



**ZAGREBAČKI
HOLDING**

Ulica grada Vukovara 41, Zagreb

LEI: 74780090ND4TXRKKO752

Home member state: Croatia

ISIN: HRZGH00287A8

Symbol: 3ZGH2

Zagreb Stock Exchange, Inc.

Segment: Official Market

Zagreb, 15 May 2025

**CROATIAN FINANCIAL SERVICES
SUPERVISORY AGENCY
Official register of prescribed information
ZAGREB STOCK EXCHANGE INC.
OTS HINA**

OTHER PRESCRIBED INFORMATION – Notification on signing a new Collective Agreement

After Months of Negotiations, a New Collective Agreement Signed for Employees of Zagreb Holding Ltd.

The management of Zagreb Holding Ltd. and representatives of the Union of Utility Workers and Drivers Čistoća Zagreb, the Union of Transport and Utility Services of Croatia, and the Union of Utility, Transport and Related Activities of Croatia have signed a new Collective Agreement for the employees of Zagreb Holding Ltd. following months of negotiations. The Agreement applies from May 1, 2025.

The Collective Agreement was signed after negotiations were initiated at the request of the unions due to newly established representativeness.

The new Collective Agreement includes a 15.60% increase in the base for salary calculation, effective from May 1, 2025, and an additional 4.40% increase starting January 1, 2026.

“In the recent period, we have invested significantly in machinery, vehicles, and equipment for performing key utility services. Equally important to us is investing in the compensations of our employees,” emphasized Ivan Novaković, President of the Management Board of Zagreb Holding Ltd.

The new Collective Agreement is concluded for a fixed term, for a period of one year.

ZAGREB HOLDING Ltd.