

**CROATIAN TELECOM Inc.
GENERAL ASSEMBLY**

No.: GS-01-1911857-08/2020
Minutes no.: OU-347/20, as of 20 July 2020

The General Assembly of Croatian Telecom Inc., held on 20 July 2020 in the Company headquarters in Zagreb, Radnička cesta 21, passed the following

**Decision on approval of the Remuneration policy for Members of the
Management Board**

that reads as follows:

1. "The Remuneration policy for Members of the Management Board is hereby approved, in the text published as Attachment 2 of the Invitation to the General Assembly, as attached hereto and making an integral part hereof.
2. This Decision shall come into force as of the day of its passing".

In Zagreb, 20 July 2020



**Professor Hrvoje Markovinović, Ph.D.
Chairman of the General Assembly**