ATLANTIC GRUPA d.d.
Miramarska 23
10 000 Zagreb

SECURITY: ATGR / ISIN: HRATGRRA0003
3ATG2 / ISIN: HRATGRO25CA5
LEI: 3157002G3ENYCZEB1A25
HOME MEMBER STATE: Croatia
REGULATED MARKET SEGMENT: Prime Market of the Zagreb Stock Exchange

Zagreb, 05 May 2025

- **regulated information (convocation of the general assembly)**

Notice on convocation of the General Assembly

Atlantic Grupa d.d., Miramarska 23, Zagreb (hereinafter: the Company) announces the Invitation to the General Assembly of the Company that will be held on 24 June 2025 starting at 14:00 hours in the Company headquarters in Zagreb, Miramarska 23, which Invitation is attached to this Notification, together with the proposed Agenda, proposed Decisions, pertaining documents and instructions for shareholders for reporting their participation and issuing of a power of attorney.

Atlantic Grupa d.d.

CIRCULAR

INVITATION TO THE GENERAL ASSEMBLY OF ATLANTIC GRUPA d.d.

Pursuant to the provisions of Article 277, paragraph 2 of the *Companies Act*, the Management Board of the company ATLANTIC GRUPA d.d. for domestic and international trade, with its registered seat in Zagreb, Miramarska 23 (hereinafter: “Atlantic Grupa d.d.” or “Company”), on 30 April 2025 passed the decision on the convocation of the General Assembly of the Company and hereby invites the shareholders of the Company to the

GENERAL ASSEMBLY
of Atlantic Grupa d.d.

to be held on 24 June 2025 at 14:00 hours at the Headquarters of the Company, Miramarska 23, Zagreb

<u>With the following agenda:</u>

1. Opening of the General Assembly, establishing the present and represented shareholders…….
2. Annual financial statements and consolidated financial statements of Atlantic Grupa for 2024, Annual Report on the Status and Business Operations Management of the Company for 2024 and the Supervisory Board's Report on the Performed Supervision of the Company’s Business Operations Management in the year 2024……………………………………………………………...
3. Decision on the approval of the Remuneration Report for 2024……………………………………..
4. Decision on use of retained earnings of the Company and on use of earnings for 2024..………..
5. Decision on issuing the note of release to the members of the Supervisory Board of the Company for BY 2024...
6. Decision on issuing the note of release to the members of the Management Board for BY 2024
7. Decision on the election of members of the Company’s Supervisory Board ………………………..
8. Decision on the election of a member of the Audit Committee of the Company’s Supervisory Board
9. Decision on amendments to the Articles of Association………………………………………………..
10. Decision on the approval of amendments to the Decision on the remuneration of members of the Supervisory Board ………………………………………………………………………………………..
11. Decision on the election of auditors of the Company for the years 2025 and 2026......................

Proposals of decisions of the General Assembly:

Ad 3. The Management Board and Supervisory Board of the Company propose to the General Assembly to adopt the following decision:

"

1. The Remuneration Report for 2024 with the accompanying Auditor's Report, which are published as Attachment 3 to the Invitation to this General Assembly, and which make an integral part of this Decision, are approved.

2. This Decision enters into force as of the date of its adoption."

Ad 4. The Management Board and Supervisory Board of the Company propose to the General Assembly to adopt the following decision:

"

1. In the business year ending on 31 December 2024, Atlantic Grupa has realised a consolidated net income after minority interests in the amount of EUR 26,451,491.00, while Atlantic Grupa d.d. has realised a net profit in the amount of EUR 10,149,742.87.

2. The dividend in the amount of EUR 1,50 per share shall be distributed to the shareholders of the Company in proportion to the number of shares held by each shareholder. The dividend shall be paid from the retained (undistributed) earnings of the Company realised in the business year 2021 and a part of the retained (undistributed) earnings realised in the business year 2022.

3. The dividend shall be paid to all shareholders of the Company registered as such in the depository of the Central Depository and Clearing Company on 02 July 2025 (record date). The date on which the Company shares will be traded without the right to dividend payment shall be 01 July 2025 (ex date). The claim for dividend payment shall become due on 03 July 2025 (payment date).

4. The net profit realised in the business year 2024 shall remain in the retained (undistributed) profit of the Company."

Ad 5. The Management Board and Supervisory Board of the Company propose to the General Assembly to adopt the following decision:

"

1. The note of release has been given to Zoran Vučinić, the Chairman and a member of the Supervisory Board of Atlantic Grupa d.d., for the business year 2024;

2. The note of release has been given to Siniša Petrović, the Vice Chairman and a member of the Supervisory Board of Atlantic Grupa d.d., for the business year 2024;

3. The note of release has been given to Monika Elisabeth Schulze, the Vice Chairwoman and a member of the Supervisory Board of Atlantic Grupa d.d., for the business year 2024;

4. The note of release has been given to Zdenko Adrović, a member of the Supervisory Board of Atlantic Grupa d.d., for the business year 2024;

5. The note of release has been given to Lars Peter Elam Håkansson, a member of the Supervisory Board of Atlantic Grupa d.d., for the business year 2024;

6. The note of release has been given to Franz Josef Flosbach, a member of the Supervisory Board of Atlantic Grupa d.d., for the business year 2024;

7. The note of release has been given to Vesna Nevistić, a member of the Supervisory Board of Atlantic Grupa d.d., for the business year 2024;

8. The note of release has been given to Aleksandar Pekeč, a member of the Supervisory Board of Atlantic Grupa d.d., for the business year 2024;

9. The note of release has been given to Anja Svetina Nabergoj, a member of the Supervisory Board of Atlantic Grupa d.d., for the business year 2024."

<u>Ad 6. The Management Board and Supervisory Board of the Company propose to the General Assembly to adopt the following decision:</u>

"

1. The note of release has been given to Emil Tedeschi, the President and a member of the Management Board of Atlantic Grupa d.d., for the business year 2024;

2. The note of release has been given to Srećko Nakić, a member of the Management Board of Atlantic Grupa d.d., for the business year 2024;

3. The note of release has been given to Enzo Smrekar, a member of the Management Board of Atlantic Grupa d.d., for the business year 2024;

4. The note of release has been given to Zoran Stanković, a member of the Management Board of Atlantic Grupa d.d., for the business year 2024;

5. The note of release has been given to Mate Štetić, a member of the Management Board of Atlantic Grupa d.d., for the business year 2024;

6. The note of release has been given to Lada Tedeschi Fiorio, a member of the Management Board of Atlantic Grupa d.d., for the business year 2024;

7. The note of release has been given to Neven Vranković, a member of the Management Board of Atlantic Grupa d.d., for the business year 2024."

<u>Ad 7. The Supervisory Board of the Company proposes to the General Assembly to adopt the following decision:</u>

"

1. The following persons are elected as members of the Supervisory Board of Atlantic Grupa d.d.:

   1.a Andrea Gisle Joosen, Väktarstigen 5, Bromma, Sweden, entrepreneur, passport number AA3943202, independent within the meaning of Article 255, paragraph 6 of the Companies Act, is elected as a member of the Company's Supervisory Board for a term of office of four years, commencing on 04 September 2025;

   1.b Florence Jeantet, 66 Rue Des Martyrs, Paris, France, entrepreneur, passport number 21CA50304, independent within the meaning of Article 255, paragraph 6 of the Companies Act, is elected as a member of the Company's Supervisory Board for a term of office of four years, commencing on 04 September 2025;

   1.c Siniša Petrović, Zvonarnička 5a, Zagreb, Croatia, professor, PIN: 69590126082, not independent within the meaning of Article 255, paragraph 6 of the Companies Act, is elected as a member of the Company's Supervisory Board for a term of office of four years, commencing on 04 September 2025;

1.d Branislav Bibić, 121 Wolfberg Close, Stonehurst Mountain Estate, Westlake, Cape Town, South Africa, manager, PIN: 87748623867, independent within the meaning of Article 255, paragraph 6 of the Companies Act, is elected as a member of the Company's Supervisory Board for a term of office of four years, commencing on 21 January 2026;

1.e Zoran Vučinić, Gornje Prekrižje 8A, Zagreb, Croatia, investor, PIN: 73176902026, not independent within the meaning of Article 255, paragraph 6 of the Companies Act, is elected as a member of the Company's Supervisory Board for a term of office of four years, commencing on 21 January 2026;

2. The proposed election of members of the Supervisory Board fully respects the balanced representation of women and men on the Supervisory Board.

