



Pursuant to Article 269, paragraph 3 of the Companies Act, the Supervisory Board of Hrvatski Telekom d.d. (hereinafter: "the Company" or "HT") submits to the General Assembly to be held in 2024 for confirmation the following

## Decision on remuneration of members of the Supervisory Board

### Introduction

The remuneration for the work of the members of the Supervisory Board of HT was determined by the decisions of the General Assembly of the Company of 20 July 2020.

This decision on the remuneration of the members of the Supervisory Board is based on the principle of attracting, motivating and retaining highly qualified professionals in order to promote an effective supervisory function in accordance with the sustainable long-term strategy of the Company.

In determining the remuneration model, various external and internal factors were taken into account, such as the state and opportunities of the Company, the prevailing practices of regional and local companies in the telecommunications industry and the salary and remuneration policies applied in the Company and the Group.

### Remuneration for work

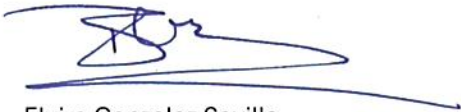
1. Members of the Supervisory Board are entitled to a monthly remuneration for their work during their entire term of office. The monthly remuneration is determined in relation to the average net salary of the Company's employees paid in the previous month. Remuneration does not contain a variable part.
2. In the event of an earlier termination of the term of office, the remuneration for the month in which the term of office was ended shall be calculated and paid in accordance with the time spent in that function ("*pro rata temporis*").
3. The remuneration of members of the Supervisory Board is determined according to the function they have in the membership of the Supervisory Board and the tasks they perform within the Board or committees of the Supervisory Board, and in relation to the average net salary of employees paid in the previous month, as follows:
  - a. The Chairman of the Supervisory Board receives a remuneration in the amount of 1.5 of the average net salary of the Company's employees paid in the previous month.
  - b. The Deputy Chairman receives a remuneration in the amount of 1.25 of the average net salary of the Company's employees paid in the previous month.
  - c. A member of the Supervisory Board receives a remuneration in the amount of 1 average net salary of the Company's employees paid in the previous month.
  - d. A member of the Supervisory Board who is also the Chairman of the Audit Committee of the Supervisory Board receives a remuneration in the amount of 1.5 of the average monthly net salary of the Company's employees paid in the previous month.
  - e. A member of the Supervisory Board who is also a member of a board or a committee of the Supervisory Board receives a remuneration in the amount of 1.25 of the average monthly net salary of the Company's employees paid in the previous month.
  - f. A member of the Supervisory Board who is simultaneously a member of two or more committees of the Supervisory Board receives a remuneration in the amount of 1.5 of the average net salary of the Company's employees paid in the previous month.

4. Company shall bear travel expenses, accommodation costs and other costs related to the presence of members of the Supervisory Board at the sessions of the Supervisory Board and the sessions of the committees of the Supervisory Board and at the General Assembly.
5. Members of the Supervisory Board are not entitled to severance pay, additional payments from the Company or its affiliates or to participate in share allocation plans.
6. The Supervisory Board, with the support of the Compensation and Nomination Committee, shall monitor the implementation of this Decision on an annual basis.

In case considering changes to this decision, the Supervisory Board shall submit to the General Assembly a proposal on the changes to this decision and an explanation in accordance with applicable regulations.

7. This Decision shall enter into force on the day of the approval of the General Assembly and shall apply until a different decision of the General Assembly.

Chairwoman of the Supervisory Board

A handwritten signature in blue ink, appearing to be 'Elvira Gonzalez Sevilla', with a long horizontal line extending to the right.

Elvira Gonzalez Sevilla