

AD Plastik, d.d. Solin  
MANAGEMENT BOARD  
Solin, 03.11.2011

## INFORMATION ON IMPLEMENTING THE EMPLOYEES' STOCK OWNERSHIP PROGRAM (ESOP PROGRAM)

The Management Board of AD Plastik, d.d., Solin (AD Plastik) has defined the ESOP program, in accordance with the decision adopted by the General Assembly of AD Plastik, held on 14<sup>th</sup> July 2011. According to that Program, a loan was granted to the company ADP-ESOP, d.o.o. (ADP-ESOP) for the acquisition of AD Plastik shares, which will be acquired by the employees at AD Plastik and companies affiliated with AD Plastik, everything under the terms defined in those documents. In accordance with said documents, the employees at AD Plastik have been acquiring shares these days, under the following terms:

- Price of HRK 120.00 per share;
- Payment period: 5 to 10 years, with fixed interest rate of 6% a year;
- Payment insurance: with the property of the employee-acquirer (fiduciary transfer of shares, pledge, statement on seizure of salary and debenture bond);
- Prohibition of disposing of acquired shares for a period of 5 years;
- Right to dividend to the benefit of the employee-purchaser, while the right of vote is retained by ADP-ESOP, as the creditor.

A total of 143 employees have stated their intention to purchase AD Plastik shares under the above terms, according to which they are purchasing a total of 166,200 shares, which represents 3.9575% of all the shares of AD Plastik.

Today (03.11.2011), a total of 108 employees in Solin are concluding shares sale and purchase contracts, and agreements on insuring payment in installments, which are solemnized by a notary public.

In the following days, the conclusion of those contracts and agreements with 35 employees working in the OU Zagreb is planned.

Ivica Tolić, Management Board Member