 13d, paragraph 3 of the Policy, approves the amount of stock-based compensation for each member of the Board of Directors for the 2025 reporting period, in accordance with the Stock-Based Compensation Plan approved by the General Meeting of Shareholders, as follows:

Position on the Board of Directors	Name	Number of Shares
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Chairman of the Board of Directors	Georgi Parvanov Marinov	17,158
CEO	Tsvetan Borisov Alexiev	27588
Member of the Board of Directors	Veselin Anchev Kirov	11439
Member of the Board of Directors	Peio Vasilev Popov	11439
Member of the Board of Directors	Atanas Kostadinov Kiryakov	11439
Member of the Board of Directors	Yavor Lyudmilov Jonov	11439
Member of the Board of Directors	Chavdar Velizarov Dimitrov	11439
Member of the Board of Directors	Martin Veselinov Paev	<u>11439</u>
Member of the Board of Directors	Yordan Stoyanov Nedev	<u>11439</u>
Total:		124,818

As the agenda had been exhausted, the Chair of the meeting adjourned the ANNUAL IN-PERSON MEETING OF THE GENERAL MEETING OF SHAREHOLDERS OF “Sirma Group Holding” JSCat 12:40 p.m.

Chair:.....
/Ts. Alexiev/

Secretary:.....
/G. Marinov/

Teller:....
/S. Alexieva/

Census
Taker:.....
/S. Tanushev/

Census
taker:.....
/S. Kanazireva/