3. This decision enters into force as of the date of its adoption."

Ad 8. The Supervisory Board of the Company proposes to the General Assembly to adopt the following decision:

„

1. Karl Weinfurtner, Dechant-Tücking-Str. 11, Pulheim, Germany, passport number C776WCL8F, is elected as a member of the Audit Committee of the Supervisory Board of Atlantic Grupa d.d.

2. The member of the Audit Committee of the Company's Supervisory Board listed in item 1 of this Decision is elected for a term of office of four years, commencing on 04 September 2025.

3. This decision enters into force as of the date of its adoption."

Ad 9. The Management Board and Supervisory Board of the Company propose to the General Assembly to adopt the following decision:

"

1. The Articles of Association of Atlantic Grupa d.d. dated 29 June 2023 are amended in the following manner:

1.a In the Article 12, paragraph 3 the existing number of days "30" is changed to "24".

1.b In the Article 11 the existing paragraphs 5 and 6 are deleted and new ones are added, which read:

"The Management Board is authorised to decide that shareholders may participate in the work of the General Assembly in person or through a proxy and exercise their rights at the General Assembly by electronic communication even when they do not participate in it at the place where it is held.

The Management Board is authorised to decide that the General Assembly will be held exclusively by electronic communication and that shareholders may participate in the work of the General Assembly in person or through a proxy and exercise their rights at it exclusively by electronic communication.

The Management Board is authorised to decide that shareholders who do not participate in the work of the General Assembly, after the announcement of the invitation to the General Assembly and before it is held, cast their votes in writing or by electronic communication, in which case it will also determine appropriate measures to ensure the identification of shareholders who cast a postal vote."

1.c In the Article 9, paragraph 1 the existing sentence: “Members of the Company’s Supervisory Board may partake in the work of the General Assembly via video link.” is deleted and a new one is added, which reads: “In the event of a justified reason for their absence, they may participate in the work of the General Assembly via audio and video transmission with the possibility of communicating in real time with the participants of the General Assembly“.

2. All other provisions of the Articles of Association of Atlantic Grupa d.d. dated 29 June 2023 shall remain unchanged.

3. This Decision on Amendments to the Articles of Association shall enter into force and apply from the date of registration in the Court Registry.

4. The Supervisory Board is hereby authorised to establish the complete version of the Articles of Association in accordance with this Decision on Amendments to the Articles of Association.”

Ad 10. The Supervisory Board of the Company proposes to the General Assembly to adopt the following decision:

“

1. The proposal of Amendments to the Decision on the remuneration of members of the Supervisory Board dated 29 June 2023 is approved in the following manner:

   - in item 3, the amount and the currency “EUR 1,990.84 (HRK 15,000.00)” is replaced by “EUR 2,700.00”
   - in item 3, the amount and the currency “EUR 3,981.68 (HRK 30,000.00)” is replaced by “EUR 5,000.00”
   - in item 3, the amount and the currency “EUR 2,654.46 (HRK 20,000.00)” is replaced by “EUR 3,300.00”
   - in item 4, the amount and the currency “EUR 796.34 (HRK 6,000.00)” is replaced by “EUR 1,000.00”
   - the text in item 11 is deleted and a new one is added which reads: “This Decision becomes effective on 01 January 2026.”

3. The consolidated text of the Decision on the remuneration of members of the Supervisory Board, which is published as Attachment to the Invitation to this General Assembly and which makes an integral part of this Decision, is approved and it repeals the former version of the Decision on the remuneration of members of the Supervisory Board.

4. This Decision enters into force as of the date of its adoption.”

Ad 11. The Supervisory Board of the Company proposes to the General Assembly to adopt the following decision:

“

1. For the purpose of conducting the audit of the financial reports of the parent company Atlantic Grupa d.d. and its affiliated companies, as well as the audit of the consolidated financial reports of Atlantic Grupa d.d. for business years 2025 and 2026 by performing a joint audit, the following certified audit companies are appointed:
   Ernst & Young d.o.o., Radnička cesta 50, Zagreb, Croatia
   and
   Kulić i Sperk d.o.o., Radnička cesta 52, Zagreb, Croatia.

2. For the purpose of conducting the assurance of the sustainability report for business years 2025 and 2026, the following certified audit company is appointed:
   Ernst & Young d.o.o., Radnička cesta 50, Zagreb, Croatia

3. This decision enters into force as of the date of its adoption.”

INSTRUCTIONS FOR SHAREHOLDERS
CONCERNING THEIR PARTICIPATION IN THE GENERAL ASSEMBLY
(hereinafter – the Instructions):

Invitation, time and venue of the General Assembly:

1. The share capital of the Company is divided into 13,337,200 ordinary shares, each in the nominal amount of EUR 8.00, which are administered in the computer system of the Central Depository and Clearing Company (CDCC/SKDD) under the designation ATGR-R-A. Each share of the Company gives the right to one vote at the General Assembly.

2. The participants are invited to come to the General Assembly on 24 June 2025 at least 30 minutes prior to its scheduled beginning for the purpose of timely registration of participants and in order for the Committee for Participant Registration to make a list of participants in the General Assembly. When registering, the shareholders or their proxies or representatives have to submit to the Committee a valid identification document provided under law, while the proxies who are legal persons have to submit an excerpt from the court register or other appropriate register in which the legal person concerned is entered, or other appropriate public document, if such a document was not submitted with the application for participation in the General Assembly. After registration, the participants may leave the General Assembly only after informing the Committee for Participant Registration, until the conclusion of the General Assembly.

Participation and voting at the General Assembly:

Registration:

3. Each shareholder of the Company who has submitted to the Company, either personally or through their proxy or representative, an application for participation in written form at the latest six days prior to the General Assembly meeting, which period does not include the day the application is received at the Company, or by 17 June 2025, has the right to participate in the General Assembly. A legal or natural person who is on the last day for application for participation in the General Assembly, i.e. on 17 June 2025, registered as a shareholder of the Company with the Central Depository and Clearing Company, Zagreb, is considered a shareholder of the Company.

4. The application shall have the following contents and attachments:

I. <u>Application for shareholder – natural person</u>
- name and family name, residence, address, OIB (personal identification number)
- number of the account opened with the Central Depository and Clearing Company and the total number of shares of the shareholder concerned

<u>II. Application for shareholder – legal person</u>
- company name of the legal person, seat and address, OIB (personal identification number)
- number of the account opened with the Central Depository and Clearing Company and the total number of shares of the shareholder concerned
- an excerpt from the court register or from other register in which the legal person is entered or a copy of such document, a certified copy or other appropriate public document clearly showing that the application was signed by a person who is under law authorised to represent the legal person concerned shall be attached to the application

III. Application submitted by shareholder's proxy

a) Proxy of natural person:

- name and family name, residence and address, OIB (personal identification number) of the proxy
- name and family name/company name; residence/seat, address, OIB (personal identification number) of the shareholder(s) which the proxy is representing, number of the account opened with the Central Depository and Clearing Company of each shareholder concerned and the total number of shares of the shareholder(s) concerned
- all individual powers of authority given by the shareholder(s) shall be attached to the application on the recommended form

b) Proxy of legal person:

- company name, seat and address and proxy's OIB (personal identification number)
- name and family name/company name; residence/seat, address, OIB (personal identification number) of the shareholder(s) which the proxy is representing, number of the account opened with the Central Depository and Clearing Company of each shareholder concerned and the total number of shares of the shareholder(s) concerned
- individual powers of authority given by the shareholder(s) in written form shall be attached to the application; if a shareholder is a legal person, the attachment shall contain an excerpt from the court register or other register in which the legal person is entered or a copy of such document, a certified copy or other public document clearly showing that the power of authority was signed by a person who is under law authorised to represent the legal person concerned.

