

APPROVED
 By the decision of the
 Board of AB Novaturas
 March 26, 2025

AB NOVATURAS
BOARD'S ACTIVITY PLAN FOR 2025

March 26, 2025

The annual activity plan of the Board of AB “Novaturas” (hereinafter referred to as the Company) is drawn up quarterly during the financial year, taking into account the issues planned to be discussed during the Board meetings. If necessary, the Board may change the issues under consideration or their order, and may also consider other issues not provided for in this activity plan, which are assigned to the Board by the Company’s shareholders’ meeting and/or for which the Company’s CEO addresses the Board and/or in other cases when the Board considers issues within its competence.

This annual activity plan does not include issues regarding the approval of the agenda, setting meeting dates, current issues of the Company’s activities, discussions of the Board members and the Board’s discussions with the Company’s CEO, and other current issues that the Board periodically considers.

Issues considered and planned to be considered by the Company's Board in 2025:

Q1:

1. Review of the Company's performance and financial indicators.
2. Review of the Company's liquidity.
3. Analysis of the Company's strategic alternatives.
4. 2025 budget and annual goals.
5. Review of the Company's 2025 operating program.
6. The Company's 2024 audit status.
7. Review of the Company's hedging policy principles.
8. The process and status of ensuring the Company's budget control, financial reporting process.
9. Participation in the Company's strategic sessions.
10. Detailed questions of the Audit and Risk Committee (ARC) (if relevant) (presented by the ARC).
11. Consideration of transactions within the competence of the Board (if relevant).

Q2:

1. Review of the Company's performance and financial indicators.
2. Audit of the Company's financial statements for 2024.
3. Convening of the Company's ordinary General Meeting of Shareholders.
4. Participation in the Company's strategic sessions.

5. Review of the Company's business strategy.
6. Consideration of proposed changes to the Company's organizational structure.
7. Civil liability insurance of directors and management personnel.
8. Conclusion/execution/amendment of credit agreements.
9. Priorities in the Company's personnel area for 2025 and preparation of a personnel activity plan.
10. Investment plan for the Company's direct sales marketing.
11. Development of the Company's WEB project.
12. Review of the Company's direct sales plans.
13. Approval of fraud prevention documents (Code of Conduct, Reporting Policy) (presented by ARC).
14. Consideration of risk management policy (presented by ARC).
15. Management of strategic partnerships.
16. Audit and Risk Committee activity plan for 2025 (presented by ARC).
17. Process and status of ensuring the Company's budget control, financial reporting process.
18. Detailed issues of the Audit and Risk Committee (if relevant) (presented by ARC).
19. Consideration of transactions within the competence of the Board (if relevant).

Q3:

1. Overview of the Company's performance and financial indicators.
2. Review of the Company's direct sales performance.
3. Control of financial data (presented by ARC).
4. Supervision of the implementation of the Company's remuneration policy.
5. Consideration of the 2026 business plan.
6. Implementation of the Company's WEB project.
7. Company's IT transformation strategy.
8. Strengthening internal control in IT systems.
9. Customer experience improvement strategy.
10. Management of strategic partnerships.
11. Company's business model change strategy.
12. Review of the Company's hedging policy.
13. Review of the Company's business strategy.
14. The process and status of ensuring the Company's budget control, financial reporting process.
15. Detailed questions of the Audit and Risk Committee (if relevant) (presented by ARC).
16. Consideration of transactions within the competence of the Board (if relevant).

Q4:

1. Review of the Company's performance and financial indicators.
 2. Initiation of the audit of the Company's 2025 financial statements, review of the audit plan.
 3. Approval of the Company's business strategy.
 4. Discussion of the planned annual results.
 5. Budget and annual goals for 2026.
 6. Implementation of the Company's WEB project.
 7. Process and status of ensuring the Company's budget control, financial reporting process.
 8. Detailed questions of the Audit and Risk Committee (if relevant) (presented by the ARC).
 9. Consideration of transactions within the competence of the Board (if relevant).
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