

Pursuant to Article 294.b of the Companies Act (Official Gazette of the RS, No 65-09 with amendments and supplements; hereinafter: the ZGD-1), Petrol d.d., Ljubljana, Slovenska energetska družba, Dunajska cesta 50, Ljubljana (hereinafter: the Company) hereby provides the

REPORT ON REMUNERATION TO MANAGEMENT AND SUPERVISORY BODIES OF PETROL D.D., LJUBLJANA IN THE 2025 FINANCIAL YEAR

I. PREAMBLE

Pursuant to Article 294.a of the ZGD-1, the shareholders of Petrol d.d., Ljubljana adopted at their 38th General Meeting the Remuneration Policy for Management and Supervisory Bodies of Petrol d.d., Ljubljana (hereinafter: "Remuneration Policy"), which is published on the website: [politika-prejemkov-organov-vodenja-in-nadzora_cistopis.pdf](https://www.petrol.si/politika-prejemkov-organov-vodenja-in-nadzora_cistopis.pdf) The Report on Remuneration to Management and Supervisory Bodies of Petrol d.d., Ljubljana in the 2025 Financial Year (hereinafter: "Remuneration Report") includes a comprehensive overview of remuneration, including all benefits provided or owed by the Company to each management and supervisory body member in the 2025 financial year.

II. SUPERVISORY BODY

The supervisory body is defined in the applicable ZGD-1 and the Company's Articles of Association, as effective from time to time. Pursuant to the Company's Articles of Association, the supervisory body is the Supervisory Board, which is made up of 9 members. In 2025, the terms of office of most Supervisory Board members ended: President Janez Žlak performed the function until 21 April 2025; his Deputy Borut Vrviščar until 10 April 2025; and Members Alenka Urnaut and Aleksander Zupančič also until 10 April 2025; the term of office of Member Mladen Kaliterna ended on 15 July 2025, whereby he also performed the function of Supervisory Board President in the period between 24 April and 15 July 2025. On 11 April 2025, the following members started their terms of office: Goran Kralj, Luka Zajc, and Tomaž Vesel; on the same day, the former Member Mario Selecky started a new office as Supervisory Board Member until 24 April 2025 when he became Deputy President of the Supervisory Board. Supervisory Board Member Marko Jazbec started his term of office on 22 April 2025. On 16 July 2025, Vesna Južna became the new President of the Supervisory Board.

The Supervisory Board members are entitled to the payment for the performance of their function, meeting fees and the reimbursement of costs incurred in relation to their work on the Supervisory Board. Their remuneration is fixed; they are not entitled to the variable remuneration, that is, based on corporate performance. The accurate amounts of payments are determined by means of a General Meeting's resolution.

Resolution No 5.1., determining payments to the Supervisory Board Members was adopted at the 29th General Meeting of the Company held on 18 April 2019, and is available on the following link:

https://seonet.ljse.si/default.aspx?doc=SEARCH&doc_id=67628

The Supervisory Board Members received remuneration based on that resolution until 21 April 2021.

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Resolution No 5.1., determining remuneration for the Supervisory Board Members was adopted at the 33rd General Meeting held on 22 April 2021, and is available on the following link:

https://seonet.ljse.si/default.aspx?doc=SEARCH&doc_id=75095

Based on that resolution, the Supervisory Board Members have received remuneration from 22 April 2021 onwards.

The Supervisory Board Members do not receive any other type of remuneration.