5. As to minors and legally incapable or partially capable natural persons, the application shall be submitted by their statutory representative, who also represents them and who shall enclose with the application an original document or a copy or a certified copy thereof, showing their status as a statutory representative.

6. The applications for participation in the General Assembly shall be submitted directly to the Company at its seat in Zagreb, Miramarska 23, or sent to the Company by registered mail to the address: Atlantic Grupa d.d., Miramarska 23, 10000 Zagreb.

7. The applications for participation in the General Assembly shall be considered timely submitted if they are, in accordance with these Instructions, submitted or sent by mail to the Company by 24:00 hours on 17 June 2025 at the latest. The shareholders who have failed to apply for participation in the General Assembly correctly and in accordance with these Instructions or who have failed to attach to the application the documents provided under these Instructions shall not be entitled to participate in the General Assembly.

Power of Authority:

8. The power of authority for the application for participation and/or voting at the General Assembly shall include the name and family name or company name, residence or seat and address of the giver of authority, OIB (personal identification number) of the giver of authority, number of the shareholder's account with the Central Depository and Clearing Company, the total number of shares, name and family name or company name, residence or seat and address of the proxy, OIB (personal identification number) of the proxy, signature of the giver of authority or statutory representative or representative under law, if the giver of authority is a legal person.

9. It is recommended to use forms for the application for participation in the General Assembly and for the power of authority, which can be obtained on the website of the Company: www.atlanticgrupa.com.

10. The application for participation in the General Assembly and the power of authority, as well as any other attachments, shall be in the Croatian language; if they are in a foreign language, they also have to be translated into Croatian language by an authorised court interpreter.

11. The Company shall bear the costs of holding the General Assembly. Shareholders shall bear their own costs of arrival and participation in the activities of the Company's General Assembly.

Questions, proposals, counterproposals, materials and notifications:

12. The shareholders who intend to ask questions or submit proposals in the General Assembly regarding individual agenda items are hereby asked, for the purpose of more efficient organisation of the work of the General Assembly, to announce their intention in writing when submitting their application for participation in the General Assembly, or during the registration of participants prior to the General Assembly at the latest, and to indicate the agenda item which their question or proposal will refer to, as well as the content thereof.

13. In case the shareholders who together own 5% of the share capital of the Company should request, after the General Assembly is convened, an additional subject to be included in the General Assembly's agenda and disclosed, then any new agenda item should be accompanied by an explanation and the respective decision proposal. The Company has to receive requests to add items to the agenda at least 24 days prior to the day of the General Assembly. This period does not include the day the request is received at the Company. In case the deadline is not observed, the proposed additional items of the agenda would be considered as not duly announced and no decision on them can be made at the General Assembly.

14. Counterproposals to the decision proposals submitted by the Management Board and/or Supervisory Board relating to the particular agenda item, made by shareholders with their names/family names, explanation and possible position of the Management Board shall be available to persons stated in Article 281, paragraphs 1 to 3 of the Companies Act as defined in Article 282 of the Companies Act, in case a shareholder submits a counterproposal to the address of the Company Headquarters (Atlantic Grupa d.d., Miramarska 23, 10000 Zagreb), at least 14 days prior to the General Assembly date. The date counterproposal is received at the Company is not counted in the 14-day deadline. The counterproposal shall be available at the Company’s Internet site: www.atlanticgrupa.com. In case the shareholder does not exercise this right, they shall still be entitled to make a counterproposal at the General Assembly. The stated applies accordingly to shareholders' proposals regarding the appointment of members of the Supervisory Board and the Company Auditor.

15. At the General Assembly, the Management Board is obliged to provide information about the Company operations to any shareholder at their request, in case such information is necessary to evaluate an agenda item.

16. The materials for the General Assembly, for which it is prescribed so by law, will be made available to the shareholders for inspection and for issuing of copies at the seat of the Company in Zagreb, every working day from the day on which the invitation to the General Assembly is published to the day of the General Assembly, from 10:00 to 14:00 hours. Those materials will also be published on the same day on the Company’s Internet site: www.atlanticgrupa.com.

Zagreb, 02 May 2025

Atlantic Grupa d.d.

Contact:

Katarina Mindoljević	Ivana Bračun
Company Secretary	Investor Relations
Tel. +385 1 2413 950	Tel. +385 91 2413 322
E-mail: katarina.mindoljevic@atlanticgrupa.com	E-mail: ir@atlanticgrupa.com

Annex 1 – Application for Participation form

GENERAL ASSEMBLY OF ATLANTIC GRUPA d.d., ZAGREB

Application for Participation

1. Name and family name, or company name of the shareholder, OIB (personal identification number) of the shareholder	
2. Residence or seat of the shareholder (street, number, place, state)	
3. Name and family name, or company name of the proxy, OIB (personal identification number) of the proxy	
4. Residence or seat of the proxy (street, number, place, state)	
5. Name and family name of the person who is under law authorised to sign this application for shareholder	
6. Number of shares of the shareholder represented /voted*	
7. Number of the shareholder's account with the Central Depository and Clearing Company d.d.	

I herewith apply for participation in the General Assembly of Atlantic Grupa d.d. Zagreb, Miramarska 23, convoked for 24 June 2025, starting at 14:00 hours at Atlantic Grupa's registered seat, in Zagreb, Miramarska 23.

*please indicate if the total number of shares of the shareholder or shares on the custody account is different than the number with which it is voted at the General Assembly, or for which proxy is issued. If the number of shares is expected to change, please enter the following notice: "according to the number of shares registered on 17 June 2025".

Signature of the shareholder/proxy: ____________________ Date: _____________

Annex 2 – Power of Authority form

GENERAL ASSEMBLY OF ATLANTIC GRUPA d.d., ZAGREB
Power of Authority

1. Name and family name, or company name of the shareholder /OIB (personal Identification number) Name and family name of the person who is under law authorised to sign this power of authority for the shareholder (for legal persons)	
2. Residence or seat of the shareholder (street, number, place, state)	
3. Total number of shares owned	
4. Number of the shareholder's account with the CDCC	

I herewith give authority to the below stated proxy to file, on my behalf and for my account, an application for participation in the General Assembly of the joint-stock company Atlantic Grupa d.d., Zagreb, Miramarska 23, to be held on 24 June 2025 in Zagreb, to represent me at this General Assembly, to participate, on my behalf and for my account, in the work of the General Assembly, and to vote on all decisions to be passed in the General Assembly.

1.	Name and family name, or company name of the proxy	
2.	Residence or seat of the proxy (street, number, place, state)	
3.	OIB (personal identification number) of the proxy	
4.	Number of shares entitled to vote	
5.	Voting instructions	

Shareholder's signature: ________________________ Date: ________________________

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Independent limited assurance report on Remuneration Report for the year 2024

To the Management board and Supervisory board of Atlantic Grupa d.d.

Underlying Subject Matter

Pursuant to the provisions of Article 272r, paragraph 3 of the Companies Act and the agreement concluded with Atlantic Grupa d.d. ("the Company"), we have performed an engagement expressing a limited assurance on the attached Remuneration Report for the year ended 31 December 2024 ("Remuneration Report") prepared by the Company's Management board and Supervisory board.

Our limited assurance engagement relates to the subject matter whether the Remuneration Report contains data in accordance with the Article 272r, paragraphs 1 and 2 of the Companies Act.

Applicable Criteria

The applicable reporting criteria for identifying the individuals to be included in the Remuneration Report and the disclosure requirements of their remuneration are contained in the provisions of Article 272r, paragraphs 1 and 2 of the Companies Act.

Inherent limitations

In the case of additional information or data provided to us, or in the case of misleading oral or written statements or explanations, our findings, interpretations or conclusions in our independent limited assurance report may be incomplete or may result in the need for additional procedures not included in the scope of this engagement.

