

Clarification of Agenda items for Extraordinary General Meeting of the Company

Clarification of item 2, item 3, item 4 and item 5 of the Agenda for the Extraordinary General Meeting of Ericsson Nikola Tesla d.d. (the "Company"), which will be held on November 14, 2025 at 11 am.

1 Regarding Item 2 of the Agenda: Decision to supplement the Company's scope of business activities

Company's scope of business activities is being supplemented, in a way that in addition to the existing activities, the following activities are added:

- * production, design, installation, repair and maintenance of solar equipment and devices and solar systems;
- * construction project management activity.

This amendment is made as a preparation for a potential future merger of the subsidiary Ericsson Nikola Tesla Servisi d.o.o., given that the merger of the subsidiary does not automatically transfer the business activities registered with the registration court for that company.

2 Regarding Item 3 of the Agenda: Decision on replacing the Company's Articles of Association

By this decision the existing Articles of Association of the Company are replaced in their entirety, since they date back to 1995 and it was necessary to refresh them and harmonize the terminology with the applicable Companies Act.

In relation to the substantive changes to the existing Statute, they are:

- expanding scope of business activities in accordance with the previous item on the Agenda
- increasing range for number of members of the Supervisory Board (up to 9 members), and
- allowing for the possibility of holding the General Meeting fully remote in accordance with the latest amendments to the law.

3 Regarding Item 4 of the Agenda: 4. Amending the Remuneration Policy for the Management Board

In the Remuneration Policy for the Management Board, the maximum amount of severance pay in the event of termination of employment is changed as follows:

In any case, the amount of severance pay may not exceed either: (i) the amount of 60% of the average monthly gross salary paid over the 3 months preceding the termination of the employment relationship for every year of service with the Company, or (ii) 18 average monthly contractual gross salaries paid over the 3 months preceding the termination of employment, whichever is more favorable for the member of the Management Board.

4 Regarding Item 5 of the Agenda: Amending the Decision on the Remuneration of the Members of the Supervisory Board

In Decision on the Remuneration of the Members of the Supervisory Board, in addition to the existing remuneration, there is now also the remuneration for the members of the newly established subcommittees of the Supervisory Board, i.e. the Appointment Committee and the Remuneration Committee.