

U skladu s člankom 272.r Zakona o trgovačkim društvima (ZTD), Uprava i Nadzorni odbor Brodogradilišta Viktor Lenac d.d. Rijeka sastavljaju sljedeće:

IZVJEŠĆE O PRIMICIMA UPRAVE I NADZORNOG ODBORA ZA 2022. GODINU

1. Uvod

Sustav korporativnog upravljanja Brodogradilišta Viktor Lenac d.d. Rijeka (dalje u tekstu: Društvo) temelji se na dualističkom ustroju organa upravljanja, koji se sastoji od Nadzornog odbora i Uprave, a koji zajedno s Glavnim skupštinom čine obveze organe upravljanja sukladno Statutu Društva i ZTD-u.

Sustav primitaka članova Uprave i članova Nadzornog odbora, ureden je internim aktima Društva, s ciljem usklađenja primitaka s dugoročnim interesima i etičkim provođenjem strategije Društva, vodeći računa o mogućnostima i motivaciji upravljačkih struktura za stvaranje novih vrijednosti za Društvo i njegove dioničare, odgovorno i stabilno donošenje odluka bez poduzimanja nepotrebnih rizika, transparentno poslovanje i promicanje temeljnih vrijednosti u poslovnim odnosima i korporativnoj kulturi, istovremeno razumijevajući uvjete tržišta i okruženja u kojima Društvo posluje.

Primanja Uprave i članova Nadzornog odbora za 2022. godinu temelje se na Ugovoru o radu člana Uprave, kojeg član Uprave zaključuje s Nadzornim odborom i Odluci o naknadama za rad članovima Nadzornog odbora koju je ranije donijela Glavna Skupština Društva. Politiku primitaka Društvo je usvojilo u prosincu 2020. godine i ista je u svojim glavnim odredbama u skladu s ugovorom člana Uprave, važećim tijekom 2022. godine.

2. Uprava

Sukladno Statutu Društva, Upravu Društva čine ukupno do 3 člana Uprave, odnosno predsjednik i do dva člana Uprave, koju imenuje i opoziva Nadzorni odbor na mandat do najviše pet godina.

Tijekom 2022. godine, Upravu Društva činio je jedini član Uprave, Sandra Uzelac.

Sandra Uzelac je radnik Društva od 24.7.1994. godine. U trenutku prvog imenovanja članom Uprave imala je status radnog odnosa na neodređeno vrijeme. Funkciju člana Uprave obavlja u Društvu neprekidno od 10.4.2008. godine, odnosno od datuma prvog imenovanja.

Status člana Uprave reguliran je Menadžerskim ugovorom o obavljanju poslova iz djelokruga Uprave, koji je zaključen za razdoblje od 30.4.2021. do 30.4.2024. i kojim ugovorom su članici Uprave bila revidirana prava i obveze u odnosu na prethodni važeći ugovor člana Uprave.

Pursuant to Article 272.r of the Companies Act (hereinafter referred to as the "CA"), the Management Board and the Supervisory Board of the Shipyard "Viktor Lenac" d.d. Rijeka submit the following

REPORT ON REMUNERATION OF THE MANAGEMENT BOARD AND THE SUPERVISORY BOARD FOR 2022

1. Introduction

Corporate governance system of the Shipyard "Viktor Lenac" d.d. Rijeka (hereinafter: the "Company") is based on a dualistic structure of governing bodies, consisting of the Supervisory Board and the Management Board, which together with the General Assembly constitute mandatory governing bodies in accordance with the Company's Articles of Association and CA.

The remuneration system for the members of the Management Board and members of the Supervisory Board is regulated by internal acts of the Company, with the aim of aligning remuneration with long-term interests and ethical implementation of the Company's strategy, taking into account the possibilities and motivation of management structures for creating new values for the Company and its shareholders, responsible and stable decision-making without taking unnecessary risks, transparent operations and promotion of fundamental values in business relations and corporate culture, while understanding the market conditions and environments in which the Company operates.

