

**ATLANTIC GRUPA d.d.**  
**Miramarska 23**  
**10 000 Zagreb**

SECURITY: ATGR / ISIN:HRATGRRRA0003  
3ATG2/ ISIN: HRATGRO25CA5  
LEI: 3157002G3ENYCZEB1A25  
HOME MEMBER STATE: Croatia  
REGULATED MARKET SEGMENT: Prime Market of the Zagreb Stock Exchange

**Zagreb, 28 June 2024**

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

### **Notice on Decision adopted at the General Assembly**

The General Assembly of Atlantic Grupa d.d. was held on 27 June 2024, at the Headquarters of the Company, Miramarska 23, Zagreb. The Chairman of the General Assembly was Prof.Ph.D Siniša Petrović and the General Assembly was attended by 11,288,616 votes or 85.09 % 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 2023, Annual Report on the Status and Business Operations Management of the Company for BY 2023 and the Supervisory Board's Report on the Performed Supervision of Business Operations Management of the Company in BY 2023
3. Decision on the approval of the Remuneration Report for 2023
4. Decision on use of retained earnings of the Company
5. Decision on issuing the note of release to the members of the Supervisory Board of the Company for BY 2023
6. Decision on issuing the note of release to the members of the Management Board for BY 2023
7. Decision on the approval of amendments to the Remuneration Policy for Members of the Management Board of Atlantic Grupa d.d.
8. Decision on granting an authorisation for acquisition of treasury shares
9. Decision on the exclusion of pre-emption rights upon disposal of treasury shares
10. Decision on the election of auditors of the Company for the year 2024,

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

## Ad 3.

1. The Remuneration Report for 2023 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.

1. In the business year ending on 31 December 2023, Atlantic Grupa has realised a consolidated net income after minority interests in the amount of EUR 31,209,653.00, while Atlantic Grupa d.d. has realised the net loss of EUR 833,439.89.
2. The net loss of the Company from the business year 2023 in the amount of EUR 833,439.89 shall be covered from the retained (undistributed) profit of the Company realised in 2021.
3. The dividend in the amount of EUR 1.20 per share 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 realised in the business year 2021.
4. 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 05 July 2024 (record date). The date on which the Company shares will be traded without the right to dividend payment shall be 04 July 2024 (ex date). The claim for dividend payment shall become due on 12 July 2024 (payment date).

## Ad 5.

1. The note of release has been given to Zoran Vučinić, the Chairman and a member of the Supervisory Board of Atlantic Grupa d.d., for the business year 2023;
2. The note of release has been given to Siniša Petrović, the Vice Chairman and a member of the Supervisory Board of Atlantic Grupa d.d., for the business year 2023;
3. The note of release has been given to Zdenko Adrović, the President and a member of the Supervisory Board of Atlantic Grupa d.d., for the business year 2023;
4. The note of release has been given to Lars Peter Elam Håkansson, a member of the Supervisory Board of Atlantic Grupa d.d., for the business year 2023;

5. 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 2023;
6. The note of release has been given to Vesna Nevistić, a member of the Supervisory Board of Atlantic Grupa d.d., for the business year 2023;
7. 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 2023;
8. 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 2023;
9. 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 2023.

#### Ad 6.

1. The note of release has been given to Emil Tedeschi, the President and a member of the Management Board of Atlantic Grupa d.d., for the business year 2023;
2. 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 2023;
3. 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 2023;
4. 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 2023;
5. The note of release has been given to Mate Štetić, a member of the Management Board of Atlantic Grupa d.d., for the business year 2023;
6. 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 2023;
7. 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 2023.

#### Ad 7.

1. The proposal of Amendments to the Remuneration Policy for Members of the Management Board is approved in the manner that part of the sentence in item 9 which reads: "introduced in 2021 with the envisaged implementation in 2022" is deleted, and new items 9, 10, 11 and 15 are added, which read:

“9. In order to build the Company's long-term competitive advantage, members of the Management Board are entitled to additional incentives in case of surpassing key performance indicators compared to the reference group of companies. The achieved incentive is calculated proportionally in relation to key performance indicators and can represent an amount ranging from 0% to 30% of the annual gross salary of a member of the Management Board who became eligible for the said incentive.

