

Arena Hospitality Group d.d.

NADZORNI ODBOR

U Puli, 25.02.2022.

ODLUKA O NADLEŽNOSTI ODBORA O NAGRAĐIVANJU

I/ Sukladno Odluci Nadzornog odbora br. 13/2021 od 28. srpnja 2021. godine, Nadzorni odbor ovime određuje sljedeće nadležnosti Odbora za imenovanja Društva:

- preporučiti Nadzornom odboru politike primitaka za članove Uprave najmanje svake tri godine
- preporučiti svake godine Nadzornom odboru primitke koje bi trebali primiti članovi Uprave, temeljene na procjeni rezultata Društva i njihovih osobnih rezultata, a nakon savjetovanja s Predsjednikom Uprave
- preporučiti Nadzornom odboru Politiku primitaka za članove nadzornog odbora koja će biti dana na odobrenje Glavnoj skupštini
- pratiti iznos i strukturu primitaka višem rukovodstvu i radnicima kao cjelini te dati preporuke Upravi o njezinim politikama
- nadgledati pripremu zakonom propisanoga obveznog godišnjeg izvješća o primicima za suglasnost Nadzornog odbora
- obavljanje drugih zadataka sukladno zakonu, podzakonskim propisima, Statutu i drugim internim aktima Društva, Kodeksu korporativnog upravljanja kojeg primjenjuje Društvo te važeće Politike primitaka članova Uprave i Nadzornog odbora;.

II/ Odbor za nagrađivanje Društva ovlašten je usvojiti svoj poslovnik o radu, uz prethodnu suglasnost Nadzornog odbora Društva. Do donošenja takvog poslovnika, na pripremu, sazivanje, način rada, odlučivanje te

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SUPERVISORY BOARD

Pula, 25.02.2022.

DECISION ON TERMS OF REFERENCE OF THE REMUNERATION COMMITTEE

I/ Pursuant to the Supervisory Board Decision no. 13/2021 dated 28 July 2021, the Supervisory Board hereby sets out the following authorities of the Nomination Committee:

- recommend to the Supervisory board the remuneration policy for Management board members at least every three years;
- recommend to the Supervisory board each year the remuneration to be received by members of the Management board, based on an assessment of the Company's and their individual performance during the year and following consultation with the President of the Management board;
- recommend to the Supervisory board the remuneration policy for Supervisory board members, for approval by the general meeting;
- monitor the amount and structure of remuneration to senior management and the workforce as a whole, and make recommendations to the Management board on their policies; and
- oversee the preparation of the annual remuneration report required by law, for approval by the Supervisory board;
- performing other tasks in accordance with the law and implementing regulations, the Articles of Association and other internal acts of the Company, the Corporate Governance Code applied by the Company and the applicable Remuneration Policy for the members of the Management and the Supervisory Board.

II/ The Remuneration Committee is authorised to adopt its rules of procedure, with prior approval of the Supervisory Board. Until such rules of procedure are adopted, the provisions of the Rules of Procedure of the

druga pitanja vezana za rad Odbora za nagrađivanje Društva, na odgovarajući način primjenjivat će se odredbe Poslovnika o radu Nadzornog odbora Društva usvojenog Odlukom Nadzornog odbora br. 2/2018 od 27. veljače 2018. godine, pri čemu Odbor za nagrađivanje donosi odluke većinom svih glasova u tom odboru.

III/ Ova odluka stupa na snagu danom donošenja.

Supervisory Board, adopted by Supervisory Board Decision no. 2/2018 dated 27 February 2018, shall apply mutatis mutandis to the preparation, convening, operation, decision-making and other matters related to the work of the Remuneration Committee, whereby the Remuneration Committee shall pass its decisions with the majority of all votes in this Committee.

III/ This decision shall enter into force as of the day of its adoption.