Remuneration of the member(s) of the Management Board and the members of the Supervisory Board for 2022 was agreed on the employment contract concluded between the member of the Management Board and the Supervisory Board and the Decision on Remuneration of the members of the Supervisory Board previously adopted by the General Assembly. The Remuneration Policy was adopted by the Company in December 2020. The policy is in line with the existing Management Board member's employment contract in its main provisions.

2. Management Board

Pursuant to the Company's Articles of Association, the Company's Management Board consists of a total of up to 3 members of the Management Board or the President and up to two members of the Management Board, appointed and revoked by the Supervisory Board for a maximum term of five years.

During 2022, the Management Board of the Company consisted of the only member of the Management Board, Sandra Uzelac.

Sandra Uzelac has been employed with the Company since July 24, 1994. At the time of her first appointment as a member of the Management Board, she had an indefinite-term employment contract. She has been performing the function of a member of the Management Board continuously since April 10, 2008 or from the date of her first appointment.

Her status of a member of the Management Board has been regulated by a Managerial contract for performing administration and management functions of the company, which was concluded for the period from 30 April 2021 until 30 April 2024 and by which contract the rights and obligations of the member of the

Prava i obveze članice Uprave regulirana su i proizlaze iz navedenog Ugovora, akata Društva i zakonskih propisa.

Management Board were revised in relation to the previous contract of the member of the Management Board.

2.1. Primici članova Uprave

2.1.1. Fiksni primici

Sukladno odredbama Menadžerskog ugovora, članica Uprave Društva za svoj rad ima pravo na fiksni primitak, određen u mjesecnom neto iznosu od 5.000 EUR, plativo u kunskoj protuvrijednosti prema srednjem tečaju HNB-a.

Fiksni primitak, određen Menadžerskim ugovorom usklađen je s Politikom primitaka, vodeći računa o poticanju povećanja učinka u Društvu, postizanju rezultata razvoja i kompetencija Društva, te raspodjeli ovlasti, odgovornosti i zakonske odgovornosti između članova Uprave.

Prema oba dokumenta, fiksni primici predstavljaju ukupnu naknadu za rad u i izvan redovnog radnog vremena, kao naknada plaće u neradnim danima i za vrijeme spriječenosti za rad i godišnjih odmora, bez prava na dodatke plaće za prekovremeni rad i druge dodatke plaći koji se primjenjuju na ostale radnike Društva, kao ni naknade i nagrade za rad u drugim organima Grupe.

2.1.2. Varijabilni primici

Menadžerskim ugovorom članici Uprave predviđena je mogućnost odobrenja posebne nagrade za rad i postignute rezultate u poslovanju Društva, koja se može odrediti kao sudjelovanje u dobiti ili u određenom novčanom iznosu, i koji se može isplatiti u novcu ili ustupanjem vlastitih dionica Društva.

Postojeći menadžerski ugovor u skladu je s Politikom primitaka Društva, koja predviđa mogućnost odobrenja i isplate varijabilnih primitaka u novcu i/ili dionicama Društva, a sukladno odluci Nadzornog odbora temeljem ostvarenja finansijskih i nefinansijskih ciljeva Društva. Metode za ispunjenje ciljeva utvrđuje Nadzorni odbor na osnovu pokazatelja iz revidiranih godišnjih izvješća i temeljem procjene o ispunjenju nefinansijskih ciljeva.

Kriteriji nisu utvrđeni, kao što još temeljem Politike primitaka nisu utvrđene metode za ispunjenje ciljeva. Slijedom toga, članici Uprave nije određena niti isplaćena posebna nagrada za rad i postignute rezultate u poslovanju Društva, kako za 2022. godinu, tako ni za prethodne tri godine.

2.1.3. Druge pogodnosti u novcu, stvarima i pravima

Član Uprave ima pravo na druge pogodnosti u novcu, stvarima i pravima, koji proizlaze iz Menadžerskog ugovora, odnosno pravilnika Društva ukoliko takve pogodnosti nisu regulirane Menadžerskim ugovorom.

The rights and obligations of the member of the Management Board are stipulated and derived from the Managerial contract, the Company's acts and legal regulations.

