



ATLANTIC GRUPA d.d.
Miramarska 23
10 000 Zagreb

SECURITY: ATGR / ISIN: HRATGRRRA0003
3ATG3 / ISIN: HRATGRO305A0

LEI: 3157002G3ENYCZEB1A25

HOME MEMBER STATE: Croatia

REGULATED MARKET SEGMENT: Prime Market of the Zagreb Stock Exchange

Zagreb, 4 May 2026

- **regulated information (convocation of the general assembly)**

Notice on convocation of the General Assembly

Atlantic Grupa d.d., Miramarska 23, Zagreb (hereinafter: the Company) announces the Invitation to the General Assembly of the Company that will be held on 18 June 2026 starting at 14:00 hours in the Company headquarters in Zagreb, Miramarska 23, which Invitation is attached to this Notification, together with the proposed Agenda, proposed Decisions, pertaining documents and instructions for shareholders for reporting their participation and issuing of a power of attorney. Atlantic Grupa d.d.

Atlantic Grupa d.d.



CIRCULAR

INVITATION TO THE GENERAL ASSEMBLY OF ATLANTIC GRUPA d.d.

Pursuant to the provisions of Article 277, paragraph 2 of the *Companies Act*, the Management Board of the company ATLANTIC GRUPA d.d. for domestic and international trade, with its registered seat in Zagreb, Miramarska 23 (hereinafter: "Atlantic Grupa d.d." or "Company"), on 28 April 2026 passed the decision on the convocation of the General Assembly of the Company and hereby invites the shareholders of the Company to the

GENERAL ASSEMBLY of Atlantic Grupa d.d.

to be held on 18 June 2026 at 14:00 hours at the Headquarters of the Company, Miramarska 23, Zagreb

With the following agenda:

1. Opening of the General Assembly, establishing the present and represented shareholders.....
2. Annual financial statements and consolidated financial statements of Atlantic Grupa for 2025, Annual Report on the Status and Business Operations Management of the Company for 2025 and the Supervisory Board's Report on the Performed Supervision of the Company's Business Operations Management in the year 2025.....
3. Decision on the approval of the Remuneration Report for 2025.....
4. Decision on use of retained earnings of the Company and on use of earnings for 2025.....
5. Decision on issuing the note of release to the members of the Supervisory Board of the Company for BY 2025.....
6. Decision on issuing the note of release to the members of the Management Board for BY 2025.....
7. Decision on the election of members of the Company's Supervisory Board
8. Decision on the election of a member of the Audit Committee of the Company's Supervisory Board
9. Decision on the election of auditors of the Company for the years 2027, 2028 and 2029.....

Proposals of decisions of the General Assembly:

Ad 3. The Management Board and Supervisory Board of the Company propose to the General Assembly to adopt the following decision:

“

1. The Remuneration Report for 2025 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. The Management Board and Supervisory Board of the Company propose to the General Assembly to adopt the following decision:

“

1. In the business year ended on 31 December 2025, Atlantic Grupa achieved a net consolidated profit after minority interests of EUR 31,987,091.00, and Atlantic Grupa d.d. achieved a net profit of EUR 16,605,705.71.
2. A dividend payment of EUR 1.75 per share is hereby determined to be paid to the Company's shareholders, in proportion to the number of shares held by them. The dividend will be paid from the Company's retained earnings from the business year 2022.
3. The dividend will be paid to the Company's shareholders who were registered as shareholders of the Company in the depository of the Central Clearing and Depository Company d.d. on 26 June 2026 (record date). The date from which the Company's shares will be traded without the right to dividend payment is 25 June 2026 (ex date). The dividend payment claim is due on 02 July 2026 (payment date).
4. The net profit for the business year 2025 remains in the Company's retained (undistributed) profit.”

Ad 5. The Management Board and Supervisory Board of the Company propose to the General Assembly to adopt the following decision:

“

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 2025;
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 2025;
3. The note of release has been given to Monika Elisabeth Schulze, the Vice Chairwoman and a member of the Supervisory Board of Atlantic Grupa d.d., for the business year 2025;
4. The note of release has been given to Zdenko Adrović, a member of the Supervisory Board of Atlantic Grupa d.d., for the business year 2025;
5. 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 2025;
6. 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 2025;
7. The note of release has been given to Andrea Gisle Joosen, a member of the Supervisory Board of Atlantic Grupa d.d., for the business year 2025;
8. The note of release has been given to Florence Jeantet, a member of the Supervisory Board of Atlantic Grupa d.d., for the business year 2025;

9. 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 2025;
10. 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 2025;
11. 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 2025.”

Ad 6. The Management Board and Supervisory Board of the Company propose to the General Assembly to adopt the following decision:

“

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 2025;
2. The note of release has been given to Mojca Domiter, a member of the Management Board of Atlantic Grupa d.d., for the business year 2025;
3. 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 2025;
4. 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 2025;
5. 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 2025;
6. 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 2025;
7. 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 2025;
8. 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 2025.”

Ad 7. The Supervisory Board of the Company proposes to the General Assembly to adopt the following decision:

“

1. The following persons are elected as members of the Supervisory Board of Atlantic Grupa d.d.:
 - 1.a Lars Peter Elam Håkansson, B. Sc. Econ., Torgerdsvägen, 182 67 Djursholm, PIN: 59274844755 is elected as a member of the Company's Supervisory Board for a term of office of four years commencing on 03 July 2026;
 - 1.b Prof. Aleksandar Pekeč, PhD, Zagreb, Ivana Kukuljevića 24, PIN: 93278070011 is elected as a member of the Company's Supervisory Board for a term of office of four years commencing on 04 September 2026.
2. The proposed election of members of the Supervisory Board fully respects the balanced representation of women and men on the Supervisory Board.
3. This decision enters into force on the day of its adoption.”

Ad 8. The Supervisory Board of the Company proposes to the General Assembly to adopt the following decision:

“

1. Zdenko Adrović, B.Sc. Econ., Zagreb, Jurjevska 48b, PIN: 20595516607 is elected as a member of the Audit Committee of the Supervisory Board of Atlantic Grupa d.d.
2. The member of the Audit Committee of the Company's Supervisory Board listed in item 1 of this Decision is elected for a term of office of four years commencing on 19 June 2026.
3. This decision enters into force on the day of its adoption.”

Ad 9. The Supervisory Board of the Company proposes to the General Assembly to adopt the following decision:

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1. Based on the procedure held, the Audit Committee submitted a recommendation to the Supervisory Board for the appointment of a certified auditor to perform the audit of the financial statements of the parent company Atlantic Grupa d.d. and its affiliated companies, with a justified preference for PricewaterhouseCoopers d.o.o., Ulica Vjekoslava Heinzela 70, Zagreb, Croatia and Kulić & Sperk d.o.o., Radnička cesta 52, Zagreb, Croatia.
2. For the purpose of conducting the audit of the financial reports of the parent company Atlantic Grupa d.d. and its affiliated companies, as well as the audit of the consolidated financial reports of Atlantic Grupa d.d. for business years 2027, 2028 and 2029 by performing a joint audit, the following certified audit companies are appointed:

PricewaterhouseCoopers d.o.o., Ulica Vjekoslava Heinzela 70, Zagreb, Croatia
and
Kulić & Sperk d.o.o., Radnička cesta 52, Zagreb, Croatia.
3. For the purpose of conducting the assurance of the sustainability report for business year 2027, 2028 and 2029 the following certified audit company is appointed:

PricewaterhouseCoopers d.o.o., Ulica Vjekoslava Heinzela 70, Zagreb, Croatia.
4. This decision enters into force as of the date of its adoption.”