Specific purpose and distribution of use

Our report is intended solely for the Management board and Supervisory board for the purpose of reporting to the General Assembly on the Remuneration Report prepared by the Company for the year ended 31 December 2024 in accordance with Article 272r of the Companies Act.

Based on the procedures performed and outlined below, this is a report expressing a conclusion with limited assurance and its purpose is not, nor does it represent, a legal opinion on compliance with Article 272r of the Companies Act.

To the fullest extent permitted by law, we do not accept responsibility and do not agree to any obligations to any party other than the Company's Management board and Supervisory board, in connection with our work or this limited assurance report or the conclusions we have reached.

Management board and Supervisory board Responsibilities

The Company's Management board and Supervisory board are responsible for:

- preparing the Remuneration Report for the year 2024 in accordance with the disclosure requirements of Article 272r, paragraphs 1 and 2 of the Companies Act,
- identifying the individuals to be included in the Remuneration Report in accordance with Article 272r, paragraph 1 of the Companies Act,
- selecting and applying appropriate remuneration policies as well as making judgments and estimates that are reasonable in relation to the data disclosed in the Remuneration Report,
- measurement of remunerations for the year ended 31 December 2024 in accordance with the provisions of Article 272r, paragraphs 1 and 2 of the Companies Act, and
- publishing the Remuneration Report on the Company's website in accordance with the provisions of Article 272r, paragraph 4 of the Companies Act.

The Company's Management board and Supervisory board are responsible for the design, implementation and maintenance of the internal control system which reasonably ensures that the previously described data do not contain material errors, whether due to fraud or error. In addition, the Company's Management board and Supervisory board are responsible for ensuring that the documentation provided to us is complete and accurate.

Our Responsibility

Our responsibility is to express a conclusion on Remuneration Report in accordance with the requirements of Article 272r, paragraph 3 of the Companies Act. We conducted our limited assurance engagement in accordance with International Standards for Assurance Engagements (ISAE) 3000 (revised) - Engagements to perform assurance engagements other than audits or reviews of historical financial information.

Applicable requirements for quality management

We apply the International Standard on Quality Management (ISQM) 1 and accordingly, we ensure the design, implementation, and functioning of the quality management system, including policies and procedures related to compliance with ethical requirements and professional standards as well as applicable legal and regulatory requirements.

Compliance with independence requirements and other ethical requirements

We comply with the requirements of independence and other ethical requirements of the International Code of Ethics for Professional Accountants issued by the International Ethics Standards Board of Accountants (IESBA), which are based on fundamental principles of integrity, objectivity, professional competence and due diligence, confidentiality and professional behavior.

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Summary of performed procedures

In respect of the subject matter, we have performed the following procedures:

- inquired members of the Management board and Supervisory board and other persons within the Company, to gain understanding of remuneration policies and the process applied in preparing the Remuneration Report;
- received from the Company a list of all members of the Company's Management board and Supervisory board during 2024 and checked whether their remunerations are disclosed in the Remuneration Report;
- reconciled the remuneration data presented in the Remuneration Report with the Company's accounting records (general ledger and subledgers) for the year ended 31 December 2024
- reviewed, on a sample basis, the relevant documentation of the Company (contracts and payments) related to the remuneration data presented in the Remuneration Report; and
- checked whether the Remuneration Report contains all the data required by the provisions of Article 272r, paragraphs 1 and 2 of the Companies Act.

The nature and extent of our procedures were determined based on our risk assessment and our professional judgment in order to obtain limited assurance.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited conclusion.

Limited assurance conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that Remuneration Report for the year ended 2024 prepared by Atlantic Grupa d.d. does not contain data, in all material respects, in accordance with the Article 272r, paragraphs 1 and 2 of the Companies Act.

Ivana Krajinović

Ivana Krajinović,
Member of the Management Board and Certified auditor

30 April 2025

Ernst & Young d.o.o.
Radnička cesta 50
10000 Zagreb
Republic of Croatia

Janja Kulić,
Director and Certified auditor

30 April 2025

Kulić & Sperk d.o.o.
Radnička cesta 52
10000 Zagreb
Republic of Croatia

KULIĆ & SPERK d.o.o.
Radnička cesta 52 10000 Zagreb HR

Attachment: Remuneration report for 2024.

Pursuant to Article 272r of the *Companies Act* and Articles of the *Code of Corporate Governance* of the Zagreb Stock Exchange and the Croatian Financial Services Supervisory Agency (HANFA), the Management Board and the Supervisory Board of Atlantic Grupa d.d. (hereinafter also referred to as: the Company) submit to the General Assembly the following

REPORT

ON THE REMUNERATION OF MEMBERS OF THE SUPERVISORY BOARD AND THE MANAGEMENT BOARD IN THE YEAR 2024

Remuneration of members of the Supervisory Board

During 2024, the Supervisory Board of Atlantic Grupa d.d. comprised nine members: Zoran Vučinić, Chairman of the Supervisory Board; Siniša Petrović, Vice Chairman of the Supervisory Board; Monika Elisabeth Schulze, Vice Chairwoman of the Supervisory Board, Zdenko Adrović, member; Lars Peter Elam Håkansson, member; Franz-Josef Flosbach, member; Vesna Nevistić, member; Aleksandar Pekeč, member and Anja Svetina Nabergoj, member.

Pursuant to the provision of Article 269, paragraph 3 of the *Companies Act*, on 18 June 2020, the Company's General Assembly adopted the *Decision on the remuneration of members of the Supervisory Board.* Following the introduction of the euro as the official currency in the Republic of Croatia, the Decision was amended at the General Assembly held on 29 June 2023 in such a manner that the amounts previously expressed in kuna were converted at a fixed conversion rate of HRK 7.53450 for 1 euro and rounded to the nearest cent, resulting in the amounts expressed in euro (hereinafter referred to as: the Decision on Remuneration). Under the Decision on Remuneration, payments of remuneration to members of the Supervisory Board in the year 2024 were made without any derogation. The said Decision set the amounts of remuneration of members of the Supervisory Board, whereby different external and internal factors have been taken into account, such as economic conditions, prevailing wage levels, remuneration data and best practices of regional and relevant industries, as well as remuneration levels and policies of the Company.

Each member of the Supervisory Board is entitled to a fixed monthly remuneration, from the day of her or his appointment to such duty until the day of its termination. In order to maintain their independence and full impartiality, the remuneration of members of the Supervisory Board is not dependent on the Company's results and does not contain a variable part of remuneration. Accordingly, the said fixed remuneration represents 100% of their total remuneration. Members of the Supervisory Board are not entitled to payments by the Company or its associated companies in Company shares.

In line with the above, in 2024 members of the Supervisory Board received remuneration in the following gross I amounts:

Remuneration of Supervisory Board members in 2024	**EUR**
Zoran Vučinić	47,780.16
Siniša Petrović	31,853.52
Monika Elisabeth Schulze	23,890.08
Zdenko Adrović	23,890.08
Lars Peter Elam Håkansson	23,890.08
Franz-Jozef Flosbach	23,890.08
Vesna Nevistić	23,890.08
Aleksandar Pekeč	23,890.08
Anja Svetina Nabergoj	23,890.08
TOTAL	**246,864.24**

Members of the Supervisory Board are entitled to reimbursement of appropriate expenses (travel and accommodation) incurred during the performance of their duties.

The Company and its associated companies have not made any other payments, did not provide any loans or advances, nor issue any guarantees for the benefit of the members of the Supervisory Board. Also, the Company and its associated companies did not provide any gifts or benefits of significant value to the members of the Supervisory Board.

The report on the remuneration of members of the Supervisory Board for the year 2024 has been prepared in accordance with the respective provisions of the law, the *Code of Corporate Governance* of the Zagreb Stock Exchange and HANFA, as well as the *Code of Corporate Governance* and the *Articles of Association* of Atlantic Grupa d.d.