2.1. Remuneration paid to Management Board members

2.1.1. Fixed remuneration

Pursuant to the provisions of the Managerial contract, the member of the Management Board is entitled to a fixed remuneration in a monthly net amount of EUR 5,000.00 for her work, payable in HRK based on middle exchange rate of HNB.

Fixed remuneration, determined by the Managerial contract is aligned with the Remuneration Policy, with the aim of encouraging better performance, achieving results in developing and increasing the Company's competencies, and the distribution of powers, responsibilities and authorities among members of the Management Board.

According to both documents, fixed remuneration represents the total remuneration for work in and out of regular working hours, and compensation for non-working days and sick and annual leave, without the right to overtime allowance or other allowances paid to other Company's employees, as well as fees and rewards for work in other bodies of the Group.

2.1.2. Variable remuneration

The Managerial contract provides for the possibility to pay a special remuneration for work and results achieved in managing the Company's operations, which can be approved as participation in profit or a certain amount of money, which can be paid in cash or by granting the Company's own shares.

The existing Managerial contract is in accordance with the Company's Remuneration Policy, which provides for the possibility to approve and pay variable remuneration in cash and / or the Company's shares, and in accordance with a decision of the Supervisory Board based on financial and non-financial goal achievement-based assessment. Methodologies to determine the fulfillment of objectives are established by the Supervisory Board based on indicators from the audited annual statements and on the basis of an assessment of the achievement of non-financial objectives.

The criteria have not been established, just as the methodologies to determine the fulfillment of objectives have not yet been established under the Remuneration Policy. Consequently, the member of the Management Board was not approved or paid a special remuneration for work and achieved results in managing the Company's operations for 2022, and neither for the previous three years.

2.1.3. Other benefits in money, rights, and things

The member of the Management Board is entitled to other benefits in money, rights and things, which arise from the Managerial contract or the Company's Regulations if such benefits are not regulated by managerial contract.

Naime, politikom primitaka utvrđeno je da članovi Uprave mogu ostvariti takve primitke sukladno važećim pravilnicima Društva, ukoliko svrha takvih primitaka već nije osigurana putem menadžerskih ugovora (osiguranje, liječnički pregledi, prigodne neoporezive isplate i slično) ili naknade troškova prijevoza na posao i s posla, ukoliko član Uprave nema na raspolaganju službeni automobil za korištenje 24 sata.

Posebne pogodnosti članici Uprave Sandri Uzelac, regulirane Menadžerskim ugovorima su tijekom 2022. godine bile kako slijedi:

- Korištenje službenog automobila 24 sata
- Prigodne neoporezive naknade i slične neoporezive primitke temeljem Kolektivnog ugovora na jednak način i uz iste uvjete kao i za sve radnike Društva, osim prava na nadoknadu troškova prijevoza, s obzirom na pravo korištenja službenog automobila

Sukladno internim aktima Društva, članica Uprave Društva ostvarila je, na jednaki način i u jednakim propisanim iznosima kao i ostali radnici Društva primitke s osnova prigodnih neoporezivih nagrada i naknada u ukupnom iznosu u novcu u visini 14.000,00 kuna, te dodatno u naravi 1.000,00 kuna, sve u skladu s propisima o oporezivanju.

2.1.4. Ukupni primici članice Uprave za 2022. godinu

Ukupni primici članice Uprave za 2022. godinu iznosili su kako slijedi:

| R.b r. | Vrsta primitka | Ukupan trošak za 2022 | Ukupni bruto primitak za 2022 | Ukupni neto primitak za 2022 |
|---------|-------------------------------|-----------------------|-------------------------------|------------------------------|
| a) | Fiksni mjesecni primitak | 858.633,87 | 737.024,78 | 452.160,85 |
| b) | Neoporezivi primici i naknade | 15.000,00 | | 15.000,00 |
| c) | Primici u naravi | 211.641,52 | 181.666,54 | 95.648,39 |
| Ukupno: | | 1.085.275,39 | 918.691,32 | 562.809,24 |

Iskazani iznos primitaka u naravi odnosi se na obračunatu naknadu za korištenje službenog automobila na stalnom raspolaganju 24 sata, te na uplaćenu premiju poslovnog osiguranja od odgovornosti direktora i menadžera (D&O polica), koja ne predstavlja životno osiguranje, a zbog pravila oporezivanja raspoređena je dohodovno na člana Uprave te direktore prodaje i proizvodnje, u jednakim iznosima.

