

INVITATION TO THE GENERAL ASSEMBLY OF HRVATSKI TELEKOM d.d.

Pursuant to the provisions of Article 277, Paragraph 2 of the Companies Act, the Management Board of the Joint Stock Company Hrvatski Telekom, with the registered seat in Zagreb, Savska cesta 32 (hereinafter: HT d.d. or "the Company"), with 81,888,535 ordinary registered shares which give the same number of votes at the General Assembly, passed on 7 March 2012 the decision on the convocation of the General Assembly of the Company and hereby invites the shareholders of the Company to the

GENERAL ASSEMBLY of Hrvatski Telekom d.d.

to be held in the Congress Hall Hypo Expo XXI Centre, Zagreb, Slavenska avenija 6, on 25 April 2012 at 12:00 hours

with the following agenda:

1. Election of the Chairman of the General Assembly;
2. Annual financial statements of the Company and consolidated annual financial statements of the T-HT Group for the business year 2011, including the Annual Report on the Status and Business Operations of the Company and the T-HT Group for the business year 2011 and the Supervisory Board's Report on the Performed Supervision of Business Operations Management of the Company in the business year 2011;
3. Decision on the utilization of profit;
4. Decision on approval of actions of the Members of the Management Board of the Company for the business year 2011;
5. Decision on approval of actions of the Members of the Supervisory Board of the Company for the business year 2011;
6. Election of the Members of the Supervisory Board;
7. Decision on appointment of the auditor of the Company

Proposals of decisions of the General Assembly:

Ad 1. The Management Board and the Supervisory Board of the Company propose to the General Assembly to adopt the following decision:

"Prof. dr. sc. Zoran Parać, Law Faculty Zagreb, is elected as the Chairman of the General Assembly for this convocation."

Ad 3. The Management Board and the Supervisory Board of the Company propose to the General Assembly to adopt the following decision:

1. *"It is determined that Hrvatski Telekom d.d. in the business year ending with 31 December 2011 realized the net profit (after taxation) in the amount of HRK 1,813,295,187.26."*
2. *A part of net profit (after taxation) in the amount of HRK 1,813,012,164.90 or HRK 22.14 per share will be utilized for dividend payout."*
3. *A part of net profit (after taxation) in the amount of HRK 283,022.36 will be allocated to retained earnings."*
4. *Dividend will be paid out to all shareholders that are registered as shareholders at the Central and Clearing Depository Company (SKDD) on the day of the General Assembly on 25 April 2012, reduced for the advance dividend payout amount. Claim matures on 21 May 2012."*

Ad 4. The Management Board and the Supervisory Board of the Company propose to the General Assembly to adopt the following decision:

"The approval of actions is given to the Members of the Management Board of the Company for the business year 2011."

Ad 5. The Management Board and the Supervisory Board of the Company propose to the General Assembly to adopt the following decision:

"The approval of actions is given to the Members of the Supervisory Board of the Company for the business year 2011."

Ad 6. The Supervisory Board of the Company proposes to the General Assembly the election of the Members of the Supervisory Board as follows:

1. *"Mr. Ivica Mišetić, Ph.D. in Economics, Zagreb, is elected Member of the Supervisory Board of HT d.d, for another term of office for the period of four (4) years. This decision shall come into effect on the day of its passing."*
2. *"Ms. Kathryn Walt Hall, J.D., MBA, Rutherford, California, is elected Member of the Supervisory Board of HT d.d, for another term of office for the period of four (4) years. This decision shall come into effect on the day of its passing."*
3. *"Mr. Damir Grbavac, masters degree in economy, Samobor, is elected Member of the Supervisory Board of HT d.d, for the period of four (4) years. This decision shall come into effect on the day of its passing."*

4. *"Dr. Oliver Knipping, Ph.D. in Economics, Bonn, Republic of Germany, is elected Member of the Supervisory Board of HT d.d, for the period of four (4) years. This decision shall come into effect on the day of its passing."*
5. *"Mr. Mark Klein, degrees in engineering and in business administration, Duesseldorf, Republic of Germany, is elected Member of the Supervisory Board of HT d.d, for the period of four (4) years. This decision shall come into effect on the day of its passing."*

Ad 7. The Supervisory Board of the Company proposes to the General Assembly to pass the following decision:

"The company PricewaterhouseCoopers d.o.o., Alexandera von Humboldta 4, 10000 Zagreb, is appointed as the auditor of the Company for the business year 2012."