The nominal amounts received by each member of the Supervisory Board in the 2025 financial year (and a comparison with the 2024 financial year) based on the abovementioned resolutions are presented in Table 1:

Table 1

| Name and surname | Function | | |
|---------------------|--|---|---|
| | Supervisory Board | Audit Committee | Committees |
| Janez Žlak | President from 22/04/2021 to 21/04/2025 | | HRMBEC* |
| Borut Vrvščar | Deputy President from 22/04/2021. Member from 11/04/2021 to 10/04/2025 | | Member from 22/04/2021 to 21/04/2025 President from 22/04/2021 to 10/04/2025 |
| Aleksander Zupančič | Member from 11/04/2021 to 10/04/2025 | Member from 22/04/2021 to 10/04/2025 | |
| Alenka Umaut | Member from 11/04/2021 to 10/04/2025 | President from 22/04/2021 to 10/04/2025 | |
| Mario Selecky | Member from 11/04/2021 to 23/04/2025; Deputy President from 24/04/2025 | | Member from 22/04/2021 |
| Mladen Kaliterna | Member performing the function as President from 11/04/2021 to 21/04/2021; Member to 23/04/2025; President from 24/04/2025 to 15/07/2025 | Member from 22/04/2021 to 10/04/2021 | Member from 24/04/2025 to 15/07/2025 Member from 22/04/2021 to 22/02/2025 |
| Alen Mihelčič | Member from 27/01/2017 to 22/02/2025 | | Member from 10/04/2021 |
| Robert Ravnikar | Member from 27/01/2017 | Member from 22/04/2021 | Member from 22/04/2021 |
| Marko Šavli | Member from 11/12/2020 | Member to 16/04/2021 | Member from 24/04/2025 |
| Sabina Merhar | | External member from 21/11/2022 | Member from 16/07/2025 |
| Lina Jerman | Member from 24/02/2025 | | Member from 24/04/2025 |
| Vesna Južna | President from 16/07/2025 | | Member from 16/07/2025 |
| Goran Kralj | Member from 11/04/2025 | President from 24/04/2025 to 14/05/2025; Member from 15/05/2025 | |
| Luka Zajc | Member from 11/04/2025 | | President from 24/04/2025 |
| Tomaž Vesel | Member from 11/04/2025 | Member from 24/04/2025 to 14/05/2025; President from 15/05/2025 | |
| Marko Jazbec | Member from 22/04/2025 | | |

* Human Resources and Management Board Evaluation Committee

Remuneration to members of the Supervisory Board and Committees in the 2025 financial year

| Name and surname | (1) Basic payment | | | (2) SB and Committee meeting attendance fees | | (3) Travel expenses* | (4) Benefits** | (5) Sum total (1+2+3+4) | (6) Receipts from any Group company |
|---------------------|----------------------|----------------|---------------|---|--------------|----------------------------|-------------------|-------------------------------|--|
| | SB | SB spec. tasks | Committees | SB | Committees | | | | |
| Vesna Južna | 10,343 | 0 | 1,724 | 1,375 | 220 | 0 | 137 | 13,798 | 0 |
| Mario Selecky | 16,029 | 9,555 | 3,750 | 3,300 | 880 | 0 | 335 | 33,849 | 0 |
| Kralj Goran | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Zajc Luka | 10,833 | 0 | 3,859 | 2,750 | 440 | 3,588 | 210 | 21,680 | 0 |
| Vesel Tomaž | 10,833 | 0 | 3,752 | 2,750 | 880 | 0 | 182 | 18,398 | 0 |
| Jazbec Marko | 10,375 | 0 | 212 | 2,750 | 0 | 0 | 133 | 13,470 | 0 |
| Robert Ravnikar | 15,000 | 9,555 | 3,750 | 3,575 | 1,540 | 0 | 334 | 33,754 | 0 |
| Marko Šavli | 15,000 | 9,555 | 3,750 | 3,575 | 880 | 0 | 328 | 33,088 | 0 |
| Lina Jerman | 12,723 | 945 | 2,573 | 3,300 | 440 | 0 | 201 | 20,182 | 0 |
| Sabina Merhar | 0 | 0 | 4,500 | 0 | 1,320 | 0 | 58 | 5,878 | 0 |
| Mladen Kaliterna | 9,803 | 12,380 | 2,026 | 2,200 | 880 | 0 | 273 | 27,562 | 0 |
| Janez Žlak | 6,938 | 14,671 | 1,042 | 825 | 440 | 226 | 241 | 24,383 | 0 |
| Borut Vrvščar | 4,583 | 10,510 | 1,562 | 825 | 440 | 0 | 179 | 18,100 | 0 |
| Aleksander Zupančič | 4,167 | 9,555 | 1,042 | 825 | 440 | 0 | 160 | 16,189 | 0 |
| Alenka Umaut | 4,167 | 9,555 | 1,562 | 825 | 660 | 0 | 168 | 16,937 | 0 |
| Alen Mihelčič | 2,277 | 8,610 | 569 | 275 | 220 | 0 | 120 | 12,070 | 0 |
| Total | 133,071 | 94,891 | 35,674 | 29,150 | 9,680 | 3,814 | 3,059 | 309,339 | 0 |

