

ATLANTIC GRUPA d.d.
Miramarska 23
10 000 Zagreb

SECURITY: ATGR / ISIN:HRATGRRA0003
3ATG2/ ISIN: HRATGRO25CA5
LEI: 3157002G3ENYCZEB1A25
HOME MEMBER STATE: Croatia
REGULATED MARKET SEGMENT: Prime Market of the Zagreb Stock Exchange

Zagreb, 15 June 2022

- **regulated information (holding of the assembly)**

Notice on Decisions adopted at the General Assembly

The General Assembly of Atlantic Grupa d.d. was held on June 15th, 2022, at the Headquarters of the Company, Miramarska 23, Zagreb. The Chairman of the General Assembly was Prof.PhD Siniša Petrović and the General Assembly was attended by 2.838.145 votes or 85,12% of the total number of shares of the Company with the voting right. According to the announced Agenda of the Assembly of Atlantic Grupa d.d.:

1. Opening of the General Assembly, establishing the present and represented shareholders
2. Annual financial statements and consolidated financial statements of Atlantic Grupa for 2021, Annual Report on the Status and of Business Operations Management of the Company for BY 2021 and the Supervisory Board's Report on the Performed Supervision of Business Operations Management of the Company in BY 2021
3. Decision on the approval of the Remuneration Report for 2021
4. Decision on use of retained earnings of the Company realized in the previous business years and use of earnings for the BY 2021
5. Decision on issuing the note of release to the members of the Supervisory Board of the Company for BY 2021
6. Decision on issuing the note of release to the members of the Management Board for BY 2021
7. Decision on the election of three members of the Company's Supervisory Board
8. Decision on the share split
9. Decision on amendments to the Articles of Association
10. Decision on the approval of amendments to the Remuneration Policy for Members of the Management Board of Atlantic Grupa d.d
11. Decision on the election of auditors of the Company for the year 2022,

the General Assembly of Atlantic Grupa d.d., adopted the following decisions:

Ad 3

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1. The Remuneration Report for 2021 with the accompanying Auditor's Report, which are published as Attachment 3 to the Invitation to this General Assembly, and which make an integral part of this Decision, are approved.
2. This Decision enters into force as of the date of its adoption.”

Ad 4

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1. In the business year ending on 31 December 2021, Atlantic Grupa has realized a consolidated net income after minority interests in the amount of HRK 344,857,284.00 (three hundred forty four million eight hundred fifty seven thousand two hundred eighty four kuna and zero lipa), while Atlantic Grupa d.d. (hereinafter: the Company) has realized the net income of HRK 263,798,300.52 (two hundred sixty three million seven hundred ninety eight thousand three hundred kuna and fifty two lipa).
2. The dividend in the amount of HRK 50.00 (fifty kuna and zero lipa) per share (of the nominal value of HRK 40.00 (forty kuna)) shall be distributed to the shareholders of the Company in proportion to the number of shares held by each shareholder. The dividend shall be paid from the retained earnings of the Company realized in the business year 2020.
3. The dividend shall be paid to all shareholders of the Company registered as such in the depository of the Central Depository and Clearing Company on June 24th, 2022 (record date). The date on which the Company shares will be traded without the right to dividend payment shall be June 23rd, 2022 (ex date). The claim for dividend payment shall become due on July 5th, 2022 (payment date).
4. The net profit realized in the business year 2021 shall remain in the retained (undistributed) profit of the Company."

Ad 5

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1. The note of release has been given to Zdenko Adrović, a member and the President of the Supervisory Board of Atlantic Grupa d.d. for the business year 2021;
2. The note of release has been given to Siniša Petrović, a member and the Vice President of the Supervisory Board of Atlantic Grupa d.d. for business year 2021;
3. The note of release has been given to Aleksandar Pekeč, a member of the Supervisory Board of Atlantic Grupa d.d. for the business year 2021;
4. The note of release has been given to Franz Josef Flosbach, a member of the Supervisory Board of Atlantic Grupa d.d. for the business year 2021;
5. The note of release has been given to Peter Elam Håkansson, a member of the Supervisory Board of Atlantic Grupa d.d. for the business year 2021;
6. The note of release has been given to Anja Svetina Nabergoj, a member of the Supervisory Board of Atlantic Grupa d.d. for the business year 2021;
7. The note of release has been given to Monika Elisabeth Schulze, a member of the Supervisory Board of Atlantic Grupa d.d. for the business year 2021."

