

**INA-INDUSTRIJA NAFTE, D.D.**

**MANAGEMENT BOARD AND SUPERVISORY BOARD  
REMUNERATION REPORT FOR 2022**



## Independent limited assurance report on the Management Board and Supervisory Board Remuneration Report for the year 2022

To the Management Board and Supervisory Board of INA–INDUSTRIJA NAFTE, d.d.

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### *Subject matter*

Pursuant to the provisions of Article 272r item 3 of the Companies Act and the contract concluded with INA–INDUSTRIJA NAFTE, d.d. (the “Company”), we performed a limited assurance engagement of the accompanying Management Board and Supervisory Board Remuneration Report for the year ended 31 December 2022 (the “Remuneration Report”) prepared by the Company’s Management Board.

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### *Reporting 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 items 1 and 2 of the Companies Act.

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### *Management and Supervisory Board’s responsibilities*

The Company’s Management Board and the Supervisory Board are responsible for:

- preparing the Remuneration Report for the year 2022 in accordance with disclosure requirements of Article 272r items 1 and 2 of the Companies Act,
- identifying the individuals to be included in the Remuneration Report in accordance with Article 272r item 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 information disclosed in the Remuneration Report,
- measurement of remuneration for the year ended 31 December 2022 in accordance with provisions of Article 272r items 1 and 2 of the Companies Act, and
- publishing the Remuneration Report on the Company’s website in accordance with provisions of Article 272r item 4.

The Company’s Management Board is also responsible for maintaining an internal control system that provides limited assurance that the information described above is free from material misstatement, whether due to fraud or error.

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### *Our responsibilities*

Our responsibility is to report on the Remuneration Report in accordance with the requirements of Article 272r item 3 of the Companies Act. We performed a limited assurance engagement in accordance with International Standards on Assurance Engagements 3000 (Revised) - *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*.

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Commercial Court in Zagreb, no. Tt-99/7257-2, Reg. No.: 080238978; Company ID No.: 81744835353; Founding capital: HRK 1,810,000.00 (EUR 240,228.28), paid in full; Management Board: J. M. Gasparac, President; S. Dusic, Member; T. Macasovic, Member; Banking account: Raiffeisenbank Austria d.d., Magazinska 69, Zagreb, IBAN: HR8124840081105514875.



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### *Quality control requirements and professional ethics*

We apply International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We comply with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

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### *Summary of the work performed*

We have performed the following procedures regarding the subject matter:

- we inquired of members of Management, Supervisory Board and other persons within the Company to gain understanding of the remuneration policies and the process applied in preparing the Remuneration Report;
- we received from the Company a list of all members of the Management and Supervisory Boards during 2022 and checked whether their remuneration is disclosed in the Remuneration Report;
- we reconciled the remuneration information presented in the Remuneration Report with the Company's accounting records (general ledger and subledgers) for the year ended 31 December 2022;
- we reviewed, on a sample basis, the relevant documentation (contracts and payments) related to the remuneration information presented in the Remuneration Report; and
- we checked whether the Remuneration Report contains all the information required by provisions of Article 272r items 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.

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### *Limited assurance conclusion*

Based on our work performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Remuneration Report for the year ended 31 December 2022 is not prepared in accordance with the requirements specified in Article 272r items 1 and 2 of the Companies Act.

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### *Restriction of distribution and use*

This report has been prepared solely for the Management Board in accordance with the agreement between us, to assist the Company in reporting the Remuneration Report, and is intended solely for the purposes specified in Article 272r item 3 of the Companies Act. We permit this report to be disclosed in the Company's web page in accordance with Article 272r item 4 of the Companies Act.



To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company's Management Board for our work or this report, except where such terms are expressly agreed in writing.

In addition, based on the procedures performed and described above, this is a limited assurance report and it is not, nor is it intended to be, a legal opinion on the Company's compliance with Article 272r items 1 and 2 of the Companies Act.

The Company's Management Board is responsible for placing the Remuneration Report on the Company's web-site and for accuracy of such information. The scope of our performed work does not include reviewing these matters; consequently, we do not assume any responsibility for any amendments that might have been made to the Remuneration Report underlying this Independent limited assurance report or any differences between the report issued by us and the information presented on the Company's web-site.

