



Croatian Telecom

Zagreb – 12 October 2022

Croatian Telecom Inc.

Radnička cesta 21, HR – Zagreb

Ordinary share: HT (ISIN: HRHT00RA0005)

LEI: 097900BFHJ0000029454

Listing: Zagreb Stock Exchange, Prime Market

Member State: Republic of Croatia

A new Collective Agreement signed in HT

Representatives of the Hrvatski Telekom Management Board and the Croatian Telecommunications Union and the Republican Union of Workers today signed the new Collective Agreement, which is valid for the period of 1 October 2022 until 31 December 2023.

With the new Collective Agreement, HT confirmed the status of the most desirable employer in the telecommunication industry, ensuring its employees with the highest level of social and material rights. Within the new Collective Agreement, with it also implementing the measures of the Government of the Republic of Croatia, HT ensures the increase of average monthly income of each employee by a total of HRK 1,000 net. A notable social component is also included, with the employees with the lowest net salaries, who are most affected by inflation, receiving the highest average income increase.

“In the centre of everything we achieve as a company are always our people. Investing in them and building on their development is a precondition for the continuation of our growth journey while contributing to the country’s digitisation goals fulfilment. This Collective Agreement, with the notable material and social rights it includes, reflects our response to the challenges inflation has brought before every single employee today, with the package of measures provided by the Government also positively contributing to our employee’s net income increase”, stated Kostas Nebis, Hrvatski Telekom CEO.

In addition to the comprehensive career path which has since the implementation resulted with the promotions of over 1.000 employees from across the whole company, HT employees are under the Collective Agreement guaranteed rights such as: vacation and Christmas bonuses, support to mothers during the second six months of maternity leave in the amount of HRK 1,200 per month, support for the birth and/or adoption of a child in the amount of HRK 10,000, support for employees with children with disabilities in the amount of HRK 3,000 gross per year, support to the children of single parent employees as well as children of employees from families with four or more children in the amount of HRK 3,000 gross per year, a gift for children up to 15 years of age that will in 2023 amount to HRK 1,000.

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About Croatian Telecom

Croatian Telecom (HT) is the leading provider of telecommunication services in Croatia, serving 0.7 million fixed lines, 2.3 million mobile customers and 0.6 million broadband connections through its Residential and Business divisions.