* Travel expenses are not remuneration by their nature; they are reimbursement for the costs incurred in performing the function, which Supervisory Board members enforce in their income tax assessment.

** The amended Personal Income Tax Act (ZDoh-2AB, Official Gazette of the Republic of Slovenia, No. 104/24), more specifically the new tenth paragraph of Article 43 of ZDoh-2, specifically determines the calculation of the amount of a fringe benefit that is included in the tax base when the employer provides collective liability insurance for members of management and supervisory bodies.

Remuneration to members of the Supervisory Board and Committees in the 2024 financial year

| Name and surname | (1) Basic payment | | | (2) SB and Committee meeting attendance fees | | (3) Travel expenses* | (4) Sum total (1+2+3) | (5) Receipts from any Group company |
|---------------------|----------------------|----------------|---------------|--|---------------|-------------------------|-----------------------------|--|
| | SB | SB spec. tasks | Committees | SB | Committees | | | |
| Janez Žlak | 22,500 | 11,250 | 3,750 | 3,685 | 1,540 | 1,132 | 43,857 | 0 |
| Borut Vrviščar | 16,500 | 8,250 | 5,625 | 3,410 | 1,540 | 0 | 35,325 | 0 |
| Aleksander Zupančič | 15,000 | 7,500 | 3,750 | 3,685 | 1,881 | 1,299 | 33,115 | 0 |
| Alenka Urnaut | 15,000 | 7,500 | 5,625 | 3,685 | 1,881 | 0 | 33,691 | 0 |
| Mario Selecky | 15,000 | 7,500 | 3,750 | 3,410 | 1,540 | 0 | 31,200 | 0 |
| Mladen Kaliterna | 15,000 | 7,500 | 3,750 | 3,685 | 1,881 | 0 | 31,816 | 0 |
| Alen Mihečič | 15,000 | 7,500 | 3,750 | 3,685 | 1,540 | 0 | 31,475 | 0 |
| Robert Ravnikar | 15,000 | 7,500 | 3,750 | 3,685 | 1,881 | 0 | 31,816 | 0 |
| Marko Šavi | 15,000 | 7,500 | 3,750 | 3,685 | 1,540 | 0 | 31,475 | 0 |
| Sabina Merhar | 0 | 0 | 4,500 | 0 | 1,606 | 0 | 6,106 | 0 |
| Total | 144,000 | 72,000 | 42,000 | 32,615 | 16,830 | 2,430 | 309,876 | 0 |

* Travel expenses are not remuneration by their nature; they are reimbursement for the costs incurred in performing the function, which Supervisory Board members enforce in their income tax assessment.

III. MANAGEMENT BODY

Pursuant to the Company's Articles of Association, the Company's management body is the Management Board. As at 31 December 2025, the Management Board was comprised of Sašo Berger – President, Marko Ninčević, Drago Kavšek, Jože Smolič, Metod Podkrižnik – Members, and Zoran Gračner – Member/Worker Director.

In 2025, remuneration of the Management Board consisted of the fixed part and other benefits. The variable part of remuneration was exceptionally not paid to the Management Board in 2025. Benefits were calculated based on payments in cash or in kind in accordance with the effective regulations.

The Management Board's remuneration structure ensures proper balance between the fixed and the variable parts of remuneration.