**INSTRUCTIONS FOR SHAREHOLDERS
CONCERNING THEIR PARTICIPATION IN THE GENERAL ASSEMBLY
(hereinafter – the Instructions):**

Invitation, time and venue of the General Assembly:

1. The share capital of the Company is divided into 13,337,200 ordinary shares, each in the nominal amount of EUR 8.00, which are administered in the computer system of the Central Depository and Clearing Company (CDCC/SKDD) under the designation ATGR-R-A. Each share of the Company gives the right to one vote at the General Assembly.
2. The participants are invited to come to the General Assembly on 18 June 2026 at least 30 minutes prior to its scheduled beginning for the purpose of timely registration of participants and in order for the

Committee for Participant Registration to make a list of participants in the General Assembly. When registering, the shareholders or their proxies or representatives have to submit to the Committee a valid identification document provided under law, while the proxies who are legal persons have to submit an excerpt from the court register or other appropriate register in which the legal person concerned is entered, or other appropriate public document, if such a document was not submitted with the application for participation in the General Assembly. After registration, the participants may leave the General Assembly only after informing the Committee for Participant Registration, until the conclusion of the General Assembly.

Participation and voting at the General Assembly:

Registration:

3. Each shareholder of the Company who has submitted to the Company, either personally or through their proxy or representative, an application for participation in written form at the latest six days prior to the General Assembly meeting, which period does not include the day the application is received at the Company, or by 11 June 2026, has the right to participate in the General Assembly. A legal or natural person who is on the last day for application for participation in the General Assembly, i.e. on 11 June 2026, registered as a shareholder of the Company with the Central Depository and Clearing Company, Zagreb, is considered a shareholder of the Company.

4. The application shall have the following contents and attachments:

I. Application for shareholder – natural person

- name and family name, residence, address, OIB (personal identification number)
- number of the account opened with the Central Depository and Clearing Company and the total number of shares of the shareholder concerned

II. Application for shareholder – legal person

- company name, seat and address, OIB (personal identification number) of the legal person
- number of the account opened with the Central Depository and Clearing Company and the total number of shares of the shareholder concerned
- an excerpt from the court register or from other register in which the legal person is entered or a copy of such document, a certified copy or other appropriate public document clearly showing that the application was signed by a person who is under law authorised to represent the legal person concerned shall be attached to the application

III. Application submitted by shareholder's proxy

a) Proxy of natural person:

- name and family name, residence and address, OIB (personal identification number) of the proxy
- name and family name/company name; residence/seat, address, OIB (personal identification number) of the shareholder(s) which the proxy is representing, number of the account opened with the Central Depository and Clearing Company of each shareholder concerned and the total number of shares of the shareholder(s) concerned
- all individual powers of authority given by the shareholder(s) shall be attached to the application on the recommended form

b) Proxy of legal person:

- company name, seat and address and proxy's OIB (personal identification number)
- name and family name/company name; residence/seat, address, OIB (personal identification number) of the shareholder(s) which the proxy is representing, number of the account opened with the Central Depository and Clearing Company of each shareholder concerned and the total number of shares of the shareholder(s) concerned
- individual powers of authority given by the shareholder(s) in written form shall be attached to the application; if a shareholder is a legal person, the attachment shall contain an excerpt from the court register or other register in which the legal person is entered or a copy of such document, a certified copy or other public document clearly showing that the power of authority was signed by a person who is under law authorised to represent the legal person concerned.

5. As to minors and legally incapable or partially capable natural persons, the application shall be submitted by their statutory representative, who also represents them and who shall enclose with the application an original document or a copy or a certified copy thereof, showing their status as a statutory representative.

6. The applications for participation in the General Assembly shall be submitted directly to the Company at its seat in Zagreb, Miramarska 23, or sent to the Company by registered mail to the address: Atlantic Grupa d.d., Miramarska 23, 10000 Zagreb.

7. The applications for participation in the General Assembly shall be considered timely submitted if they are, in accordance with these Instructions, submitted or sent by mail to the Company by 24:00 hours on 11 June 2026 at the latest. The shareholders who have failed to apply for participation in the General Assembly correctly and in accordance with these Instructions or who have failed to attach to the application the documents provided under these Instructions shall not be entitled to participate in the General Assembly.

Power of Authority:

8. The power of authority for the application for participation and/or voting at the General Assembly shall include the name and family name or company name, residence or seat and address of the giver of authority, OIB (personal identification number) of the giver of authority, number of the shareholder's account with the Central Depository and Clearing Company, the total number of shares, name and family name or company name, residence or seat and address of the proxy, OIB (personal identification number) of the proxy, signature of the giver of authority or statutory representative or representative under law, if the giver of authority is a legal person.

9. It is recommended to use forms for the application for participation in the General Assembly and for the power of authority, which can be obtained on the website of the Company: www.atlanticgrupa.com.

10. The application for participation in the General Assembly and the power of authority, as well as any other attachments, shall be in the Croatian language; if they are in a foreign language, they also have to be translated into Croatian language by an authorised court interpreter.

11. The Company shall bear the costs of holding the General Assembly. Shareholders shall bear their own costs of arrival and participation in the activities of the Company's General Assembly.

Questions, proposals, counterproposals, materials and notifications:

12. The shareholders who intend to ask questions or submit proposals in the General Assembly regarding individual agenda items are hereby asked, for the purpose of more efficient organisation of the work of the General Assembly, to announce their intention in writing when submitting their application for participation in the General Assembly, or during the registration of participants prior to the General Assembly at the latest, and to indicate the agenda item which their question or proposal will refer to, as well as the content thereof.

13. In case the shareholders who together own 5% of the share capital of the Company should request, after the General Assembly is convened, an additional subject to be included in the General Assembly's agenda and disclosed, then any new agenda item should be accompanied by an explanation and the respective decision proposal. The Company has to receive requests to add items to the agenda at least 24 days prior to the day of the General Assembly. This period does not include the day the request is received at the Company. In case the deadline is not observed, the proposed additional items of the agenda would be considered as not duly announced and no decision on them can be made at the General Assembly.

14. Counterproposals to the decision proposals submitted by the Management Board and/or Supervisory Board relating to the particular agenda item, made by shareholders with their names/family names, explanation and possible position of the Management Board shall be available to persons stated in Article 281, paragraphs 1 to 3 of the Companies Act as defined in Article 282 of the Companies Act, in case a shareholder submits a counterproposal to the address of the Company Headquarters (Atlantic Grupa d.d., Miramarska 23, 10000 Zagreb), at least 14 days prior to the General Assembly date. The

date counterproposal is received at the Company is not counted in the 14-day deadline. The counterproposal shall be available at the Company's Internet site: www.atlanticgrupa.com. In case the shareholder does not exercise this right, they shall still be entitled to make a counterproposal at the General Assembly. The stated applies accordingly to shareholders' proposals regarding the appointment of members of the Supervisory Board and the Company Auditor.

15. At the General Assembly, the Management Board is obliged to provide information about the Company operations to any shareholder at their request, in case such information is necessary to evaluate an agenda item.