Svi isplaćeni iznosi imaju karakter fiksnih unaprijed definiranih primitaka, koji ne ovise o rezultatima Društva, slijedom čega fiksni primici predstavljaju 100% ukupnih primitaka isplaćenih za 2022. godinu.

Specifically, the Remuneration Policy stipulates that members of the Management Board may receive such remuneration in accordance with the applicable regulations of the Company, if the purpose of such remuneration is not already established through managerial contracts (insurance, medical examinations, occasional non-taxable payments, etc.) or reimbursement of transportation costs to-from work, if a member of the Management Board does not have a Company's car available for use 24 hours a day.

The member of the Management Board Sandra Uzelac had the following benefits during 2022 that are stipulated by her Managerial contract:

- Company's car available for use 24 hours a day
- Nontaxable benefits in the same manner and in the same amounts as other employees of the Company as collectively arranged, except for reimbursement of travel expenses, considering availability of Company's car

Pursuant to the Company's internal acts, the member of the Management Board received, in the same manner and in the same prescribed amounts as other employees of the Company, payments arising from occasional non-taxable rewards and fees in the total amount of HRK 14,000.00, and additionally benefit in kind HRK 10000.00, all in accordance with tax regulations.

2.1.4. Total remuneration of the member of the Management Board for 2022

The total remuneration of the member of the Management Board for 2022 was as follows:

| No | Type of remuneration | Total cost for 2022 | Total gross remuneration for 2022 | Total net remuneration for 2022 |
|--------|------------------------------------|---------------------|-----------------------------------|---------------------------------|
| a) | Fixed monthly remuneration | 858.633,87 | 737.024,78 | 452.160,85 |
| b) | Non-taxable compensations and fees | 15.000,00 | | 15.000,00 |
| c) | Receipts in kind | 211.641,52 | 181.666,54 | 95.648,39 |
| Total: | | 1.085.275,39 | 918.691,32 | 562.809,24 |

The stated amount of receipts in kind refers to the calculated receipt for the use of a Company's car for use 24 hours a day and to the paid business insurance premium from the liability of directors and managers (D&O policy), which is not life insurance and which was distributed in equal amounts between member of the Management Board and directors of sales and production, for the taxation purposes.

All paid amounts have the character of fixed predefined remuneration, which do not depend on the Company's results, therefore the total remuneration paid for 2022 is fixed remuneration.

2.2. Usporedni prikaz kretanja prihoda i dobiti/(gubitka) Društva i primitaka radnika i članova Uprave za posljednjih 5 godina

U usporednom prikazu kretanja u posljednjih 5 godina, ukupni prihodi i neto dobit Društva iskazani su prema ostvarenom u pojedinoj poslovnoj godini, kao i primici radnika i članice Uprave, koji se iskazuju prema isplatama koje se odnose na pojedinu godinu, neovisno o razdoblju kada su isplate izvršene.

Društvo izvršava uplate s osnova primitaka radnika i Uprave do 10. u mjesecu za prethodni mjesec, pa je pomak između razdoblja isplate i razdoblja na koje se primitak odnosi najviše jedan mjesec.

Iskazani trošak primitaka uključuje sve neto i bruto naknade, s uključenim svim pripadajućim porezima i doprinosima, uključivo i onima koji se obračunavaju na bruto primitke odnosno plaće.

| Iznosi u HRK | | | | |
|--------------|--------------------------|------------------------------------|--|--|
| Godina | Ukupni prihod Društva | Neto dubit/(gubitak) Društva | Prosječni trošak godišnjih primitaka po zaposlenom | Prosječni trošak godišnjih primitaka po članu Uprave |
| 2018 | 253.121.082 | (21.012.598) | 124.046,13 | 1.484.250,31 |
| 2019 | 319.809.639 | 20.837.756 | 156.800,68 | 1.400.102,88 |
| 2020 | 305.912.416 | 35.199.006 | 165.268,45 | 782.096,00 |
| 2021 | 301.353.149 | 18.841.988 | 169.279,47 | 1.010.523,46 |
| 2022 | 651.784.807 | 40.252.176 | 205.028,66 | 1.085.275,39 |

