

## Corporate management code for the companies being included in Sarajevo Stock Exchange

### 2024 ANNUAL QUESTIONNAIRE

(All questions refer to one-year period, the same as the annual financial reports.)

#### Company:

Open joint stock company:

Closed joint stock company:

#### Business Transparency

##### 1. Does the company have web page?

If yes, what is the address?

YES/NO	Explanation
YES	<a href="http://www.bhtelecom.ba">www.bhtelecom.ba</a>

If no, why?

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##### 2. Did the Management and the Supervisory Board establish the information announcement policy?

If yes, is it incorporated in the company's Statute?

YES/NO	Explanation
YES	

If no, why?

	Internal document adopted in line with the Statute
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##### 3. Are semi-annual and annual financial reports available to the stockholders?

In the company's premises? (If no, why?)

YES/NO	Explanation
YES	

Over the company's web page? (if no, why?)

YES	
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Over SASE/KVP FBiH web page? (if no, why?)

YES	
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In English language? (if no, why?)

YES	
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##### 4. Does the company make the corporate calendar? (If no, why?)

If yes, is it announced on the company's web page? (If no, why?)

YES/NO	Explanation
YES	

##### 5. Does the company announce the stockholders list on the web page

and is it updated monthly and/or recommended the web page link of the Securities Registry for consultation?

YES/NO	Explanation
YES	The list of the 10 biggest stockholders and recommendation of RVP and SASE link

##### 6. Does the company announce the list of members to the Supervisory and Managing Board? (If no, why?)

YES/NO	Explanation
YES	

##### 7. Is the company in the mutual stockholding relationship with another company or companies? If yes,

what is the company in question?

YES/NO	Explanation
YES	

are the mutual stockholding data public?

	MY Media Ltd. Sarajevo
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YES	
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##### 8. Does the company announce the data about the securities owned by the Supervisory Board or Managing Board members on its web page? (If not, why?)

If yes, are they timely updated?

YES/NO	Explanation

NO	They do not own securities.
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YES/NO

9. Does the company define and make the risk factors public? (If no, why?)

YES	
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10. Did the company establish the mechanisms to ensure: that the persons having and dealing with the inside information are familiarized with their nature and importance and referring limitations? (If no, why?)

YES/NO	
YES	

11. Does the company deliver all information being announced on its web page to SASE as well? (If no, why?)

YES/NO	
YES	Regulated and mandatory information

**Assembly**

12. Does the company timely disclose all relevant data on the content and scope of rights of the stocks having the limited voting right?

YES/NO	Explanation
NO	There are no stocks with limited voting right.

13. Does all stockholders have the same company's treatment? (If no, why?)

YES/NO	
YES	

14. Did the company issue new shares? If yes,

YES/NO	
NO	

are all stockholders enabled to take part in increasing the company's basic capital proportionally to their shares in the previous basic capital (preemption right) pursuant to legislation, by-laws and the company's Statute? (If no, why?)

YES/NO	
NO	

are all stockholders timely informed on the new company's shares issue and how to exercise the preemption right? (If no, why?)

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15. Did the company acquire its own (treasury) shares? If yes, is it carried out and where?

YES/NO	
NO	

In the open market? (If no, why?)

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Without favoring single shareholder or investor or shareholders i.e. investors group? (If no, why?)

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16. Does the company pay dividend? (If no, why?)

YES/NO	
YES	The Decision on 2023 profit distribution and the Decision on modification of the Decision on 2023 profit distribution

17. Was the decision on dividend payment and all important data announced and submitted to SASE 2 days from making the latest? (If no, why?)

YES/NO	
YES	The Decision on dividend calculation and payment through the FBiH Securities Registry

18. Is the Assembly agenda, as well as all important data and documents supported by the agenda explanation, announced on the company's web page and put at the shareholders disposal in the company's head office from the first public announcement of the agenda? (If no, why?)

YES/NO	Explanation
YES	

19. Are the Assembly agenda and relevant data announced on the company's web page in English language as well? (If no, why?)

YES/NO	
YES	

20. Does the report, submitted to the Assembly by the Supervisory Board, include, besides the legally defined content, evaluation of the total company's business performance, Management operations and a special comment on its cooperation with the Management? (If no, why?)

YES/NO	
YES	

21. Does the company have the mechanisms for protection of the minority

YES/NO	
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shareholders interests in decision-making and contesting at the Assembly?  
(If no, why?)

YES	
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22. Does the company make a public release of the Assembly's decisions

YES/NO

and eventual lawsuits against contesting those decisions? (If no, why?)