PricewaterhouseCoopers d.o.o.  
Heinzelova 70, Zagreb  
Zagreb, 22 March 2023

This version of our report is a translation from the original, which was prepared in Croatian language. All possible care has been taken to ensure that the translation is an accurate representation of the original. However, in all matters of interpretation of information, views or opinions, the original language version of our report takes precedence over this translation.

Pursuant to Article 272.r of Company Act (CA), Management Board and Supervisory Board of INA – INDUSTRIJA NAFTE, d.d. Zagreb (hereinafter: INA or Company) submitted the following:

## MANAGEMENT BOARD AND SUPERVISORY BOARD REMUNERATION REPORT FOR 2022

### 1. Introduction

INA's corporate management structure is based on dualistic system which includes Supervisory Board and Management Board which – together with General Assembly – represent three mandatory INA corporate bodies in line with INA Statute and CA.

INA's compensation strategy is regulated within Company internal documents with the aim to ensure competitive remuneration package as remuneration plays an important role in supporting the achievement of Company goals. Through the design of its incentive schemes, Company aims to ensure that manager/employee remuneration supports their private interests, Company's strategic objectives and interests of the shareholders.

This report is prepared in line with the Company's internal documents and procedures, including Remuneration policy for INA – INDUSTRIJA NAFTE, d.d. Management Board members (hereinafter referred as: Remuneration policy) and Decision on remuneration to the Supervisory Board members approved by General Assembly on 26 August 2020.

### 2. Management Board

In accordance with Companies Article of Association, INA Management Board (further in text: MB) is formed by 6 members who are entitled to receive management fee for the work performed in line with the INA Supervisory Board decision on the salary and fee for Management Board members.

During year 2022, from 1 January until 31 December, INA Management Board members were the following:

- Péter Ratatics – President of the Management Board from 28.9.2022, until 30.6.2023
- Krisztián Pulay – MB member from 28.9.2022 until 30.6.2023,
- Berislav Gašo – MB member from 28.9.2022 until 15.1.2023\*,
- Miroslav Skalicki – MB member from 28.9.2022 for a maximum of 6 months,
- Hrvoje Šimović – MB member from 28.9.2022 for a maximum of 6 months,
- Marin Zovko – MB member from 28.9.2022 for a maximum of 6 months,
- Sándor Fasimon – President of the Management Board from 1.7.2018 until 28.9.2022,
- Niko Dalić – MB member from 11.2.2011 until 28.9.2022,
- Barbara Dorić – MB member from 1.4.2020 until 28.9.2022,
- Darko Markotić – MB member from 1.4.2020 until 28.9.2022,
- Ferenc Zoltán Horváth – MB Member from 1.2.2021 until 28.9.2022 and
- József Farkas Simola – MB Member from 1.2.2021 until 28.9.2022.

\*Mr Berislav Gašo resigned from the position of MB Member with his Letter of resignation and applicable date of his resignation is date of appointment of new MB Member (16.1.2023).

Status of MB members is regulated via two different contracting forms:

- Employment Contract – for MB members which are in employment relationship with INA, these MB members receive salary for the work performed in MB based on this contact.
- Service Contract for performing the role of Management Board members – for other MB members which are entitled to management fee based on this contract.

INA Supervisory Board has passed the Remuneration policy on salary/fee amount for MB members as well as the applicable percentage (%) of annual bonus which represents variable part of the total income for MB members.

During the year 2022, the Company:

- did not request a return of variable parts of the income paid to the Board Members
- did not have any additional payment obligations in case of early termination of the Board membership i.e. regular termination of the Board membership
- there were no payments nor claims from the third party, related to the work performed as Board Member
- has paid all obligations defined by law, i.e. had no additional obligations for payments defined by law
- did not deviate from the current Policy of receipts.

## 2.1. MB members income

INA MB members are entitled to the fee for their MB membership role which is comprised of fixed and variable part. In addition to this, they are entitled to different benefits in kind based on the Company's internal regulations and decisions.

In accordance with the Remuneration policy, MB members are entitled to receive an income for performance of his/her function/tasks as a MB member only in case if he/she is not employed full time in any company within the INA/MOL Group.