Explanation of proposals of General Assembly decisions:

Ad 1. Explanation of the proposal for election of the Chairman of the General Assembly

Prof. dr. sc. Zoran Parać is one of the leading corporate law experts in the Republic of Croatia, and he was elected as Chairman of the General Assemblies of the Company in the previous four years, which were held without disturbances, efficiently and in accordance with the legal provisions. It is therefore proposed that he is elected again as Chairman of the Assembly.

Ad 2. Annual financial statements of the Company and consolidated annual financial statements of the T-HT Group for the business year 2011, including the Annual Report on the Status and Business Operations of the Company and the T-HT Group for the business year 2011 and the Supervisory Board's Report on the Performed Supervision of Business Operations Management of the Company in the business year 2011

Pursuant to the obligation from Article 280a, paragraph 1, item 2 of the Companies Act, HT informs its shareholders that, pursuant to Article 300d of the Companies Act, the annual financial statements of the Company and consolidated annual financial statements of T-HT Group for the business year 2011 are adopted both by the Management Board and the Supervisory Board, and, therefore, the General Assembly does not pass a decision thereon. The said financial statements are to be forwarded to the General Assembly together with the Annual Report of the Management Board on the Status and Business Operations of the Company and the T-HT Group for the business year 2011 and the Supervisory Board's Report on the Performed Supervision of Business Operations Management of the Company in the business year 2011.

The General Assembly does not pass any decisions under this agenda item.

Ad 3. Explanation of the proposal of decision on the utilization of profit

The Management Board and the Supervisory Board propose to the General Assembly to pass the decision by which a part of the net profit will be distributed to shareholders as dividend payment, in the amount of HRK 22.14 per share, and the remainder of the net profit in the amount of HRK 283,022.36 is to be allocated to retained earnings. Dividend shall be reduced for the advance dividend payout amount (pursuant to the decision of the Management Board, made with the prior approval of the Supervisory Board, advance dividend was paid out to shareholders on 27 February 2012, in the amount of HRK 11.07 per share), and therefore shall amount to HRK 11.07 per share.

Ad 4. Explanation of the proposal of decision on approval of actions of the Members of the Management Board of the Company for the business year 2011

Pursuant to Article 280, paragraph 3 of the Companies Act, the Management Board and the Supervisory Board propose to the General Assembly to pass the decision by which approval of actions is given to the Members of the Management Board of the Company for the business year 2011. Voting on the approval of actions may be conducted separately for each member of the Management Board if the Assembly decides so, or upon the request of the shareholders holding at least a tenth part of the share capital of the Company.

Ad 5. Explanation of the proposal of decision on approval of actions of the Members of the Supervisory Board of the Company for the business year 2011

Pursuant to Article 280, paragraph 3 of the Companies Act, the Management Board and the Supervisory Board propose to the General Assembly to pass the decision by which approval of actions is given to the Members of the Supervisory Board of the Company for the business year 2011. Voting on the approval of actions may be conducted separately for each member of the Supervisory Board if the Assembly decides so, or upon the request of the shareholders holding at least a tenth part of the share capital of the Company.

Ad 6. Explanation of the proposal for election of the Members of the Supervisory Board

The term of office of the Members of the Supervisory Board, Ms. Kathryn Walt Hall, Mr. Ivica Mišetić, Ph.D. and dr. Slavko Leban expires on 21 April 2012. Members of the Supervisory Board, Mr. Andreas Hesse and dr. Lutz Schade have submitted resignations with effect as of the closing of 1st ordinary General Assembly in 2012.