The nominal amounts received in the 2025 financial year (and comparison with 2024) are presented in Table 2 for each member of the Management Board.

1. Fixed part

The fixed remuneration was paid to Management Board members for the performance of their tasks, their efforts and for having assumed responsibility. It was set so as to ensure financial stability, reimburse the invested effort and correspond to their professional background and loyalty and did not depend on the business results or other unforeseeable factors. The basic guideline in determining this part of remuneration was the complexity and responsibility level of tasks.

The fixed remuneration is the base salary of Management Board members, which is determined in the gross amount in the Employment Contract.

Length-of-service allowances and bonuses for work during less favourable worktime are already included in the base salary amount.

Remuneration to the Management Board Member – Worker Director was paid in accordance with the Worker Director's Employment Contract and the Petrol Worker Participation Agreement between the Company and the Company's Works' Council.

In 2025, the Management Board received the fixed part of remuneration in amounts as presented in Table 2.

2. Variable part

The variable remuneration is determined based on the Petrol Group's performance and the performance of the Management Board as a whole. The variable remuneration for the Management Board was determined based on Supervisory Board resolution in accordance with the Rules determining the targets and criteria for the payment of the variable part of remuneration as well as the procedure of determining the performance of the Management Board and the determination of the variable part of remuneration, and in accordance with the Remuneration Policy.

2.1. Criteria for determining variable remuneration

The variable remuneration was comprised of:

- the variable remuneration for short-term performance (performance bonus under the quantitative criteria), and
- the variable remuneration for long-term performance (performance bonus under the qualitative criteria).

The aim of quantitative criteria was to motivate the Management Board members to maximise their performance in achieving the Company's business results. These criteria were intended to promote the short-term and long-term performance of the Management Board members and the Company and are important for the implementation of the Company's and the Petrol Group's strategy. Quantitative criteria are used to measure performance based on the plan for an individual business period.

2.1.1. Quantitative criteria

The quantitative criteria that applied to determining performance-related remuneration for the Management Board in the 2024 financial year were:

- **Achieving business activity growth:** the criterion of achieving EBITDA in the Petrol Group was applied.
- **Operational productivity:** it was measured as the operating costs to the adjusted gross profit ratio.
- **Generating value for owners:** it was measured as the achieved net return on equity (ROE).
- **Financial stability:** the success of assuring (consolidating) the Group's financial condition was measured with the net debt-to-EBITDA ratio.

2.1.2. Qualitative criteria

The qualitative criteria used to determine remuneration for the Management Board's performance for the 2024 financial year were the following:

- **Success in business strategy implementation:** the strategic project implementation and operations streamlining was evaluated: development activities, risk management, procurement and logistical process streamlining, innovation, corporate responsibility, support process and IT upgrade, and similar, with the goal to achieve long-term sustainability of operations and sustainable development of the Company.
- **Success in ensuring operational growth:** the implementation of the projects enabling the Petrol Group to further grow and expand its operations was evaluated: successful implementation of investment projects, takeovers, strategic alliances, consolidating the position in existing markets and entering new markets, with the goal to achieve long-term business growth.

- **Success in human capital development:** success in developing sustainability-focused HR systems (staffing, HR development, education and training, competence development, rewarding, care for occupational health and safety, ensuring inclusion and respecting diversity), and the provision of the proper HR structure (organizational climate, devoted employees) needed for strategy realisation were measured.
- **Success in ensuring sustainable development:** the Petrol Group's gradual transition to minimising carbon footprint and maximising overall energy savings as well as introducing sustainability commitments in the stakeholder chain was measured with the purpose to enhance corporate responsibility.

Based on performance in 2024 and Supervisory Board resolution, the members of the Management Board were paid the variable part in 2025 in the form of cash receipts, as presented in Table 2.

3. Relative shares of fixed and variable remuneration to the Management Board members

Data about the relative shares of fixed remuneration to the Management Board members for the 2025 financial year (and the 2024 financial year) are presented in Table 2.