16. The materials for the General Assembly, for which it is prescribed so by law, will be made available to the shareholders for inspection and for issuing of copies at the seat of the Company in Zagreb, every working day from the day on which the invitation to the General Assembly is published to the day of the General Assembly, from 10:00 to 14:00 hours. Those materials will also be published on the same day on the Company's Internet site: www.atlanticgrupa.com.

Zagreb, 04 May 2026

Atlantic Grupa d.d.

Contact:

Katarina Mindoljević
Company Secretary
Tel. +385 1 2413 950
E-mail: katarina.mindoljevic@atlanticgrupa.com

Ivana Bračun
Investor Relations
Tel. +385 91 2413 322
E-mail: ir@atlanticgrupa.com

Annex 1 – Application for Participation form

GENERAL ASSEMBLY OF ATLANTIC GRUPA d.d., ZAGREB

Application for Participation

1. Name and family name, or company name, OIB (personal identification number) of the shareholder	
2. Residence or seat of the shareholder (street, number, place, state)	
3. Name and family name, or company name of the proxy, OIB (personal identification number) of the proxy	
4. Residence or seat of the proxy (street, number, place, state)	
5. Name and family name of the person who is under law authorised to sign this application for the shareholder (for legal persons)	
6. Number of shares of the shareholder represented / voted*	
7. Number of the shareholder's account with the Central Depository and Clearing Company d.d.	

I herewith apply for participation in the General Assembly of Atlantic Grupa d.d., Zagreb, Miramarska 23, convoked for 18 June 2026, starting at 14:00 hours at Atlantic Grupa's registered seat, in Zagreb, Miramarska 23.

*please indicate if the total number of shares of the shareholder or shares on the custody account is different than the number with which it is voted at the General Assembly, or for which proxy is issued. If the number of shares is expected to change, please enter the following notice: "according to the number of shares registered on 11 June 2026".

Signature of the shareholder/proxy: _____ Date: _____

Annex 2 – Power of Authority form

GENERAL ASSEMBLY OF ATLANTIC GRUPA d.d., ZAGREB
Power of Authority

<p>1. Name and family name, or company name, OIB (personal identification number) of the shareholder</p> <p>Name and family name of the person who is under law authorised to sign this power of authority for the shareholder (for legal persons)</p>	
<p>2. Residence or seat of the shareholder (street, number, place, state)</p>	
<p>3. Total number of shares owned</p>	
<p>4. Number of the shareholder's account with the CDCC</p>	

I herewith give authority to the below stated proxy to file, on my behalf and for my account, an application for participation in the General Assembly of the joint-stock company Atlantic Grupa d.d., Zagreb, Miramarska 23, to be held on 18 June 2026 in Zagreb, to represent me at this General Assembly, to participate, on my behalf and for my account, in the work of the General Assembly, and to vote on all decisions to be passed in the General Assembly.

1.	Name and family name, or company name of the proxy	
2.	Residence or seat of the proxy (street, number, place, state)	
3.	OIB (personal identification number) of the proxy	
4.	Number of shares entitled to vote	
5.	Voting instructions	

Shareholder's signature: _____ Date: _____

Attachment 3 – Remuneration Report for 2025 with the accompanying Auditor’s Report



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Independent limited assurance report on Remuneration Report for the year 2025

To the Management board and Supervisory board of Atlantic Grupa d.d.

Underlying Subject Matter

Pursuant to the provisions of Article 272r, paragraph 3 of the Companies Act and the agreement concluded with Atlantic Grupa d.d. ("the Company"), we have performed an engagement expressing a limited assurance on the attached Remuneration Report for the year ended 31 December 2025 ("Remuneration Report") prepared by the Company's Management board and Supervisory board.

Our limited assurance engagement relates to the subject matter whether the Remuneration Report contains data in accordance with the Article 272r, paragraphs 1 and 2 of the Companies Act.

Applicable Criteria

The applicable reporting criteria for identifying the individuals to be included in the Remuneration Report and the disclosure requirements of their remuneration are contained in the provisions of Article 272r, paragraphs 1 and 2 of the Companies Act.

Inherent limitations

In the case of additional information or data provided to us, or in the case of misleading oral or written statements or explanations, our findings, interpretations or conclusions in our independent limited assurance report may be incomplete or may result in the need for additional procedures not included in the scope of this engagement.

Specific purpose and distribution of use

Our report is intended solely for the Management board and Supervisory board for the purpose of reporting to the General Assembly on the Remuneration Report prepared by the Company for the year ended 31 December 2025 in accordance with Article 272r of the Companies Act.

Based on the procedures performed and outlined below, this is a report expressing a conclusion with limited assurance and its purpose is not, nor does it represent, a legal opinion on compliance with Article 272r of the Companies Act.

To the fullest extent permitted by law, we do not accept responsibility and do not agree to any obligations to any party other than the Company's Management board and Supervisory board, in connection with our work or this limited assurance report or the conclusions we have reached.



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Management board and Supervisory board Responsibilities

The Company's Management board and Supervisory board are responsible for:

- preparing the Remuneration Report for the year 2025 in accordance with the disclosure requirements of Article 272r, paragraphs 1 and 2 of the Companies Act,
- identifying the individuals to be included in the Remuneration Report in accordance with Article 272r, paragraph 1 of the Companies Act,
- selecting and applying appropriate remuneration policies as well as making judgments and estimates that are reasonable in relation to the data disclosed in the Remuneration Report,
- measurement of remunerations for the year ended 31 December 2025 in accordance with the provisions of Article 272r, paragraphs 1 and 2 of the Companies Act, and
- publishing the Remuneration Report on the Company's website in accordance with the provisions of Article 272r, paragraph 4 of the Companies Act.

The Company's Management board and Supervisory board are responsible for the design, implementation and maintenance of the internal control system which reasonably ensures that the previously described data do not contain material errors, whether due to fraud or error. In addition, the Company's Management board and Supervisory board are responsible for ensuring that the documentation provided to us is complete and accurate.

Our Responsibility

Our responsibility is to express a conclusion on Remuneration Report in accordance with the requirements of Article 272r, paragraph 3 of the Companies Act. We conducted our limited assurance engagement in accordance with International Standards for Assurance Engagements (ISAE) 3000 (revised) - Engagements to perform assurance engagements other than audits or reviews of historical financial information.

Applicable requirements for quality management

We apply the International Standard on Quality Management (ISQM) 1 and accordingly, we ensure the design, implementation, and functioning of the quality management system, including policies and procedures related to compliance with ethical requirements and professional standards as well as applicable legal and regulatory requirements.

Compliance with independence requirements and other ethical requirements

We comply with the requirements of independence and other ethical requirements of the International Code of Ethics for Professional Accountants issued by the International Ethics Standards Board of Accountants (IESBA), which are based on fundamental principles of integrity, objectivity, professional competence and due diligence, confidentiality and professional behaviour.



