



DECISION ON REMUNERATION FOR MEMBERS OF THE SUPERVISORY BOARD

**Attachments: Decision of the General Assembly adopted on 18 June 2020
Proposal of the Decision on remuneration for members of the Supervisory Board**


Stated documents shall be valid until 18 June 2024, if the competent body of the Company does not reach a different decision in the same matter and therefore repeal them before such date.

ATLANTIC GRUPA

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 18th, 2020, adopted the following:

DECISION ON REMUNERATION FOR THE MEMBERS OF THE SUPERVISORY BOARD

1. The Decision on remuneration for the members of the Supervisory Board is approved, in the text of the proposal that was published as the Attachment 4 to the Invitation to this General Assembly, and which makes an integral part of this Decision.
2. This Decision enters into force as of the date of its adoption.



Siniša Petrović

President of the General Assembly



Pursuant to Article 269, paragraph 3 of the *Companies Act*, the Supervisory Board of Atlantic Grupa d.d. (hereinafter also referred to as: the Company) submit to the General Assembly for its session to be held on 18 June 2020 to adopt the following

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 President and the Vice President, is entitled to a fixed monthly remuneration in the gross amount of 15,000.00 HRK. The President of the Supervisory Board is entitled to a fixed monthly remuneration in the gross amount of 30,000.00 HRK. The Vice President of the Supervisory Board is entitled to a fixed monthly remuneration in the gross amount of 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 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 Nomination and Remuneration 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.

Zdenko Adrović
President of the Supervisory Board