10. The President of the Management Board is authorised to, by his own decision and subject to the prior opinion of the Leadership Development and Compensation Committee, reward a member of the Management Board for their special achievements that contribute to the group's overall operations covering the Company and its associated companies. Such reward may not exceed 30% of the annual fixed remuneration under the valid Contract of the respective Management Board member, and it may be paid in shares, or, if the respective Management Board member is encompassed by Article 8 of this Policy, by cash payment. This type of reward is not included in the basis for calculating the annual bonus for the member's performance under the regular Contract.

11. The upper limit for the overall variable part of remuneration of an individual member of the Management Board, including long-term variable programmes, can reach up to 240% of their annual gross salary. The target performance level of a member of the Management Board, which implies 100% realisation of KPIs, results in 50% of the maximum variable remuneration.”

and

“15. In accordance with the remuneration guidelines of Atlantic Grupa, which take into account external competitiveness, internal alignment, transparency and compliance with local regulations, the target maximum annual remuneration for the President of the Management Board is defined as up to 25 times the average annual remuneration of all employees of Atlantic Grupa d.d., while for members of the Management Board, this maximum annual remuneration is defined as up to 20 times the average annual remuneration of said employees. Total remuneration includes all receipts for the Business Year, which include fixed gross salary, variable remuneration, as well as receipts in kind. The maximum annual remuneration is contingent upon significant surpassing of the set business objectives.”

while former items 9, 10, 11, 12, 13 and 14 become items 12, 13, 14, 16, 17 and 18.

2. The consolidated text of the Remuneration Policy for Members of the Management Board, which is published as an Attachment to the Invitation to this General Assembly and which makes an integral part of this Decision, is approved and it repeals the former version of the Remuneration Policy for Members of the Management Board.
3. The Remuneration Policy for Members of the Management Board is valid for 4 years from its approval.

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

Ad 8.

1. The General Assembly hereby authorises the Management Board to acquire treasury shares of the Company in the organised capital market during the period of 5 years from the date of the adoption of this decision.
2. The share of capital that refers to the acquiring of treasury shares together with the treasury shares already acquired shall not exceed one tenth (1/10) of the subscribed initial capital of the Company.
3. The lowest price per one treasury share is equal to the nominal value of one share whereas the highest price per one treasury share shall not exceed the average market price during 15 days preceding the acquiring of shares. The highest price of one treasury share may be increased for up to 5%, subject to the approval of the Supervisory Board of the Company.
4. The Company shall not trade with the treasury shares.
5. The Management Board of the Company may dispose of the already maintained treasury shares or the ones acquired on the basis of this decision without the General Assembly having to reach a decision on such a disposal.
6. This decision enters into force as of the date of its adoption.

Ad 9.

1. The Management Board of the Company may dispose of the already maintained treasury shares or the ones acquired on the basis of the decision of the General Assembly on granting authorisation to the Management Board to acquire treasury shares without the General Assembly having to reach a decision on such a disposal, by which disposal the pre-emption rights of existing shareholders shall be excluded.
2. This decision enters into force as of the date of its adoption.

Ad 10.

1. For the purposes of performing the audit of the financial reports of the parent company Atlantic Grupa d.d. and its affiliated companies, and for the audit of the consolidated financial reports of Atlantic Grupa d.d. for the business year 2024, by performing the joint audit, the following certified auditors' companies are appointed:

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 enters into force as of the date of its adoption.

To the question of the shareholder does the Company develop a product that would meet the need of consumers who are users of drugs that affect the reduction of appetite and the consequent reduction of body weight, the Management Board of the Company answered that the Company is currently not in the process of developing such products.

Atlantic Grupa d.d.