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Summary of performed procedures

In respect of the subject matter, we have performed the following procedures:

- inquired members of the Management board and Supervisory board and other persons within the Company, to gain understanding of remuneration policies and the process applied in preparing the Remuneration Report;
- received from the Company a list of all members of the Company's Management board and Supervisory board during 2025 and checked whether their remunerations are disclosed in the Remuneration Report;
- reconciled the remuneration data presented in the Remuneration Report with the Company's accounting records (general ledger and subledgers) for the year ended 31 December 2025
- reviewed, on a sample basis, the relevant documentation of the Company (contracts and payments) related to the remuneration data presented in the Remuneration Report; and
- checked whether the Remuneration Report contains all the data required by the provisions of Article 272r, paragraphs 1 and 2 of the Companies Act.

The nature and extent of our procedures were determined based on our risk assessment and our professional judgment in order to obtain limited assurance.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited conclusion.

Limited assurance conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that Remuneration Report for the year ended 2025 prepared by Atlantic Grupa d.d. does not contain data, in all material respects, in accordance with the Article 272r, paragraphs 1 and 2 of the Companies Act.

Ivana Krajinović
Member of the Management Board and Certified auditor
28 April 2026

Ernst & Young d.o.o.
Radnička cesta 50
10000 Zagreb
Republic of Croatia

Janja Kulić
Director and Certified auditor
28 April 2026

Kulić & Sperk d.o.o.
Radnička cesta 52
10000 Zagreb
Republic of Croatia

Attachment: Remuneration report for 2025.



Pursuant to Article 272r of the *Companies Act* and Articles of the *Corporate Governance Code* of the Zagreb Stock Exchange and the Croatian Financial Services Supervisory Agency (HANFA), the Management Board and the Supervisory Board of Atlantic Grupa d.d. (hereinafter also referred to as: the Company) submit to the General Assembly the following

REPORT

ON THE REMUNERATION OF MEMBERS OF THE SUPERVISORY BOARD AND THE MANAGEMENT BOARD IN THE YEAR 2025

Remuneration of members of the Supervisory Board

During 2025, the Supervisory Board of Atlantic Grupa d.d. comprised nine members: Zoran Vučinić, Chairman of the Supervisory Board; Siniša Petrović, Vice Chairman of the Supervisory Board; Monika Elisabeth Schulze, Vice Chairwoman of the Supervisory Board; Lars Peter Elam Håkansson, member; Vesna Nevistić, member; Aleksandar Pekeč, member, and Anja Svetina Nabergoj, member, who were joined by Andrea Gisle Joosen, member, and Florence Jeantet, member, on 04 September 2025. The term of office of the former members of the Supervisory Board Zdenko Adrović and Franz-Josef Flosbach expired on 3 September 2025.

Three Committees operate within the Supervisory Board to support the work and effective functioning of the Supervisory Board: Audit Committee, Leadership Development and Remuneration Committee, and Public Responsibility and Corporate Governance Committee. Each Committee has at least three members which, other than members who are also members of the Supervisory Board, also include three external members: Zoran Sušanj, member of the Leadership Development and Compensation Committee, Nina Tepeš, member of the Public Responsibility and Corporate Governance Committee, and Karl Weinfurtner, member of the Audit Committee since 04 September 2025.

Pursuant to the provision of Article 269, paragraph 3 of the *Companies Act*, on 29 June 2023 the Company's General Assembly adopted the *Decision on the remuneration of members of the Supervisory Board* (hereinafter referred to as: the Decision on Remuneration). Under the Decision on Remuneration, payments of remuneration to members of the Supervisory Board and Supervisory Board Committees in the year 2025 were made without any derogation. The said Decision set the amounts of remuneration of members of the Supervisory Board and Supervisory Board Committees, whereby different external and internal factors have been taken into account, such as economic conditions, prevailing wage levels, remuneration data and best practices of regional and relevant industries, as well as remuneration levels and policies of the Company.

Each member of the Supervisory Board is entitled to a fixed monthly remuneration, from the day of her or his appointment to such duty until the day of its termination. In order to maintain their independence and full impartiality, the remuneration of members of the Supervisory Board is not dependent on the Company's results and does not contain a variable part of remuneration. Accordingly, the said fixed remuneration represents 100% of their total remuneration. Members of the Supervisory Board are not entitled to payments by the Company or its associated companies in Company shares.

Each member of a Committee, regardless of her or his function as chairperson or member, is entitled to fixed remuneration for participating in Committee sessions. If a member of the Supervisory Board simultaneously holds membership in a Committee, he/she is entitled only to remuneration for membership in the Supervisory Board.

In line with the above, in 2025 members of the Supervisory Board received remuneration in the following gross I amounts:

Remuneration of Supervisory Board members in 2025	EUR
Zoran Vučinić	47,780.16
Siniša Petrović	31,853.52
Monika Elisabeth Schulze	31,612.22
Lars Peter Elam Håkansson	23,890.08
Vesna Nevistić	23,890.08
Aleksandar Pekeč	23,890.08
Anja Svetina Nabergoj	23,890.08
Franz-Josef Flosbach	18,189.03
Zdenko Adrović	18,189.03
Andrea Gisle Joosen	5,700.99
Florence Jeantet	5,700.99
TOTAL	254,586.26

In 2025, external members of Supervisory Board Committees received remuneration in the following gross I amounts:

Remuneration of external members of Supervisory Board Committees in 2025	EUR
Zoran Sušanj	3,185.36
Nina Tepoš	4,977.13
Karl Weinfurtnr	796.34
TOTAL	8,958.83

Members of the Supervisory Board and Supervisory Board Committees are entitled to reimbursement of appropriate expenses, including taxes, incurred during the performance of their duties.

The Company and its associated companies have not made any other payments, did not provide any loans or advances, nor issue any guarantees for the benefit of the members

of the Supervisory Board or Supervisory Board Committees. Also, the Company and its associated companies did not provide any gifts or benefits of significant value to the members of the Supervisory Board or Supervisory Board Committees.

The report on the remuneration of members of the Supervisory Board for the year 2025 has been prepared in accordance with the respective provisions of the law, the *Corporate Governance Code* of the Zagreb Stock Exchange and HANFA, as well as the *Code of Corporate Governance* and the *Articles of Association* of Atlantic Grupa d.d.

Remuneration of members of the Management Board

During 2025, the Management Board of Atlantic Grupa comprised seven members: Emil Tedeschi, President of the Management Board; Srećko Nakić, Group Vice President, Markets and Distribution; Zoran Stanković, Group Vice President, Finance, Procurement and IT; Mate Štetić, Group Vice President, Brands and Operations; Lada Tedeschi Fiorio, Group Vice President, Corporate Strategy and Investments; Neven Vranković, Group Vice President, Corporate Activities, who were on 05 September 2025 joined by Mojca Domiter, Group Vice President, People and Culture. The term of office of member of the Company's Management Board Enzo Smrekar expired on 30 June 2025.

Pursuant to the provisions of Article 247 of the *Companies Act*, on 27 June 2024 the General Assembly adopted the *Remuneration Policy for Members of the Management Board* (hereinafter referred to as: the Remuneration Policy). Payments of remuneration to members of the Management Board in 2025 were made without any derogation from the Remuneration Policy.

The Remuneration Policy is set in a manner that strongly supports the pay-for-performance culture and the long-term strategy of the Company. The amount of remuneration paid out to members of the Management Board is determined with the aim to attract, motivate and retain qualified professionals, to promote sound and effective risk management, as well as to discourage risk-taking that exceeds the level of tolerated risk of the Company. It takes into account all regional, local and relevant industry practices of remuneration for managers holding corresponding positions, including employees of the Company's associated companies. The Company provides attractive terms of employment, of which remuneration, personal development, training, working environment and intellectually stimulating atmosphere are all important components. As such, the Remuneration Policy contributes to achieving the Company's strategic goals.

