

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 2021. 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 Glavnom skupštinom čine obveze organe upravljanja sukladno Statutu Društva i ZTD-u.

Sustav primitaka članova Uprave i članova Nadzornog odbora, uređen 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 posovanje i promicanje temeljnih vrijednosti u poslovnim odnosima i korporativnoj kulturi, istovremeno razumijevajući uvjete tržista i okruženja u kojima Društvo posluje.

Primanja Uprave i članova Nadzornog odbora za 2021. 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 2021. godine, odnosno ugovorom koji je vrijedio do isteka prethodnog mandata, te ugovora koji je vrijedio od produljenja mandata članu Uprave.

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 2021. 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 8.4.2018. godine do 30.4.2021. godine i kojim

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 2021

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 2021 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 Company's Remuneration Policy was adopted in December 2020 and is in its main provisions in accordance with the contract of the member of the Management Board valid during 2021, or contract valid until the expiration of the previous term, and contract valid from the extension of the term of office of the member of the Management Board.

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 2021, the Management Board of the Company was composed solely of one 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

ugovorom su članici Uprave bila revidirana prava i obveze u odnosu na prethodni važeći ugovor člana Uprave.

Imenovanjem članice Uprave na novi trogodišnji mandat, počev od 1.5.2021. godine zaključen je i počeo se primjenjivati novi Ugovor člana Uprave s Nadzornim odborom.

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

2.1. Primici članova Uprave

2.1.1. Fiksni primici

Sukladno odredbama Menadžerskih ugovora, članica Uprave Društva za svoj rad ima pravo na:

- Fiksni primitak, određen u mjesecnom bruto iznosu od 55.000,00 kuna (na snazi do 30.4.2021. godine).
- Fiksni primitak, određen u mjesecnom neto iznosu od 5.000 EUR, plativo u kunskoj protuvrijednosti prema srednjem tečaju HNB-a (na snazi od 1.5.2021. godine).

Fiksni primitak, određen Menadžerskim ugovorom (važećim u prethodnom, odnosno novom mandatu), usklađeni su 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 sprječenosti 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.

and management functions of the company, which was concluded for the period from 8 April 2018 until 30 April 2021 and by which contract the rights and obligations of the member of the Management Board were revised in relation to the previous contract of the member of the Management Board.

By appointing as the member of the Management Board for a new three-year term, starting from May 1, 2021, a new agreement between the member of the Management Board and the Supervisory Board was concluded and came into force.

The rights and obligations of the member of the Management Board are stipulated and derive from the said contracts, 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(s), the member of the Management Board is entitled to the following remuneration for her services or work:

- Fixed remuneration in a monthly gross amount of HRK 55,000.00 (in force until April 30,2021)
- Fixed remuneration in a monthly net amount of EUR 5,000.00, payable in HRK based on middle exchange rate of HNB (in force from May 1, 2021)

Fixed remuneration, determined by the Managerial contract (valid in both mandates, previous and new one), 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 based on an assessment of the achievement of non-financial objectives.

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 2021. godinu, tako ni za 2020. i 2019. godinu.

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.

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 (što je bio slučaj kod članice Uprave Sandre Uzelac prema Menadžerskom ugovoru koji je vrijedio u prethodnom mandatu, odnosno do 30.4.2021. godine).

Posebne pogodnosti članici Uprave Sandri Uzelac, regulirane Menadžerskim ugovorima su tijekom 2021. godine bile kako slijedi:

Pogodnost	Od 1.1.2021. do 30.4.2021.	Od 1.5.2021. do 31.12.2021.
Dobrovoljna mirovinska štednja u treći stup mirovinskog osiguranja	500 kn/mjesečno	-
Godišnji liječnički pregled u renomiranoj zdravstvenoj ustanovi	Da	Ne*
Osiguranje od nezgode	Da, uz vrijednost premije do 7.000 kn	Ne*
Korištenje službenog automobila 24 sata	Ne	Da

* Pravo u kolektivnom aranžmanu, na jednak način i uz iste uvjete kao i za sve radnike Društva

Sukladno internim aktima Društva, članica Uprave Društva ostvarila je, na jednaki način i u jednakim iznosima kao i ostali radnici Društva primitke s osnova prigodnih neoporezivih nagrada i naknada u ukupnom iznosu u novcu u visini 3.000,00 kuna, te dodatno u naravi 600,00 kuna, sve u skladu s propisima o oporezivanju.

Naknade troškova prijevoza na posao i s posla isplaćene članici Uprave za 2021. godinu iznosile su ukupno 1.302,00 kuna, a slijedom toga članica Uprave nije imala na raspolaganju službeni automobil za korištenje 24 sata do 30.04.2021. godine.

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. Accordingly, 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 in 2021, 2020 and 2019.

2.1.3. Other benefits in money, rights, and things

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.

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 (which was the case with the member of the Management Board Sandra Uzelac according the previous Managerial contract valid in previous mandate or until April 30, 2021).

The member of the Management Board Sandra Uzelac had the following benefits during 2021 that are stipulated by her Managerial contract:

Benefits	from 1.1.2021 to 30.4.2021	from 1.5.2021 to 31.12.2021
Voluntary savings in the third pillar pension system	HRK 500 per month	-
Annual medical examination in a reputable health institution	Yes	No*
Accident insurance	Yes, up to annual premium value of HRK 7,000	No*
Company's car available for use 24 hours a day	No	Yes

* Benefit in the same manner and in the same amounts as other employees of the Company as collectively arranged

Pursuant to the Company's internal acts, the member of the Management Board received, in the same manner and in the same amounts as other employees of the Company, payments arising from occasional non-taxable rewards and fees in the total amount of HRK 3,000.00, and additionally benefit in kind HRK 600.00, all in accordance with tax regulations.

