

Resolutions adopted by the 40th General Meeting of Shareholders of SID Bank Inc.

"The general meeting of SID Bank has been briefed on the Bank's annual report for 2025, and on the Supervisory Board report on the review and approval of the annual report for 2025."

"The distributable profit amounted to EUR 2,500,221.46 as at 31 December 2025, and comprised the remainder of net profit for the 2025 financial year after allocation of regulatory reserves and reserves under the articles of association in the amount of EUR 2,763,402.68. The distributable profit for 2025 in the amount of EUR 2,500,221.46 is allocated to other profit reserves."

"The general meeting of SID Bank confers official approval on the Management Board for its work in the 2025 financial year."

"The general meeting of SID Bank confers official approval on the Supervisory Board for its work in the 2025 financial year."

"The general meeting of SID Bank has been briefed on the annual internal audit report for 2025 and the Supervisory Board's opinion on the annual internal audit report."

"The general meeting of SID Bank has been briefed on and approves the report on the remuneration of members of the Management Board and Supervisory Board in 2025."

"The General Meeting takes note of and approves the Remuneration policy for members of the management body."

"1. Members of the supervisory board shall each receive a session attendance fee in the gross amount of EUR 360 per session. Members of the supervisory board committees shall each receive a session attendance fee in the amount of 80% of the attendance fee for supervisory board sessions. The attendance fee for correspondence sessions is 80% of the ordinary session attendance fee. Notwithstanding the above and irrespective of the number of sessions attended, each supervisory board member shall be entitled to the payment of session fees during a single financial year until the total amount of those fees reaches 50% of the basic annual salary for the performance of the function of supervisory board member. Notwithstanding the above and irrespective of the number of supervisory board and committee sessions attended, each supervisory board member who is a member of a committee or committees of the supervisory board shall be entitled to the payment of session fees during a single financial year until the total amount of attendance fees for supervisory board and committee sessions reaches 75% of the basic annual salary for the performance of the function of supervisory board member.

2. In addition to session attendance fees, each member of the supervisory board shall receive a basic salary for the performance of their function in the annual gross amount of EUR 20,250. The chair of the supervisory board shall also be entitled to an additional fee in the amount of 50% of the basic salary for the performance of the function of supervisory board member, while the deputy-chair of the supervisory board shall be entitled to an additional fee in the amount of 10% of the basic salary for the performance of the function of supervisory board member.

Members of the supervisory board committees shall receive an additional fee for the performance of their functions in the amount of 25% of the basic salary for the performance of the function of supervisory board member. For the performance of their functions, committee chairs shall be entitled to an additional fee in the amount of 37.5% of the basic salary for the performance of the function of supervisory board member. Notwithstanding the above and irrespective of the number of committees of which they are a member or chair, each member of a supervisory board committee shall be entitled to the payment of additional fees during a single financial year until the total amount of the additional fees reaches 50% of the annual basic salary for the performance of the function of supervisory board member. Notwithstanding the above and irrespective of the number of committees of which they are a member or chair, each member of a supervisory board committee whose term of office is shorter than the financial year shall be entitled to the payment of additional fees in a single financial year until the total amount of the additional fees reaches 50% of the basic salary for the performance of the function of supervisory board member relative to the eligible payments for the duration of the member's term of office in the financial year in question. At a time when the supervisory board is not functioning in its full complement (when one or more positions on the supervisory board are vacant), the maximum amount of additional fees to which each committee member is entitled for membership or chairing of supervisory board committees shall be raised from 50% to 62.5% of the annual basic salary for performance of the function of supervisory board member. A supervisory board member who performed the function at a time when the supervisory board was not functioning in its full complement and whose term of office ended during the financial year shall be entitled to the payment of additional fees during a single financial year relative to the eligible payments for the duration of the member's term of office in the financial year in question.

3. Members of the supervisory board shall receive a basic salary and an additional payment for performing their functions in proportional monthly payments, to which they are entitled for as long as they perform their functions. The monthly payments are equal to one-twelfth of the above-stated annual amounts.

4. The limit on the total amount of session attendance fees, additional fees and bonuses paid to a member of the supervisory board shall in no way affect their duty to actively participate in all sessions of the supervisory board and the sessions of committees of which they are a member, or their responsibilities as set out in law.

5. Members of the supervisory board shall be entitled to the reimbursement of travel expenses and the costs of overnight stays in connection with their work on the supervisory board up to the amount defined in regulations governing the reimbursement of work-related expenses and other income not included in the tax base (provisions applying to travel on business trips and overnight stays on business trips). The amount to which a supervisory board member is entitled according to the regulations referred to above shall be converted to a gross amount so that net payment is equal to the reimbursement of the actual travel expenses. The distances between locations calculated via AMZS's public website shall be taken into account for the purpose of determining mileage. Overnight accommodation expenses may only be reimbursed if the domicile or temporary residence of the supervisory board member or supervisory board committee member is at least 100 kilometres distant from the place of work of the body in question, and if it was not possible to return home because there was no scheduled public transport or for other objective reasons.

6. This resolution shall enter into force on and shall apply as of the day that it is adopted by the general meeting. As of the adoption of this resolution, the resolution under item 3.1 adopted by the general meeting on 14 June 2018 shall be rescinded."