



**CROATIAN TELECOM Inc.
GENERAL ASSEMBLY**

No.: GS-01-1239533-08/2023
Minutes no.: OV-368/23, as of 10 May 2023

The General Assembly of Croatian Telecom Inc., held on 10 May 2023 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, 10 May 2023



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