The remuneration structure for members of the Management Board ensures a proper balance between the variable and fixed remuneration, whereby the fixed part – in terms of the principal salary – is set by the contract with a member of the Management Board in the gross amount, while the variable part of remuneration, also set by the contract, is always performance-related.

The amount of the annual bonus for 2025 is determined under the contract with a member of the Management Board and correlated to the realisation of key

financial/sales metrics, as well as qualitative (non-financial) performance criteria (hereinafter jointly: Key Performance Indicator/s or KPI/s):

- For the President of the Management Board; the Group Vice President, People and Culture; the Group Vice President, Finance, Procurement and IT; the Group Vice President, Corporate Strategy and Investments, and the Group Vice President, Corporate Activities:
 - fulfilment of the profit goal related to consolidated EBITDA of Atlantic Grupa, with the weighted share of 75%,
 - fulfilment of the direct sales to external buyers (third parties) or IMS ('In-market sales' defined and calculated according to the Company's internal methodology) for consolidated Atlantic Grupa with the weighted share of 15%,
 - fulfilment of the quantitative (non-financial) objective, which consists of KPIs for a specific year that constitute the Company's Sustainability Index, which includes the following relevant pillars: emissions, responsible water use, recycling, products, and employees, with the weighted share of 10%;

- For the Group Vice President, Markets and Distribution, and the Group Vice President, Brands and Operations:
 - fulfilment of the profit goal related to consolidated EBITDA of Atlantic Grupa, with the weighted share of 40%,
 - fulfilment of the profit goal related to EBITDA of the business or distribution unit from their respective area of responsibility, with the weighted share of 35%,
 - fulfilment of the direct sales to external buyers (third parties) or IMS of the business or distribution units from their respective area of responsibility, with the weighted share of 15%,
 - fulfilment of the quantitative (non-financial) objective, which consists of KPIs for a specific year that constitute the Company's Sustainability Index, which includes the following relevant pillars: emissions, responsible water use, recycling, products, and employees, with the weighted share of 10%.

Each member of the Management Board is entitled to the annual bonus related to a specific business year provided that the following preconditions are fulfilled:

- at least 90% of the consolidated EBITDA plan of Atlantic Grupa for the relevant business year is realised;
- at least 90% of the planned EBITDA of the business unit tied to the authority of the respective Management Board member for the relevant business year is realised,
- if he/she was employed by the Company or its associated companies for at least 2/3 of the relevant business year, as well as on 31 December of the relevant business year, and has the right to payment of the annual bonus.

The realisation of such financial preconditions and financial KPI metrics is based on the Company's consolidated financial results for the relevant business year, while a valuation of the non-financial objective (KPIs that constitute the Company's Sustainability Index, which includes emissions, responsible water use, recycling,

products, and employees as relevant pillars in 2025) is based on the official Company report.

The annual bonus represents 75% of the realised principal annual gross salary in case of 100% realisation of KPIs. Members of the Management Board are entitled to payment of the annual bonus in cash or in Company shares in accordance with Articles 7 and 8 of the Remuneration Policy.

Contracted amount of the variable part in the overall remuneration of a member of the Management Board is not less than 40% of the total remuneration under the assumption of 100% realisation of the set KPIs and including a deferred part of the bonus.

Under Article 9 of the Remuneration Policy, 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.

Also, under Article 12 of the Remuneration Policy, members of the Management Board are entitled to participate in the Company Executive Longevity Premium programme (hereinafter: the ELP programme), which was implemented for the first time in 2022. The ELP programme stipulates that executives who have held such an executive position for a minimum of 6 years are entitled to the allocation of 2,200 shares. More specifically, 1/3 of the listed shares is paid in the year in which they individually became entitled to the allocation under the ELP programme, and 2/3 are paid as a deferred payment upon retirement increased by the yield as stipulated in the Remuneration Policy, provided that such executive chooses to remain in the entitled executive position in the Company or its associated company, until retirement. Members of the Management Board encompassed by Article 8 of the Remuneration Policy are entitled solely to cash payment following the same ratio and yield terms.

According to Article 13, by means of a special Annex to the Contract, a member of the Management Board may be assigned the additional responsibility of managing a specific business or sales unit of the group's operational organisation consisting of the Company and its associated companies, for a period no longer than one year. The President of the Management Board is authorised to, by his own decision, reward such a member of the Management Board based on the criteria of their contribution to the sustainability of the business or sales unit assigned as the additional responsibility to that Management Board member, as well as the contribution of that business or sales unit to the group's overall operations covering the Company and its associated companies. Such reward may not exceed 50% of the annual fixed remuneration under the valid Contract of the respective Management Board member, and it may be paid in shares up to a maximum of 1,200 shares per year, or, if the respective Management Board member is encompassed by Article 8 of this Policy, by cash payment. This type of reward can only be paid in relation to the additional engagement determined by the Annex, either during the engagement or upon its expiration, and it is not included in the basis for calculating the annual bonus for the member's performance under the regular Contract.

Members of the Management Board in 2025 received remuneration in the following (gross I, in EUR) amounts:

Name and surname	Fixed remuneration	%	Variable remuneration*	%	Receipts in kind	%	Total	%
Emil Tedeschi	390,000.00	48.3%	372,936.76	46.2%	43,738.45	5.4%	806,675.21	100%
Mojca Domiter	63,309.10	79.5%	11,581.58	14.5%	4,731.96	5.9%	79,622.64	100%
Srećko Nakić	246,000.00	48.1%	248,274.05	48.6%	10,596.77	3.3%	504,870.82	100%
Enzo Smrekar	119,996.00	31.4%	232,160.67	60.8%	29,979.30	7.8%	382,135.97	100%
Zoran Stanković	252,000.00	49.2%	248,913.93	48.6%	11,439.87	2.2%	512,353.80	100%
Mate Štetić	242,400.00	47.7%	258,919.36	51.0%	6,773.41	1.3%	508,092.77	100%
Lada Tedeschi Fiorio	242,429.86	50.4%	228,171.22	47.4%	16,819.14	2.2%	487,420.22	100%
Neven Vranković	252,000.00	48.2%	256,767.03	49.1%	14,384.55	2.7%	523,151.58	100%

**variable remuneration refers to the calculated annual bonus for the business year 2024, deferred part of the business year 2021 bonus, competitive performance bonus, as well as the Executive Longevity Premium programme*

The variable remuneration in cash received in 2025 by Emil Tedeschi, President of the Management Board, and Lada Tedeschi Fiorio, Group Vice President, Corporate Strategy and Investments, refers to the results for the business year 2024 and the deferred part of the bonus for the business year 2021 (gross I, in EUR):

Member of the Management Board	Variable remuneration paid during 2025 (total)	Variable remuneration related to the 2024 bonus (total)	Variable remuneration related to 75% of the 2024 bonus – paid in 2025	Variable remuneration related to the 2021 bonus – paid in 2025	Competitive performance-based incentive bonus for 2024 – paid in 2025	Deferred part (25%) of the 2024 bonus	Deferred part of the 2024 bonus for payment in 2028 with a multiplier of 1.2
Emil Tedeschi	372,936.76	339,264.00	254,448.00	82,008.76	36,480.00	84,816.00	101,779.20
Lada Tedeschi Fiorio	228,171.22	207,576.00	155,682.00	50,169.22	22,320.00	51,894.00	62,272.80