Ad 6

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1. The note of release has been given to Emil Tedeschi, a member and the President of the Management Board of Atlantic Grupa d.d. for the business year 2021;
2. The note of release has been given to Neven Vranković, a member of the Management Board of Atlantic Grupa d.d. for the business year 2021;
3. The note of release has been given to Zoran Stanković, a member of the Management Board of Atlantic Grupa d.d. for the business year 2021;

4. The note of release has been given to Lada Tedeschi Fiorio, a member of the Management Board of Atlantic Grupa d.d. for the business year 2021;
5. The note of release has been given to Srećko Nakić, a member of the Management Board of Atlantic Grupa d.d. for the business year 2021;
6. The note of release has been given to Enzo Smrekar, a member of the Management Board of Atlantic Grupa d.d. for the business year 2021.“

Ad 7

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1. It is hereby established for members of the Supervisory Board of Atlantic Grupa d.d.:

1a Franz Josef Flosbach, B.Sc.Eng., Johann-Wilhelm-Roth-Str. 22, 51688 Wipperfürth, PIN: 23310968578, the term of office in the Company's Supervisory Board expires on September 2nd, 2022;

1b Prof. Aleksandar Pekeč PhD, Zagreb, Ivana Kukuljevića 24, PIN: 93278070011, the term of office in the Company's Supervisory Board expires on September 2nd, 2022;

1c Lars Peter Elam Håkansson, B. Sc. Econ., Torgerdsvägen, 182 67 Djursholm, PIN: 59274844755, the term of office at the Company Supervisory Board expires on July 1st, 2022.
2. The following persons are elected as the Supervisory Board members of Atlantic Grupa d.d.:

2a Franz Josef Flosbach, B.Sc.Eng., Johann-Wilhelm-Roth-Str. 22, 51688 Wipperfürth, PIN: 23310968578;

2b Prof. Aleksandar Pekeč PhD, Zagreb, Ivana Kukuljevića 24, PIN: 93278070011;

2c Lars Peter Elam Håkansson, B. Sc. Econ., Torgerdsvägen, 182 67 Djursholm, PIN: 59274844755.
3. The members of the Company's Supervisory Board listed in items 2a and 2b of this Decision are elected for the term of office of 4 years commencing on September 3rd, 2022.
4. The member of the Company's Supervisory Board listed in item 2c of this Decision is elected for the term of office of 4 years commencing on July 2nd, 2022.
5. This decision shall enter into force on the day of its adoption.”

Ad 8

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1. Ordinary registered shares of the Company, each with an individual nominal value of HRK 40.00, code ATGR-R-A, ISIN: HRATGRRA0003 are hereby split. One ordinary registered share of the Company with an individual nominal value of HRK 40.00 is split into 4 (four) new ordinary registered shares of the Company with an individual nominal value of HRK 10.00.
2. As a result, the Company's authorised share capital is divided into 13,337,200 (thirteen million three hundred thirty-seven thousand two hundred) ordinary registered shares with an individual nominal value of HRK 10.00, and each shareholder of the Company shall, under this Decision, acquire 4 (four) ordinary registered shares of the Company with an individual nominal value of HRK 10.00. for each ordinary registered share with an individual nominal value of HRK 40.00 prior to the split of the Company's shares.

3. The split of the Company's shares does not increase the Company's authorised share capital.
4. The Management Board and the Supervisory Board of the Company are authorized and obliged to take all necessary actions in accordance with applicable regulations to implement this Decision on the Company's share split, including the implementation of the share split corporate action in the system of the Central Depository and Clearing Company, Zagreb."

Ad 9.

1. In Article 6 of the Articles of Association of Atlantic Grupa d.d., the existing paragraph 2 is deleted and a new paragraph is added which reads:

"The Company's authorised share capital is divided into 13,337,200 (thirteen million three hundred thirty-seven thousand two hundred) ordinary registered shares. Nominal value of one share is 10.00 (ten) kuna."

