

The Management Board of SLATINSKA BANKA d.d., with its registered seat in Slatina, Vladimira Nazora 2, PIN: 42252496579, on 20 May 2025, adopted a Decision on the amendment of the agenda of the General Assembly of SLATINSKA BANKA d.d. Pursuant to the aforementioned Decision, and in accordance with the provisions of Article 280 of the Companies Act, the Management Board of SLATINSKA BANKA d.d. announces

AMENDMENT OF THE AGENDA of the General Assembly of SLATINSKA BANKA d.d. convened for 30 June 2025 at 12.00 p.m. (noon) in Slatina at the Bank's headquarters, Vladimira Nazora 2. The Agenda is amended with an item 10, which reads:

10. Decision on the approval of the Remuneration Policy

Pursuant to Article 11 of the Statute of SLATINSKA BANKA d.d. (hereinafter: "the Bank") and Article 275, paragraph 1, item 3 of the Companies Act, the Management Board and the Supervisory Board propose to the Bank's General Assembly to adopt the following:

DECISION

on the approval of the Remuneration Policy for members of the Management Board and the Supervisory Board, version 2.0

I The Remuneration Policy for members of the Management Board and the Supervisory Board, version 2.0. is approved

REMUNERATION POLICY FOR MEMBERS OF THE MANAGEMENT BOARD AND THE SUPERVISORY BOARD OF SLATINSKA BANKA d.d.

version 2.00
December 2024

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Pursuant to Article 247a, 269, paragraph 3 and 275, paragraph 1, point 3 of the Companies Act (Official Gazette No. 111/1993, 34/1999, 121/1999, 52/2000, 118/2003, 107/2007, 146/2008, 137/2009, 111/2012, 125/2011, 68/2013, 110/2015, 40/2019, 34/22, 114/22, 18/23 and 130/23, hereinafter

referred to as "the Companies Act"), the Supervisory Board of SLATINSKA BANKA d.d. on 18 December 2024 determines and submits for approval and decision to the General Assembly the following:

REMUNERATION POLICY FOR MEMBERS OF
THE MANAGEMENT BOARD AND THE SUPERVISORY BOARD OF
SLATINSKA BANKA d.d.

1 INTRODUCTORY PROVISIONS

This Remuneration Policy for the Members of the Management Board and Supervisory Board of SLATINSKA BANKA d.d. (hereinafter: "the Policy") establishes the basic principles and guidelines that SLATINSKA BANKA d.d. (hereinafter: "the Bank") will apply when determining, awarding and paying all types of remuneration to the members of the Management Board and Supervisory Board. This Policy is based on the overarching Policy on Employee Remuneration of SLATINSKA BANKA d.d., v.4.02 (hereinafter: "the overarching Remuneration Policy") and on the Corporate Governance Code of HANFA and the Zagreb Stock Exchange.

The overarching Remuneration Policy applies to all issues not otherwise regulated by this Policy.

This Policy is adopted with the approval or decision of the Bank's General Assembly.

The purpose of the Management Board Members' Remuneration Policy (hereinafter: "the Remuneration Policy") is to establish the system and criteria for the remuneration of Management Board members (where the term "Management Board member" includes the President of the Management Board), the submission of the Report on the remuneration of Management Board members for voting at the Bank's General Assembly, as well as the procedure for adopting and amending the Remuneration Policy.

For the purposes of this Policy, remuneration is all forms of payment and benefits, in cash or in kind, paid to a Management Board member in exchange for the work performed by the Management Board member, and includes remuneration based on employment and other remuneration. Total remuneration may consist of fixed and variable remuneration.

2 GOALS AND PRINCIPLES OF REMUNERATION POLICY

The establishment of a remuneration system that reflects a clear link between set business goals and business performance that is focused on the long-term interests of the Bank and its shareholders is the basic task and goal of this Policy. The Remuneration Policy is based on the following principles:

- Linking the payment of the variable part of the remuneration of the Management Board members to the achieved results and performance indicators;
- Compliance of the remuneration of the Management Board members with the business policy and business strategy;
- Balance of all elements of remuneration and responsibility for the achieved results;
- Commitment and responsibility for the concept of corporate social responsibility, which implies a synergy of caring for society and the environment;
- Compliance of the level of remuneration, so that they are aligned with both the market conditions of the financial and banking profession, and with the complexity of the jobs according to the job evaluation methodology for all positions in the Bank.