4. Relative shares of financial and non-financial criteria in the variable remuneration to the Management Board members

The data about the relative shares of fixed remuneration to the Management Board members for the 2025 financial year (and the 2024 financial year) are presented in Table 2.

5. Severance pay

No severance was paid in 2025.

6. Other benefits

Under the conditions determined with the Employment Contract, the Management Board members are entitled to benefits in the form of premium for life, accident, disability insurance, voluntary supplementary pension insurance, Company or third-party liability insurance, health insurance, mobile phone, and vehicle for business and private use.

The data about remuneration referring to the above-mentioned benefits are presented in Table 2.

Table 2

Remuneration to members of the Management Board in the 2025 financial year

| Name and surname, function | (1) Fixed remuneration* | (2) Variable remuneration based on | | (3) Severance pay | (4) Benefits | (5) Special monetary remuneration** | (6) Clawback | (7) Maluses (return of remuneration) | (8) Total payment (1+2+3+4+5-6-7) | (9) Share of variable remuneration from financial and non-financial criteria (xx% / yy%) | (10) Share of fixed and variable remuneration (xx% / yy%) | (11) Ratio to average employee salary (multiple) Company | (12) Receipts from any Group company |
|--------------------------------|----------------------------|------------------------------------|-------------------------------|----------------------|----------------|-------------------------------------|-----------------|---|--------------------------------------|---|--|--|---|
| | | based on quantitative criteria | based on qualitative criteria | | | | | | | | | | |
| Sašo Berger, President | 300,000 | 179,550 | 100,000 | 0 | 35,140 | 17,943 | 0 | 0 | 632,633 | 64% / 36% | 52% / 48% | 14.77 | 0 |
| Marko Ninčević, Member | 255,000 | 152,363 | 85,000 | 0 | 30,137 | 12,829 | 0 | 0 | 535,329 | 64% / 36% | 52% / 48% | 12.50 | 0 |
| Jože Smolič, Member | 255,000 | 152,363 | 85,000 | 0 | 30,531 | 12,514 | 0 | 0 | 535,408 | 64% / 36% | 52% / 48% | 12.50 | 0 |
| Metod Podkrižnik, Member | 255,000 | 152,363 | 85,000 | 0 | 43,892 | 15,162 | 0 | 0 | 551,417 | 64% / 36% | 52% / 48% | 12.88 | 0 |
| Drago Kavšek, Member | 255,000 | 126,990 | 70,833 | 0 | 34,150 | 10,128 | 0 | 0 | 497,102 | 64% / 36% | 56% / 44% | 11.61 | 0 |
| Zoran Gračner, Worker Director | 177,758 | 57,623 | 25,495 | 0 | 6,783 | 8,613 | 0 | 0 | 276,272 | 69% / 31% | 68% / 32% | 6.45 | 0 |
| Total | 1,497,758 | 821,282 | 451,328 | 0 | 180,633 | 77,189 | 0 | 0 | 3,028,161 | | | | |

* Fixed remuneration: base salary

** Special monetary remuneration: pay for annual leave, jubilee awards, reimbursement of expenses (meals, transportation, travel orders), bonus for business performance, part of the salary for work performance

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Remuneration to members of the Management Board in the 2024 financial year