Pursuant to Article 280, paragraph 3 of the Companies Act, the Supervisory Board proposes to the General Assembly the election of the Members of the Supervisory Board as follows: Mr. Ivica Mišetić, Ph.D., Ms. Kathryn Walt Hall, Mr. Damir Grbavac, dr. Oliver Knipping and Mr. Mark Klein.

The above stated nominees hold no membership of Supervisory Boards and/or Boards of Directors of other companies.

Ad 7. Explanation of the proposal for appointment of the auditor of the Company

Pursuant to Article 280, paragraph 3 of the Companies Act, the Supervisory Board proposes to the General Assembly to pass the decision by which the company PricewaterhouseCoopers d.o.o., Alexanderova 4, 10000 Zagreb, is appointed as the auditor of the Company for the business year 2012.

INVITATION AND INSTRUCTIONS FOR SHAREHOLDERS CONCERNING THEIR PARTICIPATION IN THE GENERAL ASSEMBLY (hereinafter – Instructions)

Invitation, time and venue of the General Assembly

1. The shareholders of HT d.d. (hereinafter – the Company) are invited to participate in the work of the General Assembly to be held in Zagreb, in the Congress Hall Hypo Expo XXI Centre, Slavenska avenija 6, on 25 April 2012 at 12:00 hours.
2. The participants are invited to come to the General Assembly on 25 April 2012 at least two hours prior to its scheduled beginning for the purpose of timely registration of participants and in order for the Committee for Participant Registration to make a list of participants in the General Assembly. When registering, the shareholders or their proxies or representatives have to submit to the Committee a valid identification document provided under law, while the proxies who are legal persons have to submit an excerpt from the court register or other appropriate register in which the legal person concerned is entered or other appropriate public document, if such a document was not submitted with the application for participation in the General Assembly. After they have registered, the participants may leave the General Assembly only after informing the Committee for Participant Registration until the conclusion of the General Assembly.

Participation and voting at the General Assembly

3. Each shareholder of the Company who has submitted to the Company, either personally or through their proxy or representative, an application for participation in written form and at the latest six days prior to the holding of the General Assembly, taking into account that the day the application reaches the Company is not included into that deadline, i.e. latest by 18 April 2012, has the right to participate in the General Assembly. A legal or natural person who is on the last day for application for participation in the General Assembly, i.e. on 18 April 2012, registered as a shareholder of the Company with the Central Depository & Clearing Company Inc., Zagreb, is considered a shareholder of the Company.

4. The application shall have the following contents and attachments:

I. Application for shareholder – natural person

- Name and family name, residence, address, number of account opened with the Central Depository & Clearing Company Inc. and the total number of shares of the shareholder concerned

II. Application for shareholder – legal person

- Company name of the legal person, seat and address, personal identification number (OIB)
- Number of account opened with the Central Depository & Clearing Company Inc. and the total number of shares of the shareholder concerned
- An excerpt from the court register or from other register in which the legal person is entered or a copy of such document, a certified copy or other appropriate public document clearly showing that the application was signed by a person who is under law authorized to represent the legal person concerned shall be attached to the application

III. Application submitted by shareholder's proxy

a) Proxy – natural person:

- Name and family name, residence and address of the proxy
- List of shareholders the proxy is representing; for each shareholder – number of their account with the Central Depository & Clearing Company Inc. and the total number of shares of all represented shareholders
- All individual powers of authority on the recommended form shall be attached to the application

b) Proxy – legal person:

- Company name, seat and address and proxy's company personal identification number (OIB)
- List of shareholders the proxy is representing; for each shareholder – number of their account with the Central Depository & Clearing Company Inc. and the total number of shares of all represented shareholders
- Individual powers of authority given by shareholders in written form shall be attached to the application; if a shareholder is a legal person, the attachment shall contain an excerpt from the court register or other register in which the legal person is entered or a copy of such document, a certified copy or other public document clearly showing that the power of authority was signed by a person who is under law authorized to represent the legal person concerned.