3 TYPES OF REMUNERATION OF MANAGEMENT BOARD MEMBERS

The optimization of the Management Board's remuneration is carried out in a way that focuses on fixed remuneration with the possibility of exercising the right to variable remuneration. This ensures financial stability, creating the prerequisites for long-term higher quality work.

If a member of the Management Board is a person responsible for the work of the control function in the sense that he/she is both a member of the Management Board and an authorized control function, the following requirements apply to that employee:

- Fixed remuneration may not be less than two-thirds of the total remuneration of that employee;
- The total annual remuneration of that employee may not be less than the two-year average of the total annual fixed remuneration of employees in the same salary grade or employees performing work of comparable scope, complexity and responsibility.

The above does not apply to the President of the Management Board.

The total remuneration of a Management Board member for a particular year may not exceed the total fixed annual remuneration of an individual Management Board member together with the total annual variable remuneration, where variable remuneration may not exceed the total annual fixed remuneration of an individual Management Board member.

4 FIXED REMUNERATION OF MANAGEMENT BOARD MEMBERS

Fixed remuneration reflects the requirements of the position, professional experience and responsibility.

Fixed remuneration must meet the following criteria:

- it is based on pre-determined criteria,
- it reflects the level of professional experience, employee's length of service and other criteria established by the credit institution's internal acts,
- it is transparent when it comes to the individual amount allocated to an individual employee,
- it is paid on a continuous basis over a certain period that is linked to the employee's position in the organizational structure and the powers and responsibilities arising from that position,
- it is irrevocable, the permanent amount is changed by amendments to the collective agreement, work regulations or employment contract,
- it cannot be reduced, temporarily suspended or stopped being paid, unless this is a consequence of the implementation of a decision on a disciplinary measure or a fine imposed in accordance with the law regulating employment relations, a collective agreement or work regulations or if the employee has consented to the withholding of salary or has given written consent to the seizure of salary or other permanent income for the purpose of collecting a creditor's claim, except to the extent that such income is exempt from enforcement, in accordance with the law regulating enforcement,
- it does not encourage risk-taking,
- it does not depend exclusively on success, and
- it does not depend on the discretionary decision.

Fixed remuneration of Management Board members is:

1) Remuneration in cash

- Basic salary – determined by the Employment Contract of Management Board members
- Attributions to salary – Management Board members are entitled to increased salary for difficult working conditions, overtime and night work, work on weekly rest days and for work on Sundays, holidays or other days that are non-working by law.
- Salary allowances – Management Board members are entitled to salary payment for the period when, for justified reasons determined by the law, other regulations or the Work Regulations, they are not required to come to work, especially during paid leave, public holidays, non-working days determined by the law, education and professional training to which they were sent by the employer.
- Other payments and benefits for employees
- Contributions in kind:-
 - Use of a company car for official and private purposes (defined in the Employment Contract),
 - Severance pay agreed in the Employment Contract,
 - Reimbursement for transportation costs,
 - Extraordinary assistance,
 - Reimbursement for meals,
 - Christmas bonus,
 - Allowance for annual leave,
 - Gift for children,
 - Allowance for suffered armed robbery or attempted robbery,
 - Allowance in the event of the death of an employee or a close family member
 - Allowance for continuous sick leave of an employee exceeding 90 days,
 - Allowance for separation from family,
 - Employee insurance policies,
 - Reimbursement for education and professional development costs,
 - Reimbursement for per diems and other expenses on a business trip,
 - Remuneration paid based on a contractual provision on the prohibition of competition, and for the duration of the prohibition, in an amount that does not exceed the amount of fixed remuneration that would have been paid during that time if the employee were employed by the Bank,
 - Reimbursement paid as compensation for damages in the event of judicial termination of the contract as prescribed by the law governing employment relations.

2) Non-monetary remuneration

- use of a company car,
- gift in kind.

5 VARIABLE REMUNERATION OF MANAGEMENT BOARD MEMBERS

Variable remuneration represents remuneration that does not meet the conditions for the classification of fixed remuneration. In this sense, it is remuneration that depends on the employee's performance, the organizational unit and the institution and is aimed at rewarding employees to attract, motivate and retain them at a level that goes beyond the possibilities associated with fixed remuneration and/or as a thank you for special contributions to the achievement of business goals and for a positive impact on the institution's risk profile.