YES	The Report on the event significantly affecting the company's financial affairs and Voting Board report
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over the company's web page? (If no, why?)

YES	
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over public media? (If yes, please state them.)

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YES/NO

23. Does the company send the Assembly decisions to SASE? (If no, why?)

YES	Over the Report on the event significantly affecting the company's financial affairs
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**Supervisory Board**

24. Did the Supervisory Board adopt the Rules of Procedure with the list of regular meetings and data that should be regularly and timely available to the Supervisory Board members? (If no, why?)

YES/NO

YES	
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25. State the names of the Supervisory Board members.

From 01 Jan. to 11 Feb., 2024: Sedad Avdić a.i. Chairman, Faruk Hadžić a.i. Deputy Chairman, Samir Čorbo a.i. member, Affan Čehajić a.i. member, Alma Zildžić a.i. member, Zoran Marijanović a.i. member. From 04 March to 03 June, 2024: Sedad Avdić a.i. Chairman, Faruk Hadžić a.i. Deputy Chairman, Samir Čorbo a.i. member, Ela Halilhodžić a.i. member, Alma Zildžić a.i. member, Zoran Marijanović a.i. member, Hasan Hasić a.i. member. The 4-year mandate from 04 June, 2024: Sedad Avdić Chairman, Faruk Hadžić Deputy Chairman, Samir Čorbo member (resigned on 29 Nov., 2024), Ela Halilhodžić member, Alma Ustavdić member, Zoran Marijanović member, Hasan Hasić member.
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26. State if any Supervisory Board member is the member to the other companies' supervisory boards. If some of those companies are found as the competitors, state it.

None of the members is the supervisory board member in other companies.
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27. Does the Supervisory Board have independent members? (If no, why?)

YES/NO Explanation

NO	No nomination and suggestion
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28. State the independent members to the Supervisory.

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YES/NO

29. Does the company have a long-term succession plan? (If no, why?)

DA	In terms of human resources management, long-term succession plan does not exist as the separate document. In line with the company's by-laws, the employees important for implementation of the company's business plan are planned. Also, the company's by-laws include education and professional training for our extremely successful employees in order to make them ready for more complex jobs and to make assumptions for their career advancement following the company's needs. The company's by-laws define also making of the managing positions replacement plan, to be prepared within implementation of HRM enhancement in the company.
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30. Does the Supervisory Board's members' allowance

YES/NO

depend on the business results? (If no, why?)

NO	Pursuant to the Assembly's decision on the allowances for the Chairman, Deputy Chairman and members to the Supervisory Board and pursuant to the Law on salaries and other material rights of the managing bodies in the FBiH institutions and public enterprises being majority owned by the Federation of Bosnia and Herzegovina („FBiH Official Gazette“, No. 12/09)
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31. Is the Supervisory Board's members' allowance:

defined by the Assembly's decision?

YES/NO	
YES	

defined by the Statute?

YES	
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defined otherwise (if yes, how)?

YES	According to legislation as well
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32. Are full data on all allowances and other income of the company or with the company-related persons of each member to the Supervisory Board, including also the structure of that allowance,

made public? (If no, why?) (If yes, where?)

YES/NO	
YES	In the 2024 Business Report, total amount for all Supervisory Board members

33. Does each Supervisory Board's member inform the Management and other members to the Supervisory Board on all changes in his shares ownership next working day after that change the latest? (if no, why?)

YES/NO	
YES	

34. Are all affairs, in which the Supervisory Board members or related persons and the company or related persons participated:

stated in the company's reports? (If no, why?)

YES/NO	
NO	There was no such affair.

35. Did the Supervisory Board establish commissions? If yes, which ones:

YES/NO	
YES	2024 Voting Board, 2024 Donations Award Commission, Expert team supporting the 2024 donations award to legal persons, Commission for public invitation for bids for selection of the candidate for the Audit Board of BH Telecom JSC Sarajevo, Commission for selection of the General Manager of BH Telecom JSC Sarajevo

36. Does the company, according to its possibilities and needs, support and enable ongoing education of the members to the Supervisory Board to renew and enhance their knowledge and skills?

YES/NO	
YES	

37. Did the Supervisory Board make evaluation of its work in the previous period including evaluation of each member's contributions and competence, as well as joint Board's work, evaluation of the commissions established by the Supervisory Board and evaluation of the reached vs. planned business goals?