**variable remuneration refers to the calculated annual bonus for the business year 2024, deferred part of the business year 2021 bonus and competitive performance bonus*

The variable remuneration for other members of the Management Board in 2025 was paid in Atlantic Grupa shares, and refers to the results for the business year 2024 and the deferred part of the bonus for the business year 2021, as well as the Executive Longevity Premium programme (gross I, in EUR):

Member of the Management Board	Variable remuneration paid during 2025 (total)	Variable remuneration paid during 2025, expressed in allocated shares (total)	Variable remuneration paid in shares during 2025 related to 75% of the 2024 bonus	Variable remuneration paid in shares during 2024 related to the 2021 bonus	Competitive performance-based incentive bonus for 2024, paid in shares in 2025	Variable remuneration, Longevity Bonus, paid in shares in 2025	Variable remuneration related to the 2024 bonus (total)	Deferred part (25% of the 2024 bonus, in shares, for 3 years	Deferred part of the 2024 bonus for payment in 2028 with a yield of 1.8
Mojca Domiter	11,581.58	200				200			
Srećko Nakić	248,274.05	4,268	2,683	1,200	385		208,134.00	818.9	1,474
Enzo Smrekar	232,160.67	3,991	2,527	1092	372		196,020.00	771.3	1,388
Zoran Stanković	248,913.93	4,279	2,770	1,112	397		214,830.00	845.3	1,521
Mate Štetić	258,919.36	4,451	2,530	792	396	733	196,218.30	772.0	1,390
Neven Vranković	256,767.03	4,414	2,856	1,148	410		221,526.00	871.6	1,569

**variable remuneration refers to the calculated annual bonus for the business year 2024, deferred part of the business year 2021 bonus, competitive performance bonus, as well as the Executive Longevity Premium programme*

Out of the gross I value of the variable remuneration (annual bonus, in EUR), 75% of the net amount was paid in the form of shares in 2025 according to the average share price (volume-weighted) at the Zagreb Stock Exchange on 15 April 2025 (EUR 44.21). The grant date for the Employee Stock Option Programme (ESOP) is upon expiration of 30 days from the date of adoption of the annual financial results for the business year by the Company's Supervisory Board. Members of the Management Board must retain such shares for a minimum period of 2 years from the day of their transfer to share accounts.

The remaining 25% of the realised annual bonus for 2024 for the respective member of the Management Board, multiplied by the coefficient of 1.8, will be paid in Company shares in 2028, provided that this member of the Management Board is still employed by the Company or its associated company on 1 April of the respective year.

The allocation of shares to member of the Management Board Mojca Domiter in 2025 based on the Executive Longevity Premium programme was carried out on 17 September 2025 according to the Company share price (volume-weighted) at the Zagreb Stock Exchange listed on 16 September 2025 (EUR 44.01).

For the results achieved in the business year 2025, the following members of the Management Board received the variable part of the remuneration in cash (gross I, in EUR), with the term of its payment as follows:

Member of the Management Board	Variable remuneration for 2025 (total)	Variable remuneration related to 75% of the 2025 bonus – paid in 2026	Variable remuneration related to the 2022 bonus – paid in 2026	Competitive performance-based incentive bonus for 2025 – paid in 2026	Variable remuneration paid in 2026 (total)	Deferred part (25%) of the 2025 bonus	Deferred part of the 2025 bonus for payment in 2029 with a multiplier of 1.2
Emil Tedeschi	362.700,00	272.025,00	22.962,45	58.500,00	353.487,45	90.675,00	108.810,00
Lada Tedeschi Fiorio	225.432,00	169.074,00	14.047,38	36.360,00	219.481,38	56.358,00	67.629,60

**variable remuneration refers to the calculated annual bonus for the business year 2025, deferred part of the business year 2022 bonus and competitive performance bonus*

For the results achieved in the business year 2025, other members of the Management Board received the variable part of the remuneration (gross I, in EUR), with the term of its payment as follows:

Member of the Management Board	Variable remuneration for 2025 (total)	Variable remuneration related to 75% of the 2025 bonus – paid in shares in 2026	Variable remuneration paid in shares during 2026 related to the 2022 bonus	Competitive performance-based incentive bonus for 2025 – paid in shares in 2026	Variable remuneration for the additional engagement paid in shares in 2026	Variable remuneration paid in shares in 2026 (total)	Variable remuneration paid in cash in 2026 (total)	Variable remuneration on paid during 2026, expressed in allocated shares (total)	Deferred part of the 2025 bonus, expressed in shares, for payment in 2029 with a multiplier of 1.8
Mojca Domiter	100.342,39	75.256,79	10.936,34	9.280,00		962	32.104,79	962	681
Srećko Nakić	228.780,00	171.585,00	57.251,09	36.900,00	400	4.034		4.434	1.554
Enzo Smrekar	0	0	0	0		0		0	0
Zoran Stanković	234.360,00	175.770,00	22.267,97	37.800,00		3.580		3.580	1.592
Mate Štetić	229.522,50	172.141,88	56.262,87	36.360,00	600	4.019		4.619	1.559
Neven Vranković	234.360,00	175.770,00	22.992,67	37.800,00		3.591		3.591	1.592

**variable remuneration refers to the calculated annual bonus for the business year 2025, deferred part of the business year 2022 bonus, competitive performance bonus, and variable remuneration for the additional engagement*

Out of the gross I value of the variable remuneration (annual bonus, in EUR), 75% of the net amount was paid in the form of shares in 2026 according to the average share price (volume-weighted) at the Zagreb Stock Exchange on 16 April 2026 (50,07 EUR). The grant date for the Employee Stock Option Programme (ESOP) is upon expiration of 30 days from the date when the Company's Supervisory Board adopts the annual financial results for the business year to which the annual bonus pertains. Members of the Management Board must retain such shares for a minimum period of 2 years from the day of their transfer to share accounts.

The remaining 25% of the realised annual bonus for 2025 for the respective member of the Management Board, multiplied by the coefficient of 1.8, is paid in Company shares with the vesting period until the year 2029, provided that this member of the Management Board is still employed by the Company or its associated company on 1 April of the respective year.

The allocation of shares for Management Board members Srećko Nakić and Mate Štetić in 2026 based on additional engagement for 2025 was made on January 16, 2026, at the price of the Company's share (weighted share) on the Zagreb Stock Exchange as of January 15, 2026 (EUR 47.89).

The overview provided below shows the average income of employees in Atlantic Grupa d.d. for 2025 in the gross I value, which includes both fixed and variable part of the salary, other receipts in kind and all other payments made in relation to the employee status, including awarding remuneration divided by the average number of *full-time equivalent (FTE)* employees. The guidance is based on the average income of Atlantic Grupa d.d. employees since the majority are on managerial and key professional positions which are relevant for comparison of remuneration. Additionally, the overview shows a comparative view of the annual changes in the receipts of Supervisory Board and Management Board members, expressed as a percentage, based on the total (gross I) value of receipts (which include both fixed and variable part of the salary, other receipts in kind and all other payments made in relation to the status of a Management Board or Supervisory Board member, respectively) for the given year, divided by the average number of Management Board or Supervisory Board members, respectively, *in the full-time equivalent (FTE)*.