<u>Remuneration of members of the Management Board</u>

During 2024, the Management Board of Atlantic Grupa comprised seven members: Emil Tedeschi, President of the Management Board; Srećko Nakić, Group Vice President for Distribution; Enzo Smrekar, Group Vice President for Savoury Spreads, Donat and International Expansion; Zoran Stanković, Group Vice President for Finance, Procurement and Investment; Mate Štetić, Group Vice President for Coffee and Snacks; Lada Tedeschi Fiorio, Group Vice President for Corporate Strategy and Development and Neven Vranković, Group Vice President for Corporate Activities.

Pursuant to the provisions of Article 247 of the *Companies Act*, on 27 June 2024 the Company's General Assembly amended the *Remuneration Policy for Members of the Management Board* of 29 June 2023, which was applied until then, and adopted the consolidated text of the *Remuneration Policy for Members of the Management Board*, which became effective from the date of such decision. Payments of remuneration to members of the Management Board in 2024 were made without any derogation from the Remuneration Policy for Members of the Management Board valid at the given time.

The Remuneration Policy for Members of the Management Board is set in a manner that strongly supports the pay for performance culture and the long-term strategy of the Company. The amount of remuneration paid out to members of the Management Board is determined with the aim to attract, motivate and retain qualified professionals, to promote sound and effective risk management, as well as to discourage risk-taking that exceeds the level of tolerated risk of the Company. It takes into account all regional, local and relevant industry practices of remuneration for managers holding corresponding positions, including employees of the Company's associated companies. The Company provides attractive terms of employment, of which remuneration, personal development, training, working environment and intellectually stimulating atmosphere are all important components. As such, the Remuneration Policy for Members of the Management Board contributes to achieving the Company's strategic goals.

The remuneration structure for members of the Management Board ensures a proper balance between the variable and fixed remuneration, whereby the fixed part – in terms of the principal salary – is set by the contract with a member of the Management Board in the gross amount, while the variable part of remuneration, also set by the contract, is always performance-related.

The amount of the annual bonus for 2024 is determined under the contract with a member of the Management Board and correlated to the realisation of key financial/sales metrics, as well as qualitative (non-financial) performance criteria (hereinafter jointly: Key Performance Indicator/s or KPI/s):

- For the President of the Management Board, the Group Vice President for Finance, Procurement and Investment, the Group Vice President for Corporate Strategy and Development, and the Group Vice President for Corporate Activities:

  - fulfilment of the profit goal related to consolidated EBITDA of Atlantic Grupa, with the weighted share of 75%,
  - fulfilment of the direct sales to external buyers (third parties) or IMS consolidated Atlantic Grupa with the weighted share of 15%,
  - fulfilment of the quantitative (non-financial) objective, which consists of KPIs for a specific year that constitute the Company's Sustainability Index, which includes the following relevant pillars: emissions, responsible water use, recycling, products, and employees, with the weighted share of 10%;

- For the Group Vice President for Distribution, the Group Vice President for Savoury Spreads, Donat and International Expansion and the Group Vice President for Coffee and Snacks:

  - fulfilment of the profit goal related to consolidated EBITDA of Atlantic Grupa, with the weighted share of 40%,

- fulfilment of the profit goal related to EBITDA of the business or distribution unit from their respective area of responsibility, with the weighted share of 35%,
- fulfilment of the direct sales to external buyers (third parties) or IMS of the business or distribution units from their respective area of responsibility, with the weighted share of 15%,
- fulfilment of the quantitative (non-financial) objective, which consists of KPIs for a specific year that constitute the Company's Sustainability Index, which includes the following relevant pillars: emissions, responsible water use, recycling, products, and employees, with the weighted share of 10%.

Each member of the Management Board is entitled to the annual bonus related to a specific business year provided that the following preconditions are fulfilled:

- at least 90% of the consolidated EBITDA plan of Atlantic Grupa for the relevant business year is realised;
- at least 90% of the planned EBITDA of the business unit tied to the authority of the respective Management Board member for the relevant business year is realised,
- if he/she was employed by the Company or its associated companies for at least 2/3 of the relevant business year, as well as on 31 December of the relevant business year, and has the right to payment of the annual bonus.

The realisation of such financial preconditions and financial KPI metrics are based on the Company's consolidated financial results for the relevant business year, while a valuation of the non-financial objective (KPIs that constitute the Company's Sustainability Index, which includes emissions, responsible water use, recycling, products, and employees as relevant pillars in 2024) is based on the official Company report.

The annual bonus represents 75% of the realised principal annual gross salary in case of 100% realisation of KPIs. Members of the Management Board are entitled to payment of the annual bonus in cash or in Company shares in accordance with Articles 7 and 8 of the Remuneration Policy.

Contracted amount of the variable part in the overall remuneration of a member of the Management Board is not less than 40% of the total remuneration under the assumption of 100% realisation of the set KPIs and including a deferred part of the bonus.

Also, under Article 9 of the Remuneration Policy, members of the Management Board are entitled to participate in the Company Executive Longevity Premium programme (hereinafter: the ELP programme), which was implemented for the first time in 2022.

The ELP programme stipulates that executives who have held such an executive position for a minimum of 6 years are entitled to the allocation of 2,200 shares. More specifically, 1/3 of the listed shares is paid in the year in which they individually became entitled to the allocation under the ELP programme, and 2/3 are paid as a deferred payment upon retirement increased by the yield as stipulated in the Remuneration Policy, provided that such executive chooses to remain in the entitled executive position in the Company or its associated company, until retirement. Members of the

Management Board encompassed by Article 8 of the Remuneration Policy are entitled solely to cash payment following the same ratio and yield terms.

Also, under Article 10 of the Remuneration Policy, by decision of the President of the Management Board, a member of the Management Board may be rewarded for the additional responsibility assigned to them based on the realisation of the criteria of their contribution to the sustainability of the business or sales unit assigned to them as the additional responsibility, as well as the contribution of that business or sales unit to the group's overall operations covering the Company and its associated companies (hereinafter referred to as: the Additional Engagement Reward). The Additional Engagement Reward may not exceed 50% of the annual fixed remuneration under the valid Contract of the respective Management Board member, and it may be paid in shares up to a maximum of 1,200 shares per year or, if the respective Management Board member is encompassed by Article 8 of the Remuneration Policy, by cash payment. It can only be paid in relation to the additional engagement determined by the annex to the employment contract of the respective Management Board member, either during the additional engagement or upon its expiration, and it is not included in the basis for calculating the annual bonus for the member's performance under the regular Contract.

Members of the Management Board in 2024 received remuneration in the following (gross I, in EUR) amounts:

Amounts in EUR	Fixed remuneration	%	Variable remuneration*	%	Receipts in kind	%	Total	%
Emil Tedeschi	364,886.69	48.60	366,066.56	48.76	19,806.49	2.64	750,759.74	100.00
Srećko Nakić	223,882.65	46.07	256,405.92	52.77	5,623.34	1.16	485,911.91	100.00
Enzo Smrekar	216,003.60	44.40	232,616.45	47.81	37,918.02	7.79	486,538.07	100.00
Zoran Stanković	231,000.00	45.50	270,084.87	53.20	6,596.04	1.30	507,680.91	100.00
Mate Štetić	230,599.14	48.49	236,407.89	49.71	8,542.92	1.80	475,549.95	100.00
Lada Tedeschi Fiorio	223,200.00	48.35	223,942.83	48.51	14,464.57	3.13	461,607.40	100.00
Neven Vranković	238,200.00	39.90	349,906.57	58.61	8,922.63	1.49	597,029.20	100.00

**variable remuneration refers to the calculated annual bonus for the business year 2023. deferred part of the business year 2020 bonus, as well as the Additional Engagement Reward*

The variable remuneration in cash received in 2024 by Emil Tedeschi, President of the Management Board, and Lada Tedeschi Fiorio, Group Vice President for Corporate Strategy and Development, refers to the results for the business year 2023 and the deferred part of the bonus for the business year 2020 (gross I, in EUR):