| Ime in priimek, funkcija | (1) Fixed remuneration* | (2) Variable remuneration | | (3) Severance pay | (4) Benefits | (5) Special monetary remuneration** | (6) Clawback | (7) Maluses (return of remuneration) | (8) Total payment (1+2+3+4+5-6-7) | (9) Share of variable remuneration from financial and non-financial criteria (xx% / yy%) | (10) Share of fixed and variable remuneration (xx% / yy%) | (11) Ratio to average employee salary (multiple) | (12) Receipts from any Group company |
|---|-------------------------|--------------------------------|-------------------------------|-------------------|----------------|-------------------------------------|--------------|--------------------------------------|-----------------------------------|--|---|--|--------------------------------------|
| | | based on quantitative criteria | based on qualitative criteria | | | | | | | | | | |
| Sašo Berger, President | 300,000 | 0 | 0 | 0 | 25,149 | 13,985 | 0 | 0 | 339,134 | % / % | 100% / 00% | 8.46 | 0 |
| Marko Ninčević, Member | 255,000 | 0 | 0 | 0 | 22,134 | 15,380 | 0 | 0 | 292,514 | % / % | 100% / 00% | 7.30 | 0 |
| Jože Smolič, Member | 255,073 | 0 | 0 | 0 | 28,889 | 12,552 | 0 | 0 | 296,514 | % / % | 100% / 00% | 7.40 | 37,125 |
| Metod Podkrižnik, Member | 233,750 | 0 | 0 | 0 | 32,552 | 12,501 | 0 | 0 | 278,803 | % / % | 100% / 00% | 6.95 | 0 |
| Drago Kavšek, Member | 191,250 | 0 | 0 | 0 | 27,065 | 5,110 | 0 | 0 | 223,425 | % / % | 100% / 00% | 5.57 | 0 |
| Nada Drobne Popović, President until 22 November 2023 | 29,348 | 0 | 0 | 150,000 | 7,491 | 0 | 0 | 0 | 186,839 | % / % | 100% / 00% | 4.66 | 0 |
| Matja Bitenc, Member until 7 December 2023 | 24,946 | 0 | 0 | 0 | 5,274 | 432 | 0 | 0 | 30,652 | % / % | 100% / 00% | 0.76 | 0 |
| Zoran Gračner, Worker Director | 167,166 | 0 | 0 | 0 | 5,018 | 32,113 | 0 | 0 | 204,297 | % / % | 100% / 00% | 5.10 | 0 |
| Skupaj | 1,456,533 | 0 | 0 | 150,000 | 153,572 | 92,073 | 0 | 0 | 1,852,178 | | | | 37,125 |

* Fixed remuneration: base salary

** Special monetary remuneration: pay for annual leave, jubilee awards, reimbursement of expenses (meals, transportation, travel orders), bonus for business performance, part of the salary for work performance

7. ANNUAL CHANGE OF REMUNERATION, CORPORATE PERFORMANCE, AVERAGE EMPLOYEE REMUNERATION

The data for the last five financial years about the annual change of remuneration, performance of the Company and average remuneration for Company employees (excluding the Management Board Members) who were employed full-time in this period are presented in Table 3 a).

Table 3

a) Comparison of remuneration to the Members of the Management Board in the last five years

| | 2021 vs. 2020 | 2022 vs. 2021 | 2023 vs. 2022 | 2024 vs. 2023 | 2025 vs. 2024 | 2025 (absolute amount for the current reporting year) |
|--|---------------|---------------|---------------|---------------|---------------|---|
| Annual change | | | | | | |
| Remuneration to the Management Board | | | | | | |
| Sašo Berger | - | - | - | 6.1 | 1.9 | 632,633 |
| Marko Ninčević | - | - | - | 4.4 | 1.8 | 535,329 |
| Jože Smolič | 3.8 | 1.7 | 1.1 | 0.7 | 1.8 | 535,408 |
| Podkrižnik Metod | - | - | - | - | 2.0 | 551,417 |
| Kavšek Drago | - | - | - | - | 2.2 | 497,102 |
| Zoran Gračner | 17.8 | 1.4 | 1.1 | 1.0 | 1.4 | 276,272 |
| Operations of the Group (in thousand EUR) | | | | | | |
| EBITDA | 1.4 | 0.4 | 2.8 | 1.2 | 1.0 | 326,632 |
| Net profit | 1.7 | 0.0 | 139.5 | 1.1 | 1.2 | 174,160 |
| Operating costs/gross profit | 0.9 | 1.5 | 0.7 | 0.9 | 0.9 | 70.6 |
| Net debt/EBITDA | 1.1 | 2.6 | 0.3 | 0.8 | 0.9 | 1.3 |
| Average remuneration to the Company and Group employees | | | | | | |
| Company employees | 1.0 | 1.0 | 1.2 | 1.2 | 1.1 | 42,826 |
| Group employees | 1.1 | 1.2 | 1.1 | 1.2 | 1.1 | 27,636 |