Since INA MB members act and pass decisions together as the company body and have the same scope of responsibilities in order to act in Company's best interest, fixed monthly salary/fee for MB membership in INA is defined in unique and equal amount for all MB members and amounts to gross 78,000 HRK. Exceptionally, President of the Management Board is employed on a part-time basis (20 hours per week) and for his work he receives the above stated fixed monthly salary/fee.

Same as in case of fixed monthly salary/fee, defined variable part of the fee (bonus) for INA MB members, target setting and respective evaluation are aligned/equal for all MB members. Variable part of the fee (bonus) is defined as the percentage (%) of the annual fixed fee and amounts to 65% for 100% annual target evaluation.

Performance management system enables the Company's owners/shareholders to direct business behaviour and decisions of managers toward accomplishment of short-term and long-term Company goals through set individual goals. From Company's owners/shareholders perspective, the ultimate goal

is to create added value and profit and following to this, for 2021 the MB members had specific defined goals related to main financial indicators (CAPEX, EBITDA, FTE, etc.). Due to the fact that sustainable development and safety are high priorities within the Company, in the scope of performance management system for the MB members a target related to TRIR (Total Reportable Injury Rate) was set. The targets are compared to the planned values using the following weights in calculating the total variable achievement: EBITDA target 40%, CAPEX 30%, FTE 15% and TRIR 15%.

When defining the amount of variable part of the fee (bonus), the evaluation of set targets is performed and the respective percentage of the accomplishment for each separate target has been calculated. Based on these individual target evaluations, the weighted sum of target accomplishments is calculated which for year 2021 has been calculated to 164%. In line with this 2021 evaluation, INA MB members have received the variable part of the fee (bonus) for the year 2021 in the amount of 997,776 HRK for reference period. Bonus for 2021 is paid out in 2022.

- Basis for bonus calculation: 78,000 HRK \* 12 months = 936,000 HRK
- Potential bonus entitlement for 100% target achievement: 936,000 HRK \* 65% bonus = 608,400 HRK
- 2021 bonus pay-out: 608,400 HRK \* 164% realization = 997,776 HRK

Amount of gross income paid in 2022 for active INA MB members is shown in the table below:

Name and surname, position	Reported financial year/Year -1	1 Fixed remuneration			2 Variable remuneration		3 Extraordinary items	4 Pension expense	5 Total Remuneration	6 Proportion of fixed and variable remuneration
		Base salary	Fees	Fringe benefits	One-year variable	Multi-year variable				
Péter Rátatics; President of the Management Board	2022	241.091	0	22.657	0	0	0	0	263.748	100% : 0%
	2021		0		0	0	0	0	0	-
Krisztián Pulay*; Management Board Member	2022	0	0		0	0	0	0	0	-
	2021	0	0		0	0	0	0	0	-
Miroslav Skalicki; Management Board Member	2022	241.091	0	12.776	0	0	0	0	253.867	100% : 0%
	2021	0	0	0	0	0	0	0	0	-
Hrvoje Šimović; Management Board Member	2022	241.091		12.929					254.020	100% : 0%
	2021	0	0	0	0	0	0	0	0	-
Marin Zovko; Management Board Member	2022	241.091		13.031					254.122	100% : 0%
	2021	0	0	0	0	0	0	0	0	-

Notes:

\* INA Management Board members employed for full time in MOL Group company, not entitled to fee for INA MB membership

Fringe benefits include income related to private usage of business car, internal representation and meal expenses.

Apart from the above stated fixed and variable gross taxable elements, INA MB members are entitled to the following benefits in kind:

- Additional Health insurance policy in the same scope as other INA employees,
- Entitlement to annual managerial check-up.

Total cost for the Company for the benefits in kind/entitlements is 6.253,64 HRK.

## 2.2. Former MB members income

During year 2022, there were changes in INA MB member appointments.

