



DECISION ON REMUNERATION FOR MEMBERS OF THE SUPERVISORY BOARD

Stated document is valid until 29 June 2027, unless the competent body of the Company does not reach a different decision in the same matter and therefore repeal them before such date.



Pursuant to Article 275 of the *Companies Act* (Official Gazette No. 111/93, 34/99, 121/99, 52/00, 118/03, 107/07, 146/08, 137/09, 125/11, 152/11, 111/12, 68/13, 110/15, 40/2019) and Article 9 of *Articles of Association of Atlantic Grupa d.d.* (hereinafter: the Company), General Assembly of the Company on June 29th, 2023, adopted the following:

DECISION ON THE APPROVAL OF THE ADJUSTMENT OF THE DECISION ON THE REMUNERATION FOR THE MEMBERS OF THE SUPERVISORY BOARD

1. As a result of introducing the euro as the official currency in the Republic of Croatia, this decision aligns the amounts of remuneration of the Supervisory Board members specified in the Decision of the General Assembly dated 18 June 2020 with the rules for conversion and rounding as regulated by the Act on the Introduction of the Euro as the Official Currency in the Republic of Croatia, namely by converting them at a fixed conversion rate of 7.53450 HRK for 1 EUR and rounding to the nearest cent.

2. The proposal of amendments to the Decision on the remuneration of members of the Supervisory Board is approved in the following manner:

in the item 3 the amount "15,000.00 HRK" is replaced by "1,990.84 EUR (15,000.00 HRK)"

in the item 3 the amount "30,000.00 HRK" is replaced by "3,981.68 EUR (30,000.00 HRK)"

in the item 3 the amount "20,000.00 HRK" is replaced by "2,654.46 EUR (20,000.00 HRK)"

in the item 4 the amount "6,000.00 HRK" is replaced by "796.34 EUR (6,000.00 HRK)".

The name "Nomination and Remuneration Committee", referred to in item 10, is changed to "Leadership Development and Compensation Committee".

3. The consolidated text of the Decision on the remuneration of members of the Supervisory Board, which is published as Attachment 6 to the Invitation to this General Assembly and which makes an integral part of this Decision, is approved and it repeals the former version of the Decision on the remuneration of members of the Supervisory Board.

4. This Decision enters into force as of the date of its adoption."

Siniša Petrović
President of the General Assembly



Pursuant to Article 247 of the *Companies Act* (hereinafter also referred to as: the CA), the Supervisory Board of Atlantic Grupa d.d. (hereinafter also referred to as: the Company) submits to the General Assembly for its session to be held on 29 June 2023 to approve the Consolidated text of the Decision on the remuneration of members of the Supervisory Board as follows:

DECISION ON THE REMUNERATION OF MEMBERS OF THE SUPERVISORY BOARD

1. This decision on the remuneration of members of the Supervisory Board and the members of Committees of the Supervisory Board (hereinafter respectively: the Committee) is based on the principle to engage, motivate and retain qualified supervisory officers, having regard to the Company's mission, values and the industry in which it operates. The decision on the remuneration is aimed at providing a balanced, sustainable and transparent remuneration of supervisory officers and supporting the long-term strategy of the Company for the benefit of all its stakeholders. When determining the remuneration, different external and internal factors have been taken into account, such as economic conditions, prevailing wage levels, compensation data and best practices of regional and relevant industries, as well as compensation levels and policies of the Company.
2. In order to maintain their independence and full impartiality, the remuneration of members of the Supervisory Board and Committees is not dependent on the Company's results and does not contain a variable part of compensation.
3. Each member of the Supervisory Board, with an exception of the Chairman and the Vice Chairman, is entitled to a fixed monthly remuneration in the gross amount of 1,990.84 EUR (15,000.00 HRK). The Chairman of the Supervisory Board is entitled to a fixed monthly remuneration in the gross amount of 3,981.68 EUR (30,000.00 HRK). The Vice Chairman of the Supervisory Board is entitled to a fixed monthly remuneration in the gross amount of 2,654.46 EUR (20,000.00 HRK).
4. Each member of the Committee, irrespective of his/her presidency or deputy position within the respective Committee, is entitled to a fixed attendance remuneration (remuneration for the session of the Committee in which they participated) in the gross amount of 796.34 EUR (6,000.00 HRK).
5. Members of the Supervisory Board and Committees are entitled to remuneration from the day of their appointment to such duty until the day of its termination. Members who have served on the Supervisory Board or a Committee for a part of the Company's business year are entitled to receive remuneration in proportion to the time served.

6. If a member of the Supervisory Board simultaneously holds a membership within the Committee, he/she is entitled only to remuneration for the membership in the Supervisory Board.
7. Participating in a meeting also includes participation in a meeting by telephone or video conference.
8. Members of the Supervisory Board and Committees are entitled to reimbursement of appropriate expenses (including tax) incurred during the performance of their duties.
9. Members of the Supervisory Board and Committees are not entitled to severance payments, deferred payment arrangements or payments of remuneration or reimbursements defined hereto in Company shares.
10. The Supervisory Board shall, with the support of the Leadership Development and Compensation Committee, monitor whether the remuneration stated heretofore is in line with the principles established in paragraph 1 of this Decision, on an annual basis. If the Supervisory Board is considering a revision of this Decision, it shall submit a proposal and explanation to the General Assembly in line with the applicable provisions of the law. If the General Assembly does not approve the proposed revision, the Company shall continue to pay remuneration to members of the Supervisory Board and its Committees in accordance with this Decision.
11. This Decision becomes effective upon its adoption by the General Assembly.

Zoran Vučinić
Chairman of the Supervisory Board