Member of the Management Board	Variable remuneration paid during 2024 (total)	Variable remuneration related to the 2023 bonus – total	Variable remuneration related to 75% of the 2023 bonus – paid in 2024	Variable remuneration related to the 2020 bonus – paid in 2024	Deferred part (25%) of the 2023 bonus	Deferred part of the 2023 bonus for payment in 2027 with a multiplier of 1.2
Emil Tedeschi	366,066.56	382,024.08	286,518.06	79,548.50	95,506.02	114,607.22
Lada Tedeschi Fiorio	223,942.83	233,704.92	175,278.69	48,664.14	58,426.23	70,111.48

The variable remuneration for other members of the Management Board in 2024 was paid in Atlantic Grupa shares, and refers to the results for the business year 2023 and the deferred part of the bonus for the business year 2020, as well as the Additional Engagement Reward (gross I, in EUR):

Member of the Management Board	Variable remuneration paid during 2024 (total)	Variable remuneration paid during 2024, expressed in allocated shares (total)	Variable remuneration paid in shares during 2024 related to 75% of the 2023 bonus	Variable remuneration paid in shares during 2024 related to the 2020 bonus	Variable remuneration for additional engagement, in shares	Variable remuneration related to the 2023 bonus (total)	Deferred part (25%) of the 2023 bonus, in shares, for 3 years	Deferred part of the 2023 bonus for payment in 2027 with a yield of 1.8
Srećko Nakić	256,405.92	3,449	2,365	1,084		234,456.17	792	1,426
Enzo Smrekar	232,616.45	3,129	1,961	1,168		194,400.00	657	1,183
Zoran Stanković	270,084.87	3,633	2,437	1,196		241,550.76	816	1,469
Mate Štetić	236,407.89	3,180	2,436	744		241,506.95	816	1,469
Neven Vranković	349,906.57	4,742	2,513	1,232	997	249,062.67	842	1,515

**variable remuneration refers to the calculated annual bonus for the business year 2023, deferred part of the business year 2020 bonus, as well as the Additional Engagement Reward*

Out of the gross I value of the variable remuneration (annual bonus, in EUR), 75% of the net amount was paid in the form of shares in 2024 according to the average share price (volume-weighted) at the Zagreb Stock Exchange on 16 April 2024 (EUR 56.50). The grant date for the Employee Stock Option Programme (ESOP) is upon expiration of 30 days from the date of adoption of the annual financial results for the business year by the Company's Supervisory Board. Members of the Management Board must retain such shares for a minimum period of 2 years from the day of their transfer to share accounts.

The remaining 25% of the realised annual bonus for 2023 for the respective member of the Management Board, multiplied by the coefficient of 1.8, will be paid in Company shares in 2027, provided that this member of the Management Board is still employed by the Company or its associated company on 1 April of the respective year.

The allocation of shares to member of the Management Board Neven Vranković in 2024 based on the Additional Engagement Reward was carried out on 03 July 2024 according to the Company share price (volume-weighted) at the Zagreb Stock Exchange listed on 02 July 2024 (EUR 54.50).

For the results achieved in the business year 2024, the following members of the Management Board received the variable part of the remuneration in cash (gross I, in EUR), with the term of its payment as follows:

Member of the Management Board	Variable remuneration for 2024, total	Variable remuneration related to 75% of the 2024 bonus – paid in 2025	Variable remuneration related to the 2021 bonus – paid in 2025	Performance-based incentive bonus for 2024 – paid in 2025	Variable remuneration paid in 2025 (total)	Deferred part (25%) of the 2024 bonus	Deferred part of the 2024 bonus for payment in 2028 with a multiplier of 1.2
Emil Tedeschi	339,264.00	254,448.00	82,008.76	36,480.00	372,936.76	84,816.00	101,779.20
Lada Tedeschi Fiorio	207,576.00	155,682.00	50,169.22	22,320.00	228,171.22	51,894.00	62,272.80

For the results achieved in the business year 2024, other members of the Management Board received the variable part of the remuneration (gross I, in EUR), with the term of its payment as follows:

Member of the Management Board	Variable remuneration for 2024, total	Variable remuneration related to 75% of the 2024 bonus – paid in shares in 2025	Variable remuneration paid in shares during 2025 related to the 2021 bonus	Performance-based incentive bonus for 2024 – paid in shares in 2025	Variable remuneration, Longevity Bonus, paid in shares in 2025	Variable remuneration paid in shares in 2025 (total)	Variable remuneration paid during 2025, expressed in allocated shares (total)	Deferred part of the 2024 bonus, expressed in shares, for payment in 2028 with a multiplier of 1.8
Srećko Nakić	208,134.00	156,100.50	69,793.55	22,380.00		248,274.05	4,268	1,474
Enzo Smrekar	196,020.00	147,015.00	63,545.67	21,600.00		232,160.67	3,991	1,388
Zoran Stanković	214,830.00	161,122.50	64,691.43	23,100.00		248,913.93	4,279	1,521
Mate Štetić	196,218.30	147,163.72	46,065.64	23,050.61	42,639.38	258,919.36	4,451	1,390
Neven Vranković	221,526.00	166,144.50	66,802.53	23,820.00		256,767.03	4,414	1,569

Out of the gross I value of the variable remuneration (annual bonus, in EUR), 75% of the net amount was paid in the form of shares in 2025 according to the average share price (volume-weighted) at the Zagreb Stock Exchange on 15 April 2025 (EUR 44.21). The grant date for the Employee Stock Option Programme (ESOP) is upon expiration of 30 days from the date when the Company's Supervisory Board adopts the annual financial results for the business year to which the annual bonus pertains. Members of the Management Board must retain such shares for a minimum period of 2 years from the day of their transfer to share accounts.

The remaining 25% of the realised annual bonus for 2024 for the respective member of the Management Board, multiplied by the coefficient of 1.8, is paid in Company shares with the vesting period until the year 2028, provided that this member of the Management Board is still employed by the Company or its associated company on 1 April of the respective year.

The overview provided below shows the average income of employees in Atlantic Grupa d.d. for 2024 in the gross I value, which includes both fixed and variable part of the salary, other receipts in kind and all other payments made in relation to the employee status, including awarding remuneration divided by the average number of full-time equivalent (FTE) employees. The guidance is based on the average income of Atlantic Grupa d.d. employees since the majority are on managerial and key professional positions which are relevant for comparison of remuneration. Additionally, the overview shows a comparative view of the annual changes in the receipts of Supervisory Board and Management Board members, expressed as a percentage, based on the total (gross I) value of receipts (which include both fixed and variable part of the salary, other receipts in kind and all other payments made in relation to the status of a Management Board or Supervisory Board member, respectively) for the given year, divided by the average number of Management Board or Supervisory Board members, respectively, in the full-time equivalent (FTE).

Annual remuneration per employee– EUR	**2024**	**2023**	**2022**	**2021**	**2020**
Annual base (gross 1)	70,641.29	64,723.25	71,056.05	64,022.18	61,705.20

Annual change in remuneration of the Supervisory Board – in %	**2024 vs 2023**	**2023 vs 2022**	**2022 vs 2021**	**2021 vs 2020**	**2020 vs 2019**
	0%	0%	-3%	3%	3%

Annual change in remuneration of the Management Board – in %	**2024 vs 2023**	**2023 vs 2022**	**2022 vs 2021**	**2021 vs 2020**	**2020 vs 2019**
	35%	-24%	18%	13%	-6%

(Atlantic Grupa d.d.; TEUR)	**2024**	**2023**	**2022**	**2021**	**2020**
Revenues	46,624	29,178	63,962	66,495	58,954
Net profit/(loss)	10,150	-833	34,435	35,012	29,801

(Atlantic Grupa consolidated; TEUR)	**2024**	**2023**	**2022**	**2021**	**2020**
Revenues	1,096,513	987,082	858,306	769,154	707,325
Net profit/(loss)	26,452	31,209	26,017	45,876	45,405

The Company did not reclaim any variable part of the salary and there were no conditions realised to do so.