Amount of gross income paid in 2022 for former INA MB members is shown in the table below:

Name and surname, position	Reported financial year/Year -1	1 Fixed remuneration			2 Variable remuneration				3 Unused vacation	4 Market competition	5 Pension expense	6 Total remuneration	7 Proportion of fixed and variable remuneration
		Base salary	Fees	Fringe benefits	One-year variable 2019	One-year variable 2020	One-year variable 2021	Multy-year variable					
Sándor Fasimon; President of the Management Board	2022	694.909	0	90.196	0	0	997.776	0	31.909	0	0	1.814.790	45% : 55%
	2021	936.000	0	89.893	625.242	425.880	0	0	0	0	0	2.077.015	49% : 51%
Niko Dalić; Management Board Member	2022	761.429	0	43.074	0	0	997.776	0	42.545	117.000	0	1.961.823	49% : 51%
	2021	936.000	0	49.704	625.242	425.880	0	0	0	0	0	2.036.826	48% : 52%
Darko Markotić; Management Board Member	2022	761.429	0	42.741	0	0	997.776	0	28.364	117.000	0	1.947.310	49% : 51%
	2021	936.000	0	49.958	0	319.992	0	0	0	0	0	1.305.950	75% : 25%
Barbara Dorić; Management Board Member	2022	761.429	0	42.311	0	0	997.776	0	49.636	117.000	0	1.968.152	49% : 51%
	2021	936.000	0	72.019	0	319.992	0	0	0	0	0	1.328.011	76% : 24%
Ferenc Horváth*; Management Board Member	2022	0	0	0	0	0	0	0	0	0	0	0	-
	2021	0	0	0	0	0	0	0	0	0	0	0	-
József Simola*; Management Board Member	2022	0	0	0	0	0	0	0	0	0	0	0	-
	2021	0	0	0	0	0	0	0	0	0	0	0	-
Berislav Gaso**; Management Board Member	2022	0	0	0	0	0	0	0	0	0	0	0	-
	2021	0	0	0	0	0	0	0	0	0	0	0	-

Notes:

\* INA Management Board members until 28/9/2022; employed for full time in MOL Group company, not entitled to fee for INA MB membership

\*\* INA Management Board member until 15/1/2023; employed for full time in MOL Group company, not entitled to fee for INA MB membership

## 2.3. Overview of the Company's income and income of MB members

In line with Reward strategy, when defining the minimum and maximum salary amounts for specific job position, INA is monitoring its market placement and aligns the pay scales with the corresponding job complexity, responsibilities and dimensions of each position, as well as mandatory qualifications. In order to be able to do this, INA is regularly participating in market research and continuously tracking salary and total cash movements on the Croatian market.

Additionally, when defining the pay scales and other benefits for each job position, INA is dedicated to maintaining internal consistency and equality within the Company. Furthermore, INA is fostering performance driven culture and is dedicated to rewarding and recognizing the individual performance and target achievement.

Year	in mln HRK			in HRK	
	Total Company revenues	Company net profit	INA d.d. reported EBITDA	Average gross annual income per employee	Average gross annual income of MB members
2017	18.385	1.426	3.461	166.625	1.497.459
2018	21.924	1.334	3.038	171.435	1.294.751
2019	21.613	656	2.599	181.898	1.119.082
2020	14.221	-933	849	179.863	784.159
2021	22.306	1.273	3.154	186.532	1.686.950
2022	35.010	1.837	4.898	201.728	2.174.458

Average annual gross income per employee represents both fixed (regular salary, shift allowances, readiness and overtime etc.) and variable incomes (as annual and quarterly bonuses or various awards) as well as other material rights (such are meal allowance, commuting costs, Christmas bonus, Easter bonus, Holiday allowance, jubilee award, field work allowance, financial supports, gift for children and



etc). Head count (HC) for specific year was calculated as average closing number of HC for each month in the specific year.

The income of INA MB members represents also all fixed and variable parts of compensation paid in respective period and the fact that INA MB consists of 4 members who receive income while 2 other MB members do not receive remuneration from INA for MB position.

#### **2.4. Additional information**

INA MB members are not entitled to income in shares or Company's share options, nor do they have any other type of long term incentives. Furthermore, INA is not requesting the return of variable part of the fee (bonus) in any case.

For the work performed in 2022 the MB members might be entitled to bonus for 2022. Exact amount of the bonus shall depend on target evaluation, and the payout shall be done after the company's management bodies approve the payment of variable part (bonus).

MB members have not received, nor are they entitled to receive any remuneration from third parties in connection with the activities they performed as INA MB members.