Annual remuneration per employee – EUR	2025	2024	2023	2022	2021
Annual base (gross I)	73,192.70	70,641.29	64,723.25	71,056.05	64,022.18
Annual change in remuneration of the Supervisory Board – in %	2025 vs 2024	2024 vs 2023	2023 vs 2022	2022 vs 2021	2021 vs 2020
	3%	0%	0%	-3%	3%
Annual change in remuneration of the Management Board – in %	2025 vs 2024	2024 vs 2023	2023 vs 2022	2022 vs 2021	2021 vs 2020
	1%	35%	-24%	18%	13%
(Atlantic Grupa d.d.; TEUR)	2025	2024	2023	2022	2021
Revenues	52,595	46,624	29,178	63,962	66,495
Net profit/(loss)	16,606	10,150	-833	34,435	35,012
(Atlantic Grupa consolidated; TEUR)	2025	2024	2023	2022	2021
Revenues	1,207,136	1,096,513	987,082	858,306	769,154
Net profit/(loss)	31,987	26,452	31,209	26,017	45,876

The Company did not reclaim any variable part of the salary and there were no conditions realised to do so.

There were no payments or payment obligations by any third party to members of the Management Board with regard to activities they performed as members of the Management Board in the Company or at any other function within Atlantic Grupa.

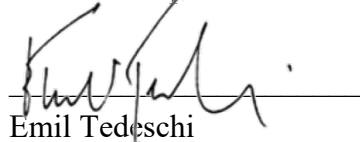
For the purpose of assessing the impact on gender pay equality, an analysis was conducted of the gender composition of the Company's Management Board and Supervisory Board in 2025, as well as of the amounts of remuneration paid by gender. The amount of remuneration for members of the Management Board was different despite members being of the same gender, as their remuneration is tied to different areas of responsibility within the Management Board. The amount of remuneration for members of the Supervisory Board was equal for all members of the Supervisory Board regardless of gender, as the difference in remuneration relates only to the functions of Chairperson and Deputy Chairperson of the Supervisory Board. In conclusion, the Decision on the remuneration of members of the Supervisory Board and the Remuneration Policy for Members of the Management Board for 2025 have no negative impact on gender pay equality. The structure, criteria, and amounts of remuneration are aligned with the provisions of the *Corporate Governance Code* of the Zagreb Stock Exchange and HANFA, and decisions on remuneration are made based on objective and transparent criteria.

The report on the remuneration of members of the Management Board for the year 2025 has been prepared in accordance with the respective provisions of the law, the *Corporate Governance Code* of the Zagreb Stock Exchange and HANFA, as well as the *Code of Corporate Governance* and the *Articles of Association* of Atlantic Grupa d.d.

The contract on performing the function of a member of the Management Board can be terminated in accordance with provisions of the law. The obligation of severance payment occurs in the case of contract termination by Atlantic Grupa in the period of its duration, unless the contract is terminated due to reasons caused by the wrongful conduct of the respective member of the Management Board. The severance payment is limited to the amount of twelve (12) average monthly gross I salaries paid to the respective Management Board member in the period of three months prior to contract termination.

Zagreb, 28 April 2026

Atlantic Grupa d.d.



Emil Tedeschi
President of the Management Board



Zoran Vučinić
Chairman of the Supervisory Board

Attachment 4 – Biographies of the candidates nominated in the proposal of the Decision on the election of members of the Company's Supervisory Board under item 7 of the agenda

BIOGRAPHY:

Lars Peter Elam Håkansson

Age: 63 years
Gender: male
Citizenship: Swedish

Peter is a Chairman in East Capital Holding and holds Board appointments within the East Capital group. Peter established East Capital's investment philosophy and strategy. He has worked within emerging and frontier markets since the early nineties and continues to travel and visit companies throughout the world. Peter has been awarded the Gold Star for best Fund Manager five times by Morningstar and Sweden's largest financial daily Dagens Industri. He and the investment teams have also received numerous Lipper awards for the performance of the funds that East Capital manages. He is the Chairman of the foundation Swedish Music Hall of Fame, Board member in Garna Stockholm Holding, Bonnier News Business, Atlantic Grupa in Croatia, Cicero Holding AB and Cicero Fonder, Hjerta, LaSpa Group in Estonia and the fellow of the Royal Swedish Academy of Engineering Sciences (IVA), Finance section. Prior to founding East Capital, Peter held a series of senior positions at Enskilda Securities in London, Paris and Stockholm – where his last role was Head of Equities and Global Head of Research. Peter has a degree from Stockholm School of Economics and has also studied at l'EDHEC in Lille.

Taking into account the age, gender, nationality, skills, knowledge, education, experience of the candidate and his consistent and regular attendance at the sessions of the Supervisory Board and the Committee in which he serves as a member, Mr. Lars Peter Elam Håkansson can positively contribute to the profile and the balanced representation of both genders in the Supervisory Board of Atlantic Grupa d.d.

Peter serves as an independent member of the Supervisory Board until 02 July 2026, after which he will no longer be considered independent due to having served on the Company's Supervisory Board for more than 12 years.

BIOGRAPHY:

Aleksandar Pekeč

Age: 59 years
Gender: male
Citizenship: USA

Aleksandar Pekeč is a tenured professor at Duke University's Fuqua School of Business. He is an expert in managerial decision-making in complex competitive environments and has published articles in top academic journals in management sciences, as well as in top journals in other fields such as economics, mathematics and psychology. His consulting experience includes financial, pharmaceutical, retail, and technology industries. He was a member of the Economic Council of the President of the Republic of Croatia in the period 2010 - 2015. Professor Pekeč holds a Ph.D. degree from Rutgers University and B.Sc. degree from the University of Zagreb.

Taking into account the age, gender, nationality, skills, knowledge, education and experience of the candidate and his consistent and regular attendance at the sessions of the Supervisory Board and the Committee in which he serves as a member, Mr. Aleksandar Pekeč can positively contribute to the profile and the balanced representation of both genders in the Supervisory Board of Atlantic Grupa d.d.

Aleksandar is not considered an independent member of the Supervisory Board, as his term of office on the Company's Supervisory Board exceeds 12 years.



Pursuant to Article 263 and Article 300c of the *Companies Act*, the *Articles of Association* of Atlantic Grupa d.d., Articles of the *Corporate Governance Code* of the Zagreb Stock Exchange and the Croatian Financial Services Supervisory Agency, the Supervisory Board of Atlantic Grupa d.d. (Atlantic Grupa d.d. hereinafter also referred to as: the Company) submits to the General Assembly the following

REPORT

ON THE PERFORMED SUPERVISION OF THE COMPANY'S BUSINESS OPERATIONS MANAGEMENT IN THE YEAR 2025

The Supervisory Board of Atlantic Grupa d.d. (hereinafter referred to as: the Supervisory Board), pursuant to the powers conferred by the provisions of the *Companies Act*, the *Articles of Association* of Atlantic Grupa d.d., the *Rules of Procedure of the Supervisory Board* and the *Corporate Governance Code* of the Zagreb Stock Exchange and the Croatian Financial Services Supervisory Agency, continually performed supervision of business operations of Atlantic Grupa d.d. in the period from 01 January 2025 to 31 December 2025. Through its supervision, the Supervisory Board concluded that in 2025 Atlantic Grupa d.d. has operated in accordance with the law, the Company's acts, and decisions of the General Assembly.

