



# Croatian Telecom

Zagreb – 13 December 2023

Croatian Telecom Inc.

Radnička cesta 21, HR – Zagreb

Ordinary share: HT (ISIN: HRHT00RA0005)

LEI: 097900BFHJ0000029454

Listing: Zagreb Stock Exchange, Prime Market

Member State: Republic of Croatia

## A new three-year Collective Agreement signed at HT

The Management Board of Croatian Telecom, the Croatian Telecommunications Union, and the Republic of Croatian Workers' Union representatives have signed a new Collective Agreement that will enter into force on January 1, 2024, and will be valid for the next three years.

By signing the new Collective Agreement, Croatian Telecom once again affirms itself as a responsible social partner and the most desirable employer in the telecom industry.

In addition to the existing benefits, the new Collective Agreement introduces numerous new ones for employees and increases labor and material rights. Among other things, the new Agreement ensures an 8.5% budget increase for salaries and an increase in the minimum wage by as much as 23%. The limits of new pay grades have also been significantly improved. As a result of the rise in the minimum wage and the lower limits of pay grades from January 1, 2024, more than 800 workers will get a salary increase. An additional budget has been secured for salary increases through the career path in the front-line and non-front-line segments for a minimum of 3,000 employees over the next two years.

*"In these challenging times, Croatian Telecom has once again proven to be a responsible employer that fosters social dialog and prioritizes employee satisfaction. By signing a new three-year Collective Agreement, we have ensured stability for our employees in the conditions of a changing economy, enabling at the same time a significant improvement of all rights and benefits. This confirms our full commitment to creating the best place for work and organization with the highest employee satisfaction in our industry and beyond,"* said Ivan Bartulović, Member of the Management Board and Chief Human Resources Officer at Croatian Telecom.

Alongside the implementation and further development of the career path that enables employees to advance in the company, which in 2023 alone made possible the advancement of more than 800 colleagues, the new Collective Agreement also retains additional rights such as holiday bonus, aid to mothers during the second six months of maternity leave, support for the birth and/or adoption of a child, gift for children to employees with children with developmental disabilities, gift for children of single-parent employees, and children of employees from families with four or more children and other benefits.

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### About Croatian Telecom

Croatian Telecom (HT) is the leading provider of telecommunication services in Croatia, serving 0.7 million fixed lines, 2.4 million mobile customers and 0.7 million broadband connections through its Residential and Business divisions.