b) Comparison of remuneration to the Members of the Supervisory Board in the last five years

| Annual change | 2021 vs. 2020 | 2022 vs. 2021 | 2023 vs. 2022 | 2024 vs. 2023 | 2025 vs. 2024 | 2025 (absolute amount for the current reporting year) |
|--|------------------|------------------|------------------|------------------|------------------|--|
| Remuneration to the Supervisory Board | | | | | | |
| Vesna Južna | - | - | - | - | - | 13,798 |
| Mario Selecky | - | 1.5 | 1.4 | 1.0 | 1.1 | 33,849 |
| Kralj Goran | - | - | - | - | - | 0 |
| Zajc Luka | - | - | - | - | - | 21,680 |
| Vesel Tomaž | - | - | - | - | - | 18,398 |
| Jazbec Marko | - | - | - | - | - | 13,470 |
| Robert Ravnikar | 1.3 | 0.9 | 1.4 | 0.9 | 1.1 | 33,754 |
| Marko Šavi | 21.7 | 1.0 | 1.4 | 1.0 | 1.1 | 33,088 |
| Lina Jerman | - | - | - | - | - | 20,182 |
| Sabina Merhar | - | - | 5.1 | 0.9 | 1.0 | 5,878 |
| Mladen Kaliterna | 1.3 | 0.8 | 1.4 | 0.9 | 0.9 | 27,562 |
| Janez Žlak | - | 1.5 | 1.4 | 1.0 | 0.6 | 24,383 |
| Borut Vrvščar | - | 1.4 | 1.4 | 1.0 | 0.5 | 18,100 |
| Aleksander Zupančič | - | 1.5 | 1.5 | 0.9 | 0.5 | 16,189 |
| Alenka Urnaut | - | 1.5 | 1.4 | 0.9 | 0.5 | 16,937 |
| Alen Mihelčič | 1.2 | 0.8 | 1.4 | 1.0 | 0.4 | 12,070 |

8. REMUNERATION RECEIVED FROM ANY OF THE PETROL GROUP COMPANIES

The Management Board Members received remuneration in the amounts as presented in Table 2.

9. SHARES AND SHARE OPTIONS

The members of the Supervisory and Management Boards did not receive any shares or share options from the Company.

10. CLAWBACK OPTION

In accordance with the Remuneration Policy, the Company demands return of the already paid variable remuneration or a pro rata part thereof if annual report nullity is established with a final effect and if the reasons for nullity refer to items or facts based on which the variable remuneration was determined.

The return of the already paid variable remuneration may be claimed within three years from the payment date of remuneration, or a part thereof. This option was not used in 2025.

11. FINANCIAL BENEFITS, PAYMENTS, AND SERVICES

11.1. There were no financial benefits or payments and services approved or provided by a third party to any member of the Management Board in relation to their activity in the 2025 financial year.

11.2. No financial benefits or payments and services for the early termination of the term of office were approved for any Member of the Management Board in the 2025 financial year.

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11.3. In the 2025 financial year, there were no financial benefits or payments and services approved to the other members of the Management Board for the event of ordinary termination of office, at a cash value and amount that had were spent or set aside by the Company in the 2025 financial year.

11.4. There was no other financial benefit or payment and service that would be approved and provided in the last financial year to any former member of the Management Board whose term of office ended in 2025.



Sašo Berger
 President of the Management Board



Marko Ninčević
 Member of the Management Board



Metod Podkrižnik
 Member of the Management Board



Jože Smolič
 Member of the Management Board



Drago Kavšek
 Member of the Management Board



Zoran Gračner
 Member of the Management Board, Worker
 Director

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 Ljubljana, 2 April 2026