



**HRVATSKA POŠTANSKA BANKA, p.l.c.**

Management Board  
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LEI	529900D5G4V6THXC5P79
Home Member State of Issuer	Republic of Croatia
ISIN	HRHPB0RA0002
Stock Exchange Identifier	HPB
Regulated Market/ Segment	Zagreb Stock Exchange Inc. Official Market

**Zagreb Stock Exchange Inc.**

**Croatian Financial Services Supervisory Agency (“HANFA”)**

**Croatian News Agency OTS HINA**

**Subject: HRVATSKA POŠTANSKA BANKA, p.l.c.**  
**- Other non - regulated information**  
**- Notification on the signing of the Collective Agreement at HPB**

Hrvatska poštanska banka, p.l.c. (hereafter referred to as: the Bank) and the Union of Banking and Finance Employees of Croatia, Union Branch of Hrvatska poštanska banka signed a Collective Agreement that shall be valid between 1 April 2025 to 31 December 2027.

By signing the Collective Agreement, the Bank once again confirms its commitment to its mission of creating conditions for a better life in Croatia, ensuring an even higher level of material rights for its employees.

Utilizing, among other things, Croatian Government's measures, the Collective Agreement provides the Bank's employees with rights such as a non-taxable salary addition, meals, occasional payment of holiday pay, Christmas bonus and a gift in kind for Easter, an occasional gift for children, participation in the costs of regular care for preschool children, paid leave for important personal needs such as marriage, death in the family, birth of a child, moving, the first day of school in the child is starting 1st grade or kindergarten, leave for educational purposes, paid leave after returning from maternity or parental leave.

The Collective Agreement also provides for the contracting of supplementary and additional health insurance and a systematic examination once a year, payment of severance pay for retirement and jubilee awards, solidarity support in the event of death, disability or sick leave, insurance of employees against the consequences of an accident with various outcomes, assistance in the education of children of deceased workers, as well as other similar rights.

In this way, HPB proves that it is one of the most desirable employers on the highly competitive Croatian banking market and that the Bank has created an environment in which employees are given the opportunity for their own individual growth and development.

**Hrvatska poštanska banka, p.l.c.**