U izračun prosječnog troška (s uključenim svim pripadajućim porezima i doprinosima iz i na plaće) godišnjih primitaka po zaposlenom u Društvu, uključeni su svi fiksni i varijabilni dijelovi plaće zaposlenih, svi dodaci koji radnicima pripadaju temeljem Pravilnika o radu i Kolektivnom ugovoru Društva, kao i dodatne stimulacije i nagrade za učinak temeljem akata Društva. Iskazani primici radnika uključuju i materijalna prava i druge neoporezive prigodne isplate temeljem pravilnika Društva, poput naknada za prijevoz, prigodne godišnje neoporezive nagrade i potpore, jubilarne nagrade, otpremnina za mirovinu i otpremnina sukladno Zakonu o radu i slično.

Iskazani prosječni bruto godišnji primitak po zaposlenom iskazan je dijeljenjem ukupnog troška godišnjih primitaka radnika s prosječnim brojem radnika, izračunatog temeljem broja radnika koncem svakog mjeseca za svaku iskazanu godinu. Time je u najvećoj mjeri anulirana fluktuacija radnika, budući je tijekom godine postojao broj radnika koji su primili plaću radeći na puno radno vrijeme, ali za dio mjeseca, odnosno poslovne godine.

U troškovima primitaka Uprave iskazani su svi troškovi za članove Uprave i to:

- Za 2018. godinu iskazani su troškovi primitaka za predsjednika i članicu Uprave, koji su svoje funkcije obnašali u nepromijenjenom sastavu tijekom čitave godine, pa prosječni broj članova Uprave za te godine iznosi 2
- Za 2019. godinu iskazani su troškovi primitaka i za bivšeg predsjednika Uprave, koji je s te funkcije odstupio 25. ožujka 2019. godine (nakon čega je preostala samo sadašnja članica Uprave Sandra Uzelac, kao jedini član Uprave), pa prosječan broj članova Uprave za tu godinu iznosi 1,25.

2.2. Comparative presentation of the trends of revenues and profit/(loss) and remuneration of employees and members of the Management Board for the last 5 years

In a comparative presentation of trends in the last 5 years, total revenues and net profit of the Company are indicated per business year, as well as remuneration of employees and members of the Management Board, paid per year, regardless of the period when the payments were made.

The Company makes payments to employees and members of the Management Board by the 10th of the month for the previous month, so the shift between the payment period and the period to which the remuneration relates is a maximum of one month.

The remuneration cost includes all net and gross compensations, including all related taxes and contributions, as well as those calculated on gross remuneration or salaries.

| Amounts in HRK | | | | |
|----------------|------------------------------------|---|---|---|
| Year | Total revenue of the Company | Net profit/(loss) of the Company | Average cost of annual remuneration per employee | Average cost of annual remuneration per member of the Management Board |
| 2018 | 253.121.082 | (21.012.598) | 124.046,13 | 1.484.250,31 |
| 2019 | 319.809.639 | 20.837.756 | 156.800,68 | 1.400.102,88 |
| 2020 | 305.912.416 | 35.199.006 | 165.268,45 | 782.096,00 |
| 2021 | 301.353.149 | 18.841.988 | 169.279,47 | 1.010.523,46 |
| 2022 | 651.784.807 | 40.252.176 | 205.028,66 | 1.085.275,39 |

The average cost (including all related taxes and contributions) of annual remuneration per employee includes all fixed and variable salaries, all allowances paid to employees based on the Rules of Procedure and the Company's Collective Agreement, as well as additional incentives and performance rewards based on Company acts. The employee remuneration cost includes material rights and other non-taxable occasional payments based on the Company's regulations, such as transportation fees, occasional annual non-taxable rewards and grants, jubilee awards, severance pay for retirement and severance pay in accordance with the Labor Act etc.

