



HRVATSKA POŠTANSKA BANKA, p.l.c.

Management Board
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Zagreb, October 21, 2022
No: F00-109/22-SS

LEI	529900D5G4V6THXC5P79
Home Member State of Issuer	Republic of Croatia
ISIN	HRHPB0RA0002
Stock Exchange Identifier	HPB-R-A
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

Representatives of the Management Board of Hrvatska poštanska banka, p.l.c. (hereinafter: the Bank) and the representatives of HPB branch of Croatian banking and financial services trade union (hereinafter: the Trade Union) signed today the Collective Agreement for the period from 1 September 2022 to 31 March 2023.

By signing the Collective Agreement, the Bank has once again confirmed its commitment to its mission of creating a better life in Croatia, providing its employees with an improved level of material rights.

By utilizing the measures implemented by the Government of the Republic of Croatia, the Collective Agreement provides for rights such as non-taxable salary allowance, holiday and Christmas bonus, Easter gift in kind, gift for children, child care allowance and paid personal leave for purposes such as a wedding, death in the family, birth of a child, house move, first day of school or kindergarten, and study leave.

In addition, the Collective Agreement sets forth the rights to additional and supplementary health insurance, annual medical examination, payment of severance pay on retirement and jubilee awards, allowance payments in the event of death, disability or sick leave, accident insurance policy, children education allowance and others.

"The contribution of the Bank's employees in all workplaces across Croatia has resulted in the fact that today HPB is a bank with a growing market share, strong development and a powerful challenger to the competitors. The Collective Agreement is another tool we can use to support our employees in overcoming the inflationary challenges we have been facing", said Marko Badurina, President of the Management Board.

The collective bargaining process for the new collective agreement shall commence no later than two months before the expiration of the current Agreement, in January 2023.

Hrvatska poštanska banka, p.l.c.