Reimbursement of transportation costs to and from work paid to the member of the Management Board for 2020 amounted to a total of HRK 1,302.00, considering that the member of the Management Board didn't have a Company's car available for use 24 hours a day until April 30, 2021.

2.1.4. Ukupni primici članice Uprave za 2021. godinu

Ukupni primici članice Uprave za 2021. godinu iznosili su kako slijedi:

R.b r.	Vrsta primitka	Ukupan trošak za 2021	Ukupni bruto primitak za 2021	Ukupni neto primitak za 2021
a)	Fiksni mjesечni primitak	823.887,20	707.199,31	434.732,94
b)	Dobrovoljna mirovinska štednja	2.500,00		2.500,00
c)	Neoporezivi primici i naknade	4.902,00		4.902,00
d)	Primici u naravi	179.234,26	153.849,15	80.636,24

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 2021. godinu.

2.2. Usporedni prikaz kretanja prihoda i dobiti 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 dobit Društva	Prosječni trošak godišnjih primitaka po zaposlenom	Prosječni trošak godišnjih primitaka po članu Uprave
2017	514.242.556	37.026.858	141.835,33	915.551,66
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	831.289,20

2.1.4. Total remuneration of the member of the Management Board for 2021

The total remuneration of the member of the Management Board for 2021 was as follows:

No	Type of remuneration	Total cost for 2021	Total gross remuneration for 2021	Total net remuneration for 2021
a)	Fixed monthly remuneration	823.887,20	707.199,31	434.732,94
b)	Voluntary pension savings	2.500,00		2.500,00
e)	Non-taxable compensations and fees	4.902,00		4.902,00
d)	Benefit in kind	179.234,26	153.849,15	80.636,24

The stated amount of benefit in kind refers to the calculated compensation for use of company vehicle available 24 hours a day, and paid Directors' & Officers' (D&O) liability insurance premium, which is not life insurance; pursuant to taxation regulations, it is allocated in equal amounts on the income side to Member of the Management Board, Director of Marketing and Sales, and Director of Technical and Production Division.

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 2021 is fixed remuneration.

2.2. Comparative presentation of the trends of revenues and profit 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.

Year	Total revenue of the Company	Net profit of the Company	Average cost of annual remuneration per employee	Average cost of annual remuneration per member of the Management Board
2017	514.242.556	37.026.858	141.835,33	915.551,66
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	831.289,20

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 troškovi za članove Uprave i to:

- Za 2017. i 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.
- Za 2020. i 2021. godinu iskazan je trošak primitaka samo za jedinog člana Uprave

Trošak primitaka uprave ne uključuje primitke u naravi.

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 2021. 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.

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 cost includes:

- 2017 and 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 solely the current member of the Management Board Sandra Uzelac remained, as the sole member of the Management Board), so the average number of Management Board members for that year is 1.25;
- 2020 and 2021: remuneration costs involving the sole member of the Management Board.

Management Board remuneration cost does not include benefit in kind.

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 2021. 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.

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 2021. godine članove Nadzornog odbora Društva činili su:

- Vittorio Carratù,
- Francesco Ciaramella,
- Giorgio Filipi,
- Antonio Gennarelli, te
- Zoran Košuta, kao predstavnik radnika u Nadzornom odboru društva, do 12.04.2021. godine
- i Damir Amić, kao predstavnik radnika u Nadzornom odboru društva, od 13.04.2021. godine.

Članovima Nadzornog odbora su za 2021. 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 2021. godinu
1.	Vittorio Carratù	Predsjednik	40.312,68
2.	Francesco Ciaramella	Zamjenik predsjednika	26.874,97
3.	Giorgio Filipi	Član	26.874,97
4.	Antonio Gennarelli	Član	26.874,97
5.	Zoran Košuta	Član	7.911,24
6.	Damir Amić	Član	20.004,73

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 2022. 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.

The member of the Management Board has not received any payments, nor has he 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 2021, the members of the Supervisory Board of the Company consisted of:

- Vittorio Carratù;
- Francesco Ciaramella;
- Giorgio Filippi;
- Antonio Gennarelli; and
- Zoran Košuta, as a workers' representative in the Supervisory Board until April 12, 2021 and
- Damir Amić, as a workers' representative in the Supervisory Board, from April 13, 2021 onward.

The following compensation were paid to the members of the Supervisory Board for 2021, expressed as the total cost (net remuneration with related taxes and contributions).

In HRK:

No.	Name and surname	Position	Total gross remuneration paid for 2021
1.	Vittorio Carratù	Vice-President	40.312,68
2.	Francesco Ciaramella	Member	26.874,97
3.	Giorgio Filippi	Member	26.874,97
4.	Antonio Gennarelli	Member	26.874,97
5.	Zoran Košuta	Member	7.911,24
6.	Damir Amić	Member	20.004,73

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 2022.

Upon approval of this Report by the General Assembly, the Report, together with the Auditor's Report, shall be published on the

Ovo Izvješće odobreno je od strane Uprave i Nadzornog odbora,
dana 28.04.2022.

Sandra Uzelac
Član Uprave

Vittorio Carratù
Predsjednik Nadzornog
odbora

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 28 April 2022.

Sandra Uzelac
Member of the Management
Board

Vittorio Carratù
President of the Supervisory
Board