### 3. Supervisory Board

In accordance with Company's Articles of Association of INA-INDUSTRIJA NAFTE d.d., INA Supervisory Board (further in the text: SB) supervises the work of INA Management Boards and it is consisted out of 9 members who are entitled for a SB fee for their work performed according to the decision of INA General Assembly.

During year 2022, from 1 January until 31 December, INA SB members were the following:

- Damir Mikuljan – President of the Supervisory Board, from 17.12.2021
- József Molnár – Vice-president of the Supervisory Board, from 19.12.2016.
- László Uzsoki – SB member, from 19.12.2016
- Zsuzsanna Eva Ortutay – SB member, from 18.12.2020.
- Gabriel Szabó – SB member, from 18.12.2020
- Domokos Szollár – SB member, from 18.12.2020
- Jasna Pipunić – employee representative within SB, from 12.4.2016
- Branimir Škurla – SB member, from 17.12.2021
- Ivo Ivančić – SB member, from 15.6.2022
- Davor Filipović – SB member, from 17.12.2021 until 29.4.2022

#### 3.1. SB members income

INA General Assembly has passed the Decision on remuneration to the INA – INDUSTRIJA NAFTE, d.d. Supervisory Board members where the rights and entitlements of the SB members are defined, along with the way how the fee is determined. In line with the mentioned Decision, the following entitlements are determined:

- SB President is entitled to the fee for the work performed in the amount of three average paid net salaries of the INA employees' in previous month.
- SB members are entitled to the fee for the work performed in the amount of two average paid net salaries of the INA employees' in previous month.

Amount of the total gross paid income in year 2022 for INA SB members is shown in the table below:

Name and surname, position	Reported financial year/Year -1	1 Fixed remuneration			2 Variable remuneration		3 Extraordinary items	4 Pension expense	5 Total Remuneration	6 Proportion of fixed and variable remuneration
		Base salary	Fees	Fringe benefits	One-year variable	Multi-year variable				
Damir Mikuljan; President of the Supervisory Board	2022	0	499.864,00	0	0	0	0	0	499.864,00	100% : 0%
	2021	0	327.125,23	0	0	0	0	0	327.125,23	100% : 0%
Branimir Skurla; Supervisory Board Member	2022	0	329.949,73	0	0	0	0	0	329.949,73	100% : 0%
	2021	0	0	0	0	0	0	0	0	-
Ivo Ivančić; Supervisory Board Member	2022	0	159.598,55	0	0	0	0	0	159.598,55	100% : 0%
	2021	0	0	0	0	0	0	0	0	-
József Molnár**; Vice president of Supervisory Board	2022	0	0	0	0	0	0	0	0	-
	2021	0	0	0	0	0	0	0	0	-
Jasna Pipunić; Supervisory Board Member; employee's	2022	0	345.357,54	0	0	0	0	0	345.357,54	100% : 0%
	2021	0	333.976,06	0	0	0	0	0	333.976,06	100% : 0%
László Uzsoki; Supervisory Board Member	2022	0	296.834,83	0	0	0	0	0	296.834,83	100% : 0%
	2021	0	287.052,47	0	0	0	0	0	287.052,47	100% : 0%
Zsuzsanna Ortutay**; Supervisory Board Member	2022	0	0	0	0	0	0	0	0	-
	2021	0	0	0	0	0	0	0	0	-
Gabriel Szabó**; Supervisory Board Member	2022	0	0	0	0	0	0	0	0	-
	2021	0	0	0	0	0	0	0	0	-
Domokos Szollár**; Supervisory Board Member	2022	0	0	0	0	0	0	0	0	-
	2021	0	0	0	0	0	0	0	0	-

Notes:

\* Supervisory Board member from 15/6/2022

\*\* Supervisory Board members in employment relationship with MOL Group company are not entitled to the fee for participation in INA SB

### 3.2. Former SB members income

During 2022, there were changes in INA SB membership. Amount of the total gross paid income in year 2022 for former INA SB members is shown in the table below:

Name and surname, position	Reported financial year/Year -1	1 Fixed remuneration			2 Variable remuneration		3 Extraordinary items	4 Pension expense	5 Total Remuneration	6 Proportion of fixed and variable remuneration
		Base salary	Fees	Fringe benefits	One-year variable	Multi-year variable				
Davor Filipović*; Supervisory Board Member	2022	0	137.205,67	0	0	0	0	0	137.205,67	100% : 0%
	2021	0	0	0	0	0	0	0	0	-

Notes:

\* Supervisory Board member until 29/4/2022

### 3.3. Additional information

INA SB members are entitled only to the above mentioned unified monthly fixed fee and are not entitled to any further variable part of the fee (bonus), nor to any other benefit in cash or kind. INA SB members are not entitled to income in shares or Company's share options, nor do they have any other type of long term incentives.