YES/NO	
YES	

**Management**

38. State the names of the Management members.

Amel Kovacevic, General manager (a.i. General manager up to 26 Sept., 2024, appointed as General Manager for the 4-year period starting from 27 Sept. 2024)
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PERIOD STARTING FROM 27 SEPT, 2024

Erdal Islamagić, a.i. Executive Manager of the Executive Directorate for Business Development,  
 Damir Čauš, a.i. Executive Manager of the Executive Directorate for Legal Affairs, Organization and Human Resources Management,  
 Muamer Durić, a.i. Executive Manager of the Executive Directorate for Technology and Services Development,  
 Anisa Lojo – Bajrić, a.i. Executive Manager of the Executive Directorate for Economic and Financial Affairs,  
 Saša Palinić, a.i. Executive Manager of the Executive Directorate for Investments,  
 Semir Ibrahimović, a.i. Executive Manager of the Executive Directorate for Information Technologies

39. Are there any rules about the Management operations?

If yes, what do they define?

YES/NO

YES	Rules of Procedure - defines the composition, duties, work and decision-making method and other functional and operational issues
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40. Did the company release the statement on the remuneration policy for the Management and Supervisory Board within the annual report? (If no, why?)

YES/NO

YES	No remunerations
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41. Is the remuneration policy statement permanently announced on the company's web page? (If no, why?)

YES/NO

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42. Does each Management member inform the Supervisory Board on all changes in his shares ownership next working day from the change the latest, including the company's obligation to make it public as soon as possible? (If no, why?)

YES/NO

YES	
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43. Are all affairs of the Management members or of their related persons and company or of its related persons stated in the company's reports? (If no, why?)

YES/NO

NO	There was no such affair.
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44. Do the Management members have a significant part in the companies found as the company's competition? (If yes, which, where and how much?)

YES/NO

NO	
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45. Does the Management inform the Supervisory Board timely on all facts and circumstances affecting business operations, financial standing and assets of the company? (If no, why?)

YES/NO

YES	
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46. Did the Management establish corresponding internal control and risk management system? (If no, why?)

YES/NO

YES	
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47. Did the Management develop the mechanism for protection of all shareholders rights? (If no, why?)

YES/NO

YES	
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### **Audit and Internal Control Mechanisms**

48. Is the Audit Board composition announced on the company's web page and updated timely? (If no, why?)

YES/NO

YES	
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49. State the members to the Audit Board.

Dika Hodžić, Chairwoman Esad Osmanbegović, member Dina Džano-Sokolović, member, appointed on 12 Feb., 2024, current mandate until 02 Feb., 2025
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50. Does the company have certain rules for the Audit Board operations?

YES/NO

YES	
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51. Does the Audit Board have an open and unlimited communication with the Management and Supervisory Board? (If no, why?)

YES/NO

YES	
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52. Does the Audit Board submit its work report to the Supervisory Board? (If no, why?)

YES/NO

YES	
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53. Does the company have external auditor? State the name. (If no, why?)

YES/NO

YES	KPMG B-H Ltd. Sarajevo
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54. Does the external auditor relate with the company:

grounded on the ownership or interest? (If yes, state how?)

YES/NO

NO	
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provide other services to the company himself or via related persons?

(If yes, state which ones and their prices.)

NO

NO	
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55. Does the company make public the external auditor's name and amounts paid to independent external auditors for auditing and other services being provided? (If no, why?)

YES/NO Explanation

YES	In the annual business report
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56. Does the Audit Board supervise the external auditor's independence and objectivity, especially in terms of statutory auditors' rotation within the auditing company? (If no, why?)

YES/NO

YES	
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### *Social Responsibility and Commitment to Corporate Management Principles*

57. Is social responsibility incorporated in the company's business operations, i.e. are interests of both company's shareholders and all other shareholders taken into consideration while decision-making? (If no, why?)

YES/NO

YES	
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58. Did the Management and Supervisory Board define the specific rules referring to other shareholders interests?

YES/NO

YES	
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59. Did anybody suffer from negative side effects due to pointing to the authorities in or out of the company the shortages of the regulations or ethic norms implementation in the company? (If yes, why?)

YES/NO

NO	
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60. Does the company have its own corporate management principles grounded on the Corporate Management Code? (If no, why?)

YES/NO

YES	
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61. Are those principles easily available to all shareholders (e.g. through Internet) being harmonized appropriately?

YES/NO

YES	
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62. Does the company include its activities harmonization with the corporate management principles (Corporate Management Code) in the annual reports, as well as explanation for eventual depart from those principles? (If no, why?)

YES/NO

YES	
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63. Is implementation of the corporate management principles discussed at the Management and Supervisory Board meetings? (If no, why?)

YES/NO

YES	
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Sarajevo, March 2025

**GENERAL MANAGER**

Amel Kovačević