2. In Article 6 of the Articles of Association of Atlantic Grupa d.d., in the last sentence of paragraph 3, the number "40.00" is replaced by the number "10.00".
3. In Article 6 of the Articles of Association of Atlantic Grupa d.d., the existing paragraph 6 is deleted, and a new paragraph is added which reads:

"This provision shall enter into force following the registration of Amendments to the Articles of Association adopted at the General Assembly on June 15th, 2022 in the Court Registry."

4. All other provisions of the Articles of Association shall remain unchanged.
5. This Decision on Amendments to the Articles of Association shall enter into force and apply from the date of registration in the Court Registry.
6. The Supervisory Board is hereby authorised to establish the complete version of the Articles of Association in accordance with this Decision on Amendments to the Articles of Association."

Ad 10.

1. The proposal of Amendments to the Remuneration Policy for Members of the Management Board is approved in the manner that

item 6, indent which reads:

"- realization of the qualitative (non-financial) objective consisting of the assessment of the employee engagement or key employee retention ratio objective or other People KPIs relevant for a specific year."

is replaced by the following indent:

"- KPIs relevant for a specific year, which form the Company Sustainability Index that covers emissions, water, recycling, products and employees as relevant pillars. ",

and a new item 9 is added which reads:

"9. Members of the Management Board are entitled to the Company Executive Longevity Premium program (hereinafter: ELP) introduced in 2021 with the envisaged implementation in 2022, applicable to executive positions in the Company or in any of the Company's subsidiary (within the meaning of CA), defined thereto. ELP provides for such executives, after spending a minimum of 6 years on such executive position, to be entitled to the allocation of a certain number of shares, out of which 1/3 is paid in the year

in which the entitlement enters into force and 2/3 are paid as a deferred payment upon retirement, provided that such executive chooses to remain on the entitled executive position in the Company or in the Company's subsidiary, until then. ELP takes into consideration longevity of the entitled executive position by increasing the yield of the deferred part every 6 years, as well as employment longevity in the Company, including in any of the Company's subsidiary, before their promotion to the entitled executive position by triggering a sooner entitlement and increasing the yield:

- a) Members of the Management Board, apart from those encompassed by Article 8, are entitled to the allocation of 550 shares of the nominal value of HRK 40 each (or corresponding 2200 shares of the nominal value of HRK 10 each in case of the execution of the share split in ratio of 1:4, based on the Decision of the General Assembly adopted on 15 June 2022) respectively, out of which 1/3 is allocated in the year in which the entitlement enters into force and 2/3 is paid out upon their retirement, respectively, increased by the yield as provided under b) hereto;
- b) The yield is calculated for 2/3 of shares and is increased by 1 point for every 6 years spent on the entitled executive position within the Company, or in the Company's subsidiary as it case may be, as follows:
 - 1.1 up to 12 years
 - 1.2 up to 18 years
 - 1.3 up to 24 years
 - 1.4 up to 30 years
 - 1.5 > than 30 years;
- c) Members of the Management Board encompassed by Article 8 are entitled to payment of the Executive Longevity Premium solely in terms of cash payment following the same ratio and yield terms. “,

while former items 9, 10, 11 and 12 become items 10, 11, 12 and 13.

2. The consolidated text of the Remuneration Policy for Members of the Management Board, which is published as Attachment 5 of the Invitation to this General Assembly, and which makes an integral part of this Decision, is approved.

3. This Decision enters into force as of the date of its adoption.”

Ad 11.

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1. For the purposes of performing audit of the financial reports of the parent company Atlantic Grupa d.d. and its affiliated companies, and for the audit of consolidated financial reports of Atlantic Grupa d.d. for the business year 2022, by performing the joint audit, the following certified auditors' companies are elected:

Ernst & Young d.o.o., Radnička cesta 50, Zagreb, Croatia
and
Kulić i Sperk Revizija d.o.o., Radnička cesta 52, Zagreb, Croatia.

2. This decision shall enter into force on the day of its adoption.”

Atlantic Grupa d.d.