SB members have not received, nor are they entitled to receive any remuneration from third parties in connection with the activities they performed as INA SB members.

#### 4. Audit Committee

INA SB appoints Audit Committee which is consisted out of 3 members who are entitled for an Audit Committee fee for their work performed according to the decision of INA SB.

During year 2022, from 1 January until 31 December, INA Audit Committee members were the following:

- Judit Jolán Szilágyi – Audit Committee President, from 17.5.2017 until 18.12.2024
- Ratko Marković – Audit Committee member, from 20.3.2019 until 18.12.2024
- Sanja Sever Mališ – Audit Committee member, from 29.9.2022 until 18.12.2024 and
- Hrvoje Šimović – Audit Committee member, from 20.3.2019 until 28.9.2022.

##### 4.1. Audit Committee members income

INA SB has passed the Decision on remuneration for Audit Committee members (where the rights and entitlements of the Audit Committee members are defined, along with the way how the fee is determined). In line with the mentioned Decision, the following entitlements are determined:

- Audit Committee chairman is entitled to the fee for the work performed in the amount of one average paid net salary of the INA d.d. employees' in previous month.
- Audit Committee members are entitled to the fee for the work performed in the amount of 50% of one average paid net salary of the INA d.d. employees' in previous month.

Amount of the total gross paid income in year 2022 for INA Audit Committee members is shown in the table below:

Name and surname, position	Reported financial year/Year -1	1 Fixed remuneration			2 Variable remuneration		3 Extraordinary items	4 Pension expense	5 Total Remuneration	6 Proportion of fixed and variable remuneration
		Base salary	Fees	Fringe benefits	One-year variable	Multi-year variable				
Judit Jolán Szilágyi; Audit Committee President	2022	0	148.417	0	0	0	0	0	148.417	100% : 0%
	2021	0	143.526	0	0	0	0	0	143.526	100% : 0%
Ratko Marković; Member	2022	0	82.454	0	0	0	0	0	82.454	100% : 0%
	2021	0	79.737	0	0	0	0	0	79.737	100% : 0%
Sanja Sever Mališ*; Member	2022	0	14.666	0	0	0	0	0	14.666	100% : 0%
	2021	0	0	0	0	0	0	0	0	-

Notes:

\* Audit Committee member from 29/9/2022

##### 4.2. Additional information

INA Audit Committee members are entitled only to the above mentioned unified monthly fixed fee and are not entitled to any further variable part of the fee (bonus), nor to any other benefit in cash or kind. INA Audit Committee members are not entitled to income in shares or Company's share options, nor do they have any other type of long term incentives. During 2022, there were changes in INA Audit Committee membership.

Amount of the total gross paid income in year 2022 for former INA Audit Committee members is shown in the table below:

Name and surname, position	Reported financial year/Year -1	1 Fixed remuneration			2 Variable remuneration		3 Extraordinary items	4 Pension expense	5 Total Remuneration	6 Proportion of fixed and variable remuneration
		Base salary	Fees	Fringe benefits	One-year variable	Multi-year variable				
Hrvoje Šimović; Member	2022	0	70.982,52	0	0	0	0	70.983	100% : 0%	
	2021	0	83.494	0	0	0	0	83.494	100% : 0%	

Notes:

\* Audit Committee member until 28/9/2022

## 5. Approval of the report

This Management Board and Supervisory Board Remuneration Report for 2022 was approved and authorized by the Management Board and Supervisory Board on 22 March 2023.

This report is sent to the General Assembly of the Company for voting and approval. The decision of the General Assembly does not assume obligations or acquire rights.

Signed on behalf of the Company on 22 March 2023 by:

**President of the Management Board:**

**President of the Supervisory Board:**



**Péter Ratatics**




**Damir Mikuljan**