The average gross annual remuneration per employee is expressed by dividing the total cost of annual employee remuneration by the average number of employees, calculated based on the number of employees at the end of each month for each reported year. This largely eliminated the turnover of workers, since during the year there was a number of workers who received a salary working full time, but for part of the month, or business year.

The Management Board member remuneration total cost includes:

- 2018: remuneration cost involving the president and a member of the Management Board, who performed their functions in the same composition throughout the year, so the average number of members of the Management Board for those years is 2;
- 2019: remuneration cost involving the president of the Management Board who resigned from that position on March 25, 2019 (after which only the current member of the Management Board Sandra Uzelac remained, as the only member of the Management Board), so the average number of Management Board members for that year is 1.25;
- 2020, 2021 and 2022: remuneration costs involving the only member of the Management Board.

- Za 2020., 2021. i 2022. godinu iskazan je trošak primitaka samo za jedinog člana Uprave

U troškovima primitaka Uprave za 2019. godinu, uključeni su i troškovi isplaćene otpremnine predsjedniku Uprave, slijedom prestanka menadžerskog ugovora prije isteka redovnog mandata.

2.3. Ostale informacije u svezi primitaka Uprave

Uprava nije primila niti dionice Društva niti opcije na dionice Društva.

Članica Uprave nije primila varijabilne dijelove primitka, pa nije bilo osnove za postavljanje zahtjeva za njihov povrat.

Politika primitaka Društva usvojena je u prosincu 2020. godine, te je u svojem bitnom sadržaju usklađena s menadžerskim ugovorom članice Uprave važećim u 2022. godini. Nadzorni odbor Društva tijekom godine nije odstupio od odredbi menadžerskog ugovora, a s obzirom usklađenost ugovora i politike, može se zaključiti da nije bilo odstupanja niti od politike primitaka.

Ovo Izvješće o primicima Uprave će se podnijeti Glavnoj skupštini na odobrenje u skladu s člankom 276. a Zakona o trgovačkim Društvima.

Članica Uprave nije primila nikakve isplate, niti ima bilo kakvo potraživanje od trećih osoba u vezi poslova koje obavlja kao član Uprave Društva ili član Uprave društava u Grupi.

3. Nadzorni odbor i primici članova Nadzornog odbora

Članovi Nadzornog odbora Društva, temeljem važeće odluke Glavne skupštine od 22. prosinca 2020. godine, imaju pravo na naknadu za članstvo u Nadzornom odboru i to:

- Predsjednik Nadzornog odbora neto mjesecnu naknadu u iznosu od 2.250,00 kuna, a
- Članovi Nadzornog odbora na neto mjesecnu naknadu u iznosu od 1.500,00 kuna.

Odlukom Glavne skupštine od 22. prosinca 2020. godine nisu predviđene druge naknade i nadokande troškova predsjedniku i članovima Nadzornog odbora Društva, kao ni naknade za rad u komisijama Nadzornog odbora u kojima su pojedini članovi imenovani.

Tijekom 2022. godine članove Nadzornog odbora Društva činili su:

- Vittorio Carratù
- Francesco Ciaramella
- Giorgio Filipi (do 17.10.2022.)
- Antonio Gennarelli
- Antonio Palumbo (od 15.12.2022.)
- Damir Amić, kao predstavnik radnika u Nadzornom odboru društva.

The Management Board member remuneration cost for 2019 also includes the costs of severance pay to the president of the Management Board following the termination of his managerial contracts before the expiration of their regular term of office.

2.3. Other information regarding the remuneration of the members of the Management Board

The Management Board did not receive any shares of the Company or options on the Company's shares.

The member of the Management Board did not receive any variable remuneration, so there was no basis for requesting its return.

The Company's Remuneration Policy was adopted in December 2020, and in its essential content it is aligned with the Managerial contract of the member of the Management Board valid in 2022. The Supervisory Board did not deviate from the provisions of the Managerial contract during the year and given the compliance of the contract and the policy, it can be concluded that there were no deviations from the Remuneration Policy.

This Report on Remuneration of the Management Board is prepared for the first time and shall be submitted to the General Assembly for approval in accordance with Article 276.a of the Companies Act.