During 2025, the Supervisory Board of Atlantic Grupa d.d. comprised nine members: Zoran Vučinić, Chairman of the Supervisory Board; Siniša Petrović, Vice Chairman of the Supervisory Board; Monika Elisabeth Schulze, Vice Chairwoman of the Supervisory Board; Lars Peter Elam Håkansson, member; Vesna Nevistić, member; Aleksandar Pekeč, member, and Anja Svetina Nabergoj, member, who were joined by Andrea Gisle Joosen, member, and Florence Jeantet, member, on 04 September 2025. The term of office of the former members of the Supervisory Board Zdenko Adrović and Franz-Josef Flosbach expired on 03 September 2025.

In 2025, the Supervisory Board held seven sessions in which it discussed issues and reached decisions and conclusions on matters pertaining to the functioning and business operations of the Company and its affiliates. The Supervisory Board was duly informed by the Management Board of all business events of greater importance, the course of business operations, revenues and expenditures, as well as the general status of the Company. The Management Board regularly submitted to the Supervisory Board quarterly, semi-annual and annual written reports on business operations to which the Supervisory Board had no objections and which were unanimously adopted. The Supervisory Board has performed supervision of the Company's activities in line with the decisions adopted by the Company's General Assembly and concluded that the Company acted entirely in conformity with decisions of the General Assembly. The Supervisory Board used its counsel and recommendations to influence the Company's activities which marked the business year of 2025 (defining the strategy of Atlantic Grupa, sustainability development, acquisition of the Deltis Pharm pharmacy chain, submission of a binding offer for the company Osem d.o.o., divestment of the company Montana Plus d.o.o., issuance of new corporate bonds, relocation of coffee production

in Serbia, launching new brands) and discussed in detail the Annual Business Plan for 2026.

Three Committees were established, whose activities assist the operation and functioning of the Company's Supervisory Board, namely: the Audit Committee, the Leadership Development and Compensation Committee and the Public Responsibility and Corporate Governance Committee. Each Committee has at least three members.

The Audit Committee is chaired by Lars Peter Elam Håkansson, Andrea Gisle Joosen and Zoran Vučinić were appointed as members from the ranks of the Supervisory Board, while Karl Weinfurtner was appointed by the General Assembly as a member from the ranks of external experts. The term of office of the former members of the Audit Committee Zdenko Adrović and Franz-Josef Flosbach expired on 03 September 2025. The Committee held three sessions throughout 2025.

The Public Responsibility and Corporate Governance Committee is chaired by Anja Svetina Nabergoj. Siniša Petrović was appointed as a member from the ranks of the Supervisory Board, while Nina Tepeš was appointed as a member from the ranks of external experts. The Committee held six sessions throughout 2025.

The Leadership Development and Compensation Committee is chaired by Monika Schulze. Florence Jeantet, Vesna Nevistić and Aleksandar Pekeč were appointed as members from the ranks of the Supervisory Board while Zoran Sušan, Associate Professor at the Faculty of Economics, University of Rijeka, was appointed as a member from the ranks of external experts. The Committee held four sessions throughout 2025.

Within the legal timeframe, prescribed in Article 300c of the *Companies Act*, the Supervisory Board reviewed the annual financial statements of Atlantic Grupa d.d. and its affiliates for the year ended on 31 December 2025 together with the report of an independent auditors Ernst & Young d.o.o., Radnička cesta 50, Zagreb and Kulić & Sperk d.o.o., Radnička cesta 50, Zagreb, submitted by the Management Board. Supervisory Board has determined that they were drafted in accordance with the situation established in the financial records of Atlantic Grupa d.d. and its affiliates and that they realistically and objectively present the financial status and the results of business operations of Atlantic Grupa d.d. and its affiliates. In accordance with such findings, the Supervisory Board agrees with the annual financial statement for 2025 and the independent auditor's report and thereby, pursuant to Article 300d of the *Companies Act*, the Management and Supervisory Board have affirmed the annual financial statements of the Company. The integral parts of the annual financial statement of Atlantic Grupa d.d. for the year ended on 31 December 2025 are:

- Income statement of Atlantic Grupa d.d.
- Balance sheet of Atlantic Grupa d.d.
- Cash flow statement of Atlantic Grupa d.d.
- Statement of changes in equity of Atlantic Grupa d.d.
- Notes to the financial statements of Atlantic Grupa d.d.
- Income statement of Atlantic Grupa d.d. and its affiliates
- Balance sheet of Atlantic Grupa d.d. and its affiliates
- Cash flow statement of Atlantic Grupa d.d. and its affiliates

- Statement of changes in equity of Atlantic Grupa d.d. and its affiliates
- Notes to the financial statements of Atlantic Grupa d.d. and its affiliates
- Auditor's report on the performed audit of the audit companies Ernst & Young d.o.o. and Kulić & Spirk d.o.o.

The Supervisory Board reviewed the annual report of the Management Board on the status of the Company for 2025 and determined that it accurately and objectively presents the current business situation and status of the Company. It is determined that it contains the sustainability report assurance provided by the auditor Ernst & Young d.o.o. In accordance with such findings, the Supervisory Board has accepted the Management Board's report on the status of the Company for 2025.

The Supervisory Board has reviewed the Report on transactions with related parties and Company's relations with affiliated companies for 2025 (hereinafter referred to as: the Report) and is of the opinion that it has been prepared in accordance with the *Companies Act*. The Supervisory Board has no objections to the statement of the Management Board that transactions with related parties during the financial year 2025 were carried out under market terms and conditions, and that the Company has not suffered any detriment as a result of the legal transactions and measures undertaken in relation to related parties, nor are there any circumstances that would require an assessment different from that set out in the Report. The Supervisory Board has no objections to the statement of the Management Board that based on the circumstances known at the time each legal transaction or action referred to in the Report was undertaken, the Company received appropriate consideration for each transaction, and that no damage was incurred by the Company as a result of such actions. The Supervisory Board examined the independent auditor's report expressing reasonable assurance on the Report on related party transactions for 2025, which was prepared by Ernst & Young d.o.o. The Supervisory Board has no objections to the audit results presented in the aforementioned audit report and therefore adopts the statement of the auditor Ernst & Young d.o.o. which reads: "In our opinion: a) the statements contained in the Report as at 31 December 2025 and for the year then ended are, in all material respects, true, b) in the legal transactions disclosed in the Report, based on the circumstances known at the time the transactions were undertaken, the value of the Company's consideration was not, in all material respects, inappropriately high "

The Management Board presented to Supervisory Board a Proposal of the Decision on the use of retained earnings realised in previous business years and earnings for the business year 2025. The Supervisory Board agrees with the Proposal of the Decision of the Management Board of Atlantic Grupa d.d. and, therefore, such proposal of the decision will be submitted to the General Assembly of Atlantic Grupa d.d. for adoption.

Pursuant to all of the above, the Supervisory Board submits this report to the General Assembly with a motion that the General Assembly makes decisions under its competence in conformity with the proposals of the Management and Supervisory Board.

Zoran Vučinić,
Chairman of the Supervisory Board