There were no payments or payment obligations by any third party to members of the Management Board with regard to activities they performed as members of the Management Board in the Company or at any other function within Atlantic Grupa.

The report on the remuneration of members of the Management Board for 2024 has been prepared in accordance with the respective provisions of the law, the *Code of Corporate Governance* of the Zagreb Stock Exchange and HANFA, as well as the *Code of Corporate Governance* and the *Articles of Association* of Atlantic Grupa d.d.

The contract on performing the function of a member of the Management Board can be terminated in accordance with provisions of the law. The obligation of severance payment occurs in the case of contract termination by Atlantic Grupa in the period of its duration, unless the contract is terminated due to reasons caused by the wrongful conduct of the respective member of the Management Board. The severance payment is limited to the amount of twelve (12) average monthly gross I salaries paid to the respective Management Board member in the period of three months prior to contract termination.

Zagreb, 30 April 2025

Atlantic Grupa d.d.

Emil Tedeschi
President of the Management Board

Zoran Vučinić
Chairman of the Supervisory Board

Attachment 4 – Biographies of the candidates nominated in the proposal of the Decision on the election of two members of the Company's Supervisory Board under item 7 of the agenda

BIOGRAPHY: Andrea Gisle Joosen

Andrea Gisle Joosen

Age: 61
Gender: female
Citizenship: Swedish

Andrea is a highly experienced non-executive director with a strong track record of leadership across international technology and consumer industries. She began her career at Mars Inc. and Procter & Gamble and currently serves as a Non-Executive Director of Stadium AB, the leading sports goods retailer in the Nordic region, Viaplay Group AB, a Swedish public company providing premium TV subscription services, and Zühlke, a private Swiss consultancy specialising in innovation strategies and services on a global scale.

Andrea previously chaired Sweden-headquartered Acast AB, Bilprovningen AB, and Charge Amps AB. She has also served as a Non-Executive Director for companies including Currys plc, Billerud AB, James Hardie Industries plc, and ICA Gruppen, Sweden's largest food retailer. As a non-executive director, Andrea has been deeply involved in ESG matters and has led and advised on numerous Remuneration and Audit Committees. She brings significant expertise in corporate governance, particularly in international contexts.

Earlier in her career, Andrea held several senior executive roles in the media and technology sectors, including CEO of Boxer TV Sweden and Managing Director for the Nordics at Panasonic, Chantelle Group, and Twentieth Century Fox.

Andrea holds a BSc in Business Administration and an MSc in International Marketing from Copenhagen Business School. She has completed executive education at Harvard Business School and Harvard Law School in Effective Negotiations and Audit Committees in a New Era of Governance. Additionally, she has participated in further executive education programs at IMD in Lausanne.

Taking into account the age, gender, nationality, skills, knowledge, education and experience of the candidate, Ms. Andrea Gisle Joosen can positively contribute to the profile and the balanced representation of both genders in the Supervisory Board of Atlantic Grupa d.d.

Ms. Andrea Gisle Joosen is not in any relation with Atlantic Grupa d.d. or persons related to Atlantic Grupa d.d., and is not a shareholder of Atlantic Grupa d.d.

In accordance with the prescribed criteria, in case of the election, Ms. Gisle Joosen is to be considered an independent member of the Supervisory Board.

BIOGRAPHY: Florence Jeantet

Florence Jeantet

Age: 57
Gender: female
Citizenship: French

Florence Jeantet has more than 20 years of executive experience in two major fast-moving consumer goods (FMCG) companies, Unilever and Danone. Florence brings proven success in developing and driving international teams through rough times. She has a proven track record in innovation, bringing breakthrough science to market of international brands. Recognised for her strategic vision, Florence has contributed to shape OP2B - a coalition of more than 17 major CPG Global companies committed to transform their agriculture supply chain for better resilience – before being appointed its General Manager in 2020. In less than two years, successful in creating a global momentum behind the "regenerative agriculture" transformation, Florence became the SVP Chief Sustainability Officer of Danone Group, where she focused on the sustainability agenda as a growth driver.

She was recognised by the Sustainability Magazine as the number One in the "Top 10 Women in Sustainability 2024" in the UK and EU and within the top 10 in the "100 Women in Sustainability 2024" globally.

Florence has a master's in food science and technology from the University of Montpellier, France. She joined Unilever, covering R&D, in 1991 and quickly stepped up into different management roles, in different functions and countries. At the end of 2004, she joined Danone as Vice President R&D for the Waters Division globally, where she started the first development of R-PET and computer product modeling and design development. In 2008, following the major acquisition, she became the Vice President R&D and the member of the executive committee of the newly created "Baby milk and food" Division. For more than ten years, she successfully contributed to the development of this key division, where her last position was SVP – Chief Growth Officer.

Since April 2023, Florence has been a member of the board at SIG group AG, a Swiss multinational corporation and the second largest global provider of aseptic carton packaging. She serves as a member of the Audit and Risk Committee and of the Nomination and Governance Committee, which both follow the non-financial indicators and the delivery of such ESG indicators. She is also a member of the Technology & Innovation Committee.

Florence is an independent director and a board member of the Merieux Nutriscience company, a private company and the global leader in the field of quality, safety and environment that delivers services to the food industries.

She is a certified board member by Sciences-Po-IFA and has successfully completed the "Women on Boards" education at the Harvard University. She also has the EcoDa-ICGN "European Board diploma.

She is a member of the "Conseiller du commerce extérieur à la France", a public interest organisation and elected President of the Ethical Committee.

Florence is honoured with the "National Order of Merit", a French order awarded by the French Republic.

Taking into account the age, gender, nationality, skills, knowledge, education and experience of the candidate, Ms. Jeantet can positively contribute to the profile and the balanced representation of both genders in the Supervisory Board of Atlantic Grupa d.d.

Ms. Jeantet is not in any relation with Atlantic Grupa d.d. or persons related to Atlantic Grupa d.d., and is not a shareholder of Atlantic Grupa d.d.

In accordance with the prescribed criteria, in case of the election, Ms. Florence Jeantet is to be considered an independent member of the Supervisory Board.

BIOGRAPHY: Siniša Petrović

Siniša Petrović

Age: 58
Gender: male
Citizenship: Croatian

Siniša Petrović is a tenured professor at the Commercial and Company Law Department of the Faculty of Law at the University of Zagreb. In 1995, he was a special envoy of the delegation of the Republic of Croatia for negotiations with the international community as well as a member of the delegation of the Republic of Croatia at the International Peace Conference for Bosnia & Herzegovina in Dayton. He was Vice President of the Council for the Protection of Market Competition and the Croatian representative in the Arbitration Committee of the International Chamber of Commerce. He is the author of many expert papers and participated in the drafting of Croatian regulations concerning companies, market competition, real estate mediation, privatisation, sports and prevention of conflicts of interest in performance of public functions. He was a member of the Negotiating Team for the Accession of the Republic of Croatia to the EU. He received his bachelor's, master's and doctor's degrees from the Faculty of Law at the University of Zagreb. He is a member of the Supervisory Board in Ilirija d.d.

Taking into account the age, gender, nationality, skills, knowledge, education and experience of the candidate, Mr. Siniša Petrović can positively contribute to the profile and the balanced representation of both genders in the Supervisory Board of Atlantic Grupa d.d.

Besides his role as the Vice Chairman of the Supervisory Board and the President of the Public Responsibility and Corporate Governance Committee of Atlantic Grupa d.d., Mr. Petrović is not in any relation with Atlantic Grupa d.d. or persons related to Atlantic Grupa d.d. He is a shareholder of Atlantic Grupa d.d., holding 704 shares, representing 0.005% of the share capital of Atlantic Grupa d.d.

In accordance with the prescribed criteria, Mr. Petrović is considered as not independent member of the Supervisory Board.

During the previous term of office, Mr. Petrović attended all sessions of the Supervisory Board and the Public Responsibility and Corporate Governance Committee.