The member of the Management Board has not received any payments, nor has she had any receivables from third parties in connection with the activities she performs as a member of the Management Board of the Company or a member of the Management Board of the Group companies.

3. Supervisory Board and remuneration of members of the Supervisory Board

Members of the Supervisory Board of the Company, based on a valid decision of the General Assembly of December 22, 2020 are entitled to compensation for membership in the Supervisory Board, as follows:

- The President of the Supervisory Board is entitled to a net monthly fee in the amount of HRK 2,250.00;
- Members of the Supervisory Board are entitled to a net monthly fee in the amount of HRK 1,500.00.

The decision of the General Assembly of 22 December 2020 does not provide for other fees or reimbursement of expenses to the President and members of the Supervisory Board of the Company, as well as fees for work in the committees of the Supervisory Board in which they are appointed.

During 2022, the Supervisory Board of the Company consisted of the following members:

- Vittorio Carratù
- Francesco Ciaramella
- Giorgio Filipi (till 17 October 2022)
- Antonio Gennarelli
- Antonio Palumbo (from 15 December 2022)
- Damir Amić, as a workers' representative in the Supervisory Board.

Članovima Nadzornog odbora su za 2022. godinu isplaćeni slijedeći primici, iskazani u ukupnom trošku isplate (neto primici s pripadajućim porezima i doprinosima).

U HRK:

| Red.b r. | Ime i prezime | Funkcija | Ukupno isplaćena bruto nagrada za 2022. godinu |
|----------------|----------------------|-------------|--|
| 1. | Vittorio Carratù | Predsjednik | 40.312,75 |
| 2. | Francesco Ciaramella | Član | 26.874,92 |
| 3. | Giorgio Filipi | Član | 21.384,39 |
| 4. | Antonio Gennarelli | Član | 26.874,92 |
| 5. | Antonio Palumbo | Član | 1.228,06 |
| 6. | Damir Amić | Član | 27.843,66 |
| Ukupno: | | | 144.518,70 |

The following compensation was paid to the members of the Supervisory Board for 2022, expressed as the total cost (net remuneration with related taxes and contributions).

In HRK:

| No. | Name and surname | Position | Total gross remuneration paid for 2022 |
|---------------|----------------------|-----------|--|
| 1. | Vittorio Carratù | President | 40.312,75 |
| 2. | Francesco Ciaramella | Member | 26.874,92 |
| 3. | Giorgio Filipi | Member | 21.384,39 |
| 4. | Antonio Gennarelli | Member | 26.874,92 |
| 5. | Antonio Palumbo | Member | 1.228,06 |
| 6. | Damir Amić | Member | 27.843,66 |
| Total: | | | 144.518,70 |

4. Zaključne odredbe

Ovo Izvješće o primicima Društvo podnosi revizoru na ispitivanje, te će se zajedno s Izvješćem revizora o ispitivanju Izvješća o primicima podnijeti na usvajanje na redovnoj Glavnoj skupštini Društva, koja će se održati u 2023. godini.

Po odobrenju ovog Izvješća od strane Glavne skupštine Društva, Izvješće će se, zajedno s Izvješćem revizora o ispitivanju Izvješća objaviti na internet stranici Društva te učiniti besplatno dostupnim na razdoblje od deset godina.

Ovo Izvješće odobreno je od strane Uprave i Nadzornog odbora, dana 27.04.2023.

4. Final provisions

This Report on remuneration is submitted by the Company to the auditor for review, and together with the Auditor's Report on the Report on remuneration shall be submitted for adoption at the regular General Assembly of the Company, which shall be held in 2023.

Upon approval of this Report by the General Assembly, the Report, together with the Auditor's Report, shall be published on the Company's website and made available free of charge for a period of ten years.

This Report was approved by the Management Board and the Supervisory Board on 27.04.2023.

Sandra Uzelac
Član Uprave

Vittorio Carratù
Predsjednik Nadzornog
odbora



Sandra Uzelac
Member of the Management
Board

Vittorio Carratù
President of the Supervisory
Board