The members of the Management Board are entitled to a variable remuneration in the form of an annual bonus, proportional to the number of months in which they performed the function of Management Board members in the previous business year.

The variable remuneration received by the members of the Management Board is defined in their Employment Agreement concluded with the Bank (by the Bank's Supervisory Board), for the duration of their mandate.

Members of the Management Board are entitled to an annual bonus for work in the previous year, provided that the Bank's gross profit was achieved in the previous year, confirmed by the audit of the Bank's annual financial statements and provided that the business plan for the individual year approved by the Supervisory Board has been achieved, with a permitted deviation of -10% from the planned plan and provided that the member of the Management Board has also achieved the personal goals set for the year for which the performance is assessed. In the event of a deviation from the business plan of more than -10%, the member of the Management Board is not entitled to an annual bonus, regardless of the Bank's gross profit and regardless of the achievement of the personal goals set for the year for which the performance is assessed..

The annual bonus for members of the Management Board cannot be lower than 1% of the Bank's gross profit in the previous year, and the exact amount is determined by the Bank's Supervisory Board.

The remuneration is paid in a lump sum within 30 days from the date of the decision on the payment of the annual remuneration.

If, before the end of the business year, a member of the Management Board is recalled from the position of a member of the Management Board either by a decision of the Supervisory Board without his/her fault or his/her function is terminated due to a status change that terminates the legal personality of the Bank, the member of the Management Board is entitled to the payment of the annual bonus in the current year, whereby the percentage of the bonus will be calculated from the Bank's profit achieved in the current year, determined with the balance on the last day of the reporting month in the current year according to unaudited reports, or more by decision of the Bank's Supervisory Board.

The gross amount of the annual bonus, including all other variable remuneration of the Management Board member from the previous business year, cannot exceed the total fixed remuneration awarded to the Management Board member in the previous business year.

All payments of variable remuneration are considered in gross amount.

6 VARIABLE REMUNERATION IN THE FORM OF FINANCIAL INSTRUMENTS

The Supervisory Board may decide to pay the annual bonus in the form of financial instruments. If the annual bonus is paid in the form of financial instruments, the price of financial instruments is determined based on the average price on a regulated market on the day preceding the decision to pay the annual bonus in the form of financial instruments.

Ordinary shares of the Bank are used to pay a portion of the variable remuneration in financial instruments. When determining the number of shares to be awarded or when determining any subsequent reductions in the number of instruments awarded to an employee as a variable remuneration, the market or fair value of the instruments on the day preceding the decision is used.

A member of the Management Board may not be paid an amount based on dividends or interest on an instrument before the rights from that instrument are transferred to him/her.

If shares are awarded to a member of the Management Board as part of the remuneration package, the member of the Management Board may not dispose of those shares for at least two years from the date on which they were awarded.

7 BASIC CRITERIA FOR THE PAYMENT OF VARIABLE REMUNERATION

Variable remuneration may only be paid if the Bank's financial position is sustainable and the variable remuneration is justified.

The decision on the payment of the annual remuneration for the members of the Management Board is made after the following criteria have been cumulatively met:

- adopted and confirmed audit reports for the previous business year, which must not contain any comments or reservations on the financial statements of the previous business year
- the Bank's gross profit in the previous year, confirmed by the audit of the Bank's annual financial statements and subject to the implementation of the business plan for the individual year approved by the Supervisory Board, with a permitted deviation of -10% from the planned plan,
- confirmation submitted by the control functions that the Bank's risk profile has been maintained or reduced/improved
- the Management Board member has also achieved the personal goals set for the year for which performance is being assessed

8 REMUNERATION SUPERVISORY BOARD

The remuneration of the Supervisory Board members consists exclusively of fixed remuneration.

The fixed remuneration of the Supervisory Board members is the remuneration for participation in the work and attendance at the Supervisory Board meetings.

The General Assembly, at least every four years, decides on the remuneration of the Supervisory Board members and adopts a Decision on the amount of the fixed remuneration of the Supervisory Board members - remuneration for participation in the work and attendance at the meetings of the Supervisory Board, as a rule for the duration of the mandate.

A decision confirming an earlier decision is allowed.

9 SUBSEQUENT RISK MONITORING FOR VARIABLE REMUNERATION

Variable remuneration is fully subject to reduction by applying malus and clawback provisions, whereby it can be reduced by up to 100%.

The malus allows for the reduction of remuneration that was previously awarded, but which has been deferred and has not yet been paid. The malus is applied in relation to certain unpaid variable remuneration in full.

