

Pursuant to Article 247a and in connection with Article 276a of the Companies Act, the Supervisory Board of Croatian Telecom Inc. (hereinafter: the Company or HT) proposes to the General Assembly an amendment to the Remuneration Policy for Members of the Management Board as follows:

Amendment to the Remuneration Policy for Members of the Management Board

The Remuneration Policy for Members of the Management Board, approved by the General Assembly as of 20 July 2020 is amended by introducing Company's Shares Award Plan (PDD).

Company's Shares Award Plan (PDD)

Company's Shares Award Plan (PDD) is a voluntary compensation tool on the basis of which a member of the Management Board has the option to choose the allotment of HT shares instead of a pay-out of certain percentage of Short-Term incentive (STI) achieved for the previous year. PDD participants are entitled to bonus shares in the ratio of 7 allotted shares : 1 bonus share, and all shares must be retained for an uninterrupted period of one year (lock-up period).

The decision to initiate PDD in a certain year is made by the Supervisory Board, and the details are determined by the Terms and Conditions of the relevant plan.

The PDD applies from 2021 onwards.

All other provisions of the Remuneration Policy, approved by the decision of the General Assembly as of 20 July 2020, remain unaffected.



Chairman of the Supervisory Board

Jonatan Richard Talbot