Erste Ltd - mandatory and voluntary pension funds management company

Ivana Lučića 2a

10000 Zagreb

KONČAR - Electrical Industry Inc. for manufacturing and services

Fallerovo šetalište 22

10000 Zagreb

Attn.:

MANAGEMENT BOARD

Zagreb, 19 August 2026

SUBJECT: Proposal of a Candidate for Election to the Supervisory Board of KONČAR - Electrical Industry Inc. for manufacturing and services

Dear Sirs/Madams,

Erste Ltd - mandatory and voluntary pension funds management company, with its registered office at Ivana Lučića 2a, 10000 Zagreb, PIN: 49659289650 (hereinafter: **Erste Ltd.**), which manages Erste Plavi Mandatory Pension Fund, Category A, PIN: 29597039090, Erste Plavi Mandatory Pension Fund, Category B, PIN: 37688683890, Erste Plavi Expert – Voluntary Pension Fund, PIN: 21938195883, Closed-End Voluntary Pension Fund for Road Sector Employees, PIN: 41044110075, Erste Closed-End Voluntary Pension Fund, PIN: 52159097038, and Pošta Closed-End Voluntary Pension Fund, PIN: 55713563137, hereby, on the basis of its shareholder rights arising from an aggregate shareholding of 8.81% in the share capital of KONČAR - Electrical Industry Inc. for manufacturing and services, with its registered office in Zagreb, Fallerovo šetalište 22, PIN: 45050126417 (hereinafter: **KONČAR Inc.** or the **Issuer**), submits the following proposal.

We propose that the Management Board of the Issuer, in accordance with the Companies Act (Official Gazette Nos. 111/93, 34/99, 121/99, 52/00, 118/03, 107/07, 146/08, 137/09, 111/12, 125/11, 68/13, 110/15, 40/19, 34/22, 114/22, 18/23, 130/23 and 136/24) and the Articles of Association of the Company, convene a General Meeting and include on the

agenda thereof a proposal for a resolution on the election of Ms. Nataša Ivanović to the Supervisory Board of the Issuer.

Nataša Ivanović has extensive experience as a long-standing member of the Management Board of Erste Ltd. Since the very beginning of the pension reform in 2001, she has participated in the establishment of Adriatic invest d.o.o., the management company of the Plavi Mandatory Pension Fund, where she assumed the position of Management Board member, where she assumed the role of a Management Board member, a position she continues to hold today. At the end of 2003, Erste OMF and Helios OMF were merged into Plavi Fund, following which the fund changed its name to Erste Plavi Mandatory Pension Fund and the management company changed its name to Erste Ltd - mandatory and voluntary pension funds management company. Ms. Ivanović holds a licence as an authorised pension fund manager and a licence as an internal auditor. Since 1998, Nataša Ivanović has served as a member of the Supervisory Boards of several Croatian companies (Piramida Sesvete, TUP Dubrovnik, Geoprojekt Buzet and Dalekovod d.d.), and currently serves as a member of the Supervisory Board of Villa Dubrovnik d.d.

Her professional competencies, including her analytical skills and in-depth understanding of financial markets, make her exceptionally well qualified for membership of the Supervisory Board. In addition to her technical expertise, Ms. Ivanović has distinguished herself through her professional integrity, responsible approach and a well-developed understanding of the long-term interests of pension fund members. Through her professional competencies, Ms. Ivanović will contribute to the overall profile of the Supervisory Board, as well as to achieving a more balanced representation of both genders on the Supervisory Board, given that women are currently underrepresented on the Supervisory Board of the Issuer.

Ms. Nataša Ivanović is not a shareholder of the Issuer.

Ms. Nataša Ivanović and persons related to the Issuer are not connected with each other in any way.

Apart from the aforementioned membership of the Management Board of Erste Ltd. and the Supervisory Board of Villa Dubrovnik d.d., Ms. Nataša Ivanović is not a member of the management board or supervisory board of any other company.

We believe that her election to the Supervisory Board of KONČAR - Electrical Industry Inc. for manufacturing and services would contribute to strengthening the supervisory function, enhancing corporate governance and facilitating strategic decision-making in the best interests of all shareholders of the Company.

We enclose with this proposal the curriculum vitae of Ms. Nataša Ivanović.

Yours faithfully,

Erste Ltd - mandatory and voluntary pension funds management company