The most recent assessment of the Board provided that all members of the Board, including Mr. Petrović, carry skills, knowledge, education and experience complementary to the requirements of the company's business.

BIOGRAPHY: Branislav Bibić

Branislav Bibić

Age: 54
Gender: male
Citizenship: Croatian

Branislav Bibić, Area Vice President of Philip Morris International (PMI) for Sub-Saharan Africa, plays a leading role in bringing PMI's transformative vision for a smoke-free future to African markets. His mission is to advance the dialogue around tobacco harm reduction, provide innovative smoke-free products such as ZYN nicotine pouches and IQOS tobacco heating system to African adult smokers, and demonstrate potential of these products as better alternatives for adult smokers who would otherwise continue smoking.

Branislav joined Philip Morris in 2007 from the position of General Secretary of Atlantic Grupa, where he spent 3 years of his professional career. Before his current role at Philip Morris, he was Managing Director for Southern Africa and Indian Ocean Islands. From 2017 to 2020, he worked as Managing Director in Romania, where he successfully disrupted the cigarette market by aggressively growing IQOS and spearheading the smoke-free transformation of the market. Prior to this, he worked in Switzerland as Global Director of Corporate Affairs for PMI's duty-free business. He held his first general management role in Croatia from 2012-2015. Today, he is a member of the Board of Directors in several affiliated companies of Philip Morris International (PMI), namely Philip Morris South Africa Holdings (Pty) Ltd., Philip Morris South Africa (Pty) Ltd. and Leonard Dingler (Pty) Ltd. in South Africa, and Philip Morris Reunion S.A.R.L., La Reunion – France.

Branislav holds an MBA from the University of Oxford, along with master's degrees in European Studies from the College of Europe and Mechanical Engineering from the University of Zagreb. His professional journey began with early roles in sales, international organisation, NGO management and government, giving him a well-rounded understanding of regulatory, societal, and business perspectives.
His transformative leadership style relies on inclusion, empowerment, and coaching of his team, though he's ready to take a directive approach when necessary. Known for his strategic foresight and dedication to operational excellence, Branislav is also a staunch advocate for talent development and fostering independent thought within his teams.

Beyond the workplace, Branislav's commitment to societal impact is reflected in his founding in 2004 of the Academy for Political Development, an NGO promoting democratic political culture among young Croatian leaders, which today connects over 500 leaders across all sectors. He believes deeply in the responsibility of business to positively impact both individuals and the broader community.

Mr. Bibić resides with his family in Cape Town and enjoys traveling, cooking, and sports.

Taking into account the age, gender, nationality, skills, knowledge, education and experience of the candidate, Mr. Branislav Bibić can positively contribute to the profile and the balanced representation of both genders in the Supervisory Board of Atlantic Grupa d.d.

Mr. Branislav Bibić is not in any relation with Atlantic Grupa d.d. or persons related to Atlantic Grupa d.d., and is not a shareholder of Atlantic Grupa d.d.

In accordance with the prescribed criteria, in case of the election, Mr. Bibić is to be considered an independent member of the Supervisory Board.

BIOGRAPHY: Zoran Vučinić

Zoran Vučinić

Age: 61
Gender: male
Citizenship: German

Zoran Vučinić brings to this role 33+ years of international experience in the global fast-moving consumer goods (FMCG) industry. His last position was with The Coca-Cola Company as Chief Operating Officer of Coca-Cola North America, based in Atlanta, USA. As a fresh university graduate, he began his career in Italy in 1988 with Coca-Cola as the Marketing Services Manager for South-East Europe. After that, he held several leadership positions with growing scope of responsibility in Poland, Switzerland, Austria and Thailand. Between 2002 and 2007, he was a consultant with Egon Zehnder International and the President of the Dukat Dairy Group. In 2007, he returned to Coca-Cola as President for the Russia, Ukraine, and Belarus business unit and was later promoted to President of the Middle East & North Africa region comprised of 24 countries, based in Dubai, UAE. He is a graduate of the European School of Business (ESB), Reutlingen University, and Middlesex University London. He also received an MBA degree from the Sloan School of Management at MIT in Boston, USA.

Taking into account the age, gender, nationality, skills, knowledge, education and experience of the candidate, Mr. Zoran Vučinić can positively contribute to the profile and the balanced representation of both genders in the Supervisory Board of Atlantic Grupa d.d.

Besides his role as the Chairman of the Supervisory Board and the member of the Leadership Development and Compensation Committee of Atlantic Grupa d.d., Mr. Vučinić is not in any relation with Atlantic Grupa d.d. or persons related to Atlantic Grupa d.d. and he is not a shareholder of Atlantic Grupa d.d.

In accordance with the prescribed criteria, Zoran Vučnić is considered as not independent member of the Supervisory Board.

During his previous term of office, Mr. Vučinić was justifiably excused from one session of the Supervisory Board, while he has attended all sessions of the Leadership Development and Compensation Committee.

The most recent assessment of the Board provided that all members of the Board, including Mr. Vučinić, carry skills, knowledge, education and experience complementary to the requirements of the company’s business.

Attachment 5 – Consolidated text of the Decision on the remuneration of members of the Supervisory Board as follows:

DECISION ON THE REMUNERATION OF MEMBERS OF THE SUPERVISORY BOARD

1. This decision on the remuneration of members of the Supervisory Board and the members of Committees of the Supervisory Board (hereinafter respectively: the Committee) is based on the principle to engage, motivate and retain qualified supervisory officers, having regard to the Company's mission, values and the industry in which it operates. The decision on the remuneration is aimed at providing a balanced, sustainable and transparent remuneration of supervisory officers and supporting the long-term strategy of the Company for the benefit of all its stakeholders. When determining the remuneration, different external and internal factors have been taken into account, such as economic conditions, prevailing wage levels, compensation data and best practices of regional and relevant industries, as well as compensation levels and policies of the Company.

2. In order to maintain their independence and full impartiality, the remuneration of members of the Supervisory Board and Committees is not dependent on the Company's results and does not contain a variable part of compensation.

3. Each member of the Supervisory Board, except for the Chairman, Vice Chairwoman, and Vice Chairwoman, is entitled to a fixed monthly remuneration in the gross amount of EUR 2,700.00. The Chairman of the Supervisory Board is entitled to a fixed monthly remuneration in the gross amount of EUR 5,000.00. The Vice Chairwoman and Vice Chairman of the Supervisory Board are entitled to a fixed monthly remuneration in the gross amount of EUR 3,300.00.

4. Each member of the Committee, irrespective of his/her presidency or deputy position within the respective Committee, is entitled to a fixed attendance remuneration (remuneration for the session of the Committee in which they participated) in the gross amount of EUR 1,000.00.

5. Members of the Supervisory Board and Committees are entitled to remuneration from the day of their appointment to such duty until the day of its termination. Members who have served on the Supervisory Board or a Committee for a part of the Company's business year are entitled to receive remuneration in proportion to the time served.

6. If a member of the Supervisory Board simultaneously holds a membership within the Committee, he/she is entitled only to remuneration for the membership in the Supervisory Board.

7. Participating in a meeting also includes participation in a meeting by telephone or video conference.

8. Members of the Supervisory Board and Committees are entitled to reimbursement of appropriate expenses (including tax) incurred during the performance of their duties.

9. Members of the Supervisory Board and Committees are not entitled to severance payments, deferred payment arrangements or payments of remuneration or reimbursements defined hereto in Company shares.

10. The Supervisory Board shall, with the support of the Leadership Development and Compensation Committee, monitor whether the remuneration stated heretofore is in line with the principles established in paragraph 1 of this Decision, on an annual basis. If the Supervisory Board is considering a revision of this Decision, it shall submit a proposal and explanation to the General Assembly in line with the applicable provisions of the law. If the General Assembly does not

approve the proposed revision, the Company shall continue to pay remuneration to members of the Supervisory Board and its Committees in accordance with this Decision.

11. This Decision becomes effective on 01 January 2026.

Zoran Vučinić
Chairman of the Supervisory Board