The clawback of remuneration implies the return of amounts paid or rights transferred from the instrument, regardless of whether they were deferred or not.

The decision on the activation of the provisions on the malus and the clawback of remuneration is made by the Supervisory Board, which also defines the reasons, necessary measures and rules of procedure in relation to the specific case.

The application of the malus is applied if there are serious violations by a member of the Management Board, such as:

- participation of a Management Board member in activities that resulted in significant losses for the Bank or liability for such activities,
- a Management Board member failed to meet prescribed or internally set standards of suitability,
- a conflict of interest of a Management Board member was established,

- the Bank subsequently suffered a significant impairment of financial performance,
- significant changes in the Tier 1 and regulatory capital (capital requirements are not met or may be expected not to be met), or there was a significant increase in capital requirements in the Bank.

The clawback is applied if there are more serious violations by the Management Board member, such as:

- Fraud or other criminal offense or misleading information related to the actions of the Management Board member with a significant negative impact on the Bank's credibility and profitability.

Deferred portions of remuneration may not be paid more frequently than once a year. The first deferred portion of remuneration may be paid at least one year after the start of the deferral.

10 BASIC INFORMATION ON THE CONTRACTUAL RELATIONSHIP WITH THE MANAGEMENT BOARD MEMBERS

The Management Board members have concluded a Contract on the performance of the function of the President/Member of the Management Board (hereinafter: "the Contract") with the Supervisory Board, which establishes the employment relationship of the Management Board members with the Bank. The contracting parties have defined the employment relationship between the President/Member of the Management Board and the Bank for a fixed period of time defined by the duration of their mandate. The provisions of the employment contracts of the Management Board members define all fixed and variable remuneration of the Management Board members.

Contracts with the Management Board members shall be terminated under the following conditions:

- Expiration of the mandate the member of the Management Board member was appointed to
- Resignation of the Management Board member
- Revocation by the Supervisory Board

In the event of termination of the Contract, the President/Member of the Management Board may exercise the right to severance pay, under the conditions and in the manner specified in the Employment Contract..

11 FINAL PROVISIONS

The General Assembly shall decide at least once every four years whether to approve the Remuneration Policy for members of the Management Board and the Supervisory Board submitted to it by the Supervisory Board, and always when it is significantly amended.

Deviations from the Policy are permitted without prior amendment when necessary to comply with regulatory requirements and/or supervisory measures, as evidenced by written amendments to regulatory requirements and written decisions of the regulator.

Any decision to amend the Policy will be made in the same manner as this Policy. If, during the review of the Remuneration Policy, deficiencies are identified in its content or implementation, or if it is determined that it does not have the expected effect, the Supervisory Board will submit a revised Policy to the General Assembly.

The Policy shall enter into force on the date of the General Assembly's decision to approve it and shall be applied for a maximum of four years. Exceptionally, the Policy shall be applied for a shorter period if, before the expiry of its term, it is amended and adopted in amended form.

The approved Policy is published and made available free of charge on the Bank's website for a period of ten years.

II Immediately after the adoption of this Decision, the Decision and the Remuneration Policy for members of the Management Board and Supervisory Board version 2.0 will be published on the Bank's website for a period of ten years.

III This decision enters into force on the date of its adoption..

Explanatory Note:

The Management Board of SLATINSKA BANKA d.d. (hereinafter: "the Bank") published on 20 May 2025. an invitation to shareholders to participate in the Bank's General Assembly and the Agenda and proposed decisions were published in the invitation. After the publication of the invitation, the Agenda and proposed decisions, on 20 May 2025 the Bank's Management Board adopted a Decision on the amendment of the agenda of the General Assembly of SLATINSKA BANKA d.d., Vladimira Nazora 2, Slatina, PIN:42252496579, Registration number:010000576 convened for 30 June 2025 at 12.00 p.m. (noon), based on the rights set out in Article 280, paragraph 2 of the Companies Act.

The full text of the Proposal for amending the Agenda of the General Assembly of SLATINSKA BANKA d.d., Vladimira Nazora 2, Slatina, PIN:42252496579, Registration number:010000576 convened for 30 June 2025 at 12.00 p.m. (noon) is published in its entirety and available to shareholders, together with the invitation and all materials for the General Assembly, on the Bank's website www.slatinska-banka.hr

SLATINSKA BANKA d.d.