5. As to minors and legally incapable or partially capable natural persons, the application shall be submitted by their statutory representative, who also represents them and who shall enclose to the application an original document or a copy or a certified copy thereof showing their status as a statutory representative.
6. The shareholders at the General Assembly may be represented by proxies on the basis of a valid written power of authority which is issued by the shareholder or which on behalf of a shareholder which is a legal person is issued by a person who is under law authorized to represent them.
7. The Company shall report the Invitation to the General Assembly to credit or financial institutions and to shareholder associations that voted on behalf of shareholders at the previous General Assembly, or if they asked for the Invitation to be reported to them, at the latest 21 days prior to holding of the General Assembly. This report shall state the possibility for shareholders to vote at the General assembly by proxies and by shareholder associations.
8. The power of authority for the application for participation and/or voting at the General Assembly shall include name and family name or company, residence or seat and address of the giver of authority, number of account with the Central Depository & Clearing Company Inc., the total number of shares, name and family name or company, residence or seat and address of the proxy, signature of the giver of authority or statutory representative or representative under law, if the giver of authority is a legal person. It is recommended to use forms for the application for participation in the General Assembly and for the power of authority, which can be obtained at the seat of the Company and on the web site of the Company www.t.ht.hr.
9. The application for participation in the General Assembly and the power of authority, as well as any other attachment, shall be in the Croatian language; if they are in a foreign language, they shall be translated into Croatian by an authorized court interpreter.
10. The application for participation in the General Assembly shall be submitted directly to the Company at its seat in Zagreb, Savska cesta 32, or sent to the Company by registered mail to the address: Hrvatski Telekom d.d., Savska cesta 32, 10000 Zagreb.
11. The application for participation in the General Assembly shall be considered timely submitted if it is, in accordance with these Instructions, submitted or sent by mail to the Company by 24:00 hours on 18 April 2012 at the latest. The shareholders who have failed to apply for participation in the General Assembly correctly and in accordance with these Instructions or who have failed to attach to the application the documents provided under these Instructions shall not be entitled to participate in the General Assembly.
12. Pursuant to the Articles of Association of the Company, the General Assembly cannot pass valid decisions unless attended by the shareholders, in person or via proxy, representing more than half of the share capital of the Company (quorum). If the quorum will not be met, the General Assembly will be held at the same date with commencement at 18:00 hours, at the same venue, with the same Agenda and will be able to pass valid decision notwithstanding to the amount of the capital represented. Given Powers of Authority are valid for this General Assembly as well.

Shareholder rights to ask questions, request amendments to the agenda, submit counterproposals and the right on information

13. The shareholders who intend to ask questions at the General Assembly regarding individual agenda items are hereby asked, for the purpose of an efficacious organization of the work of the General Assembly, to announce their intention in writing when submitting their application for participation in the General Assembly or during the registration of participants prior to the General Assembly at the latest and to indicate the agenda item which their question or proposal will refer to and the content of their question.
14. Shareholders who together hold a twentieth part of the share capital of the Company have the right to request, after the General Assembly is convened, that a additional item is included in the agenda and published, and while doing so, the new agenda item should be accompanied by an explanation and respective decision proposal. Shareholders deliver the requests to add new items to the agenda to the seat of the Company (Hrvatski Telekom d.d., Savska cesta 32, 10000 Zagreb). In order for the amended Agenda to be validly published according to the Companies Act, the request to add new items to the agenda has to be received by the Company at least 30 days prior to the day the General Assembly takes place, i.e. latest by 25 March 2012. This deadline does not include the day the request is received by the Company. In case the previously stated deadline is not observed the proposed additional items of the Agenda would be considered as not validly published and no decision on them can be made at the General Assembly.
15. Shareholders have the right to submit counterproposals to the proposals submitted by the Management Board and/or Supervisory Board relating to the particular agenda item. Counterproposals, together with the names and surnames of shareholders, explanation and opinion by the Management Board if any, shall be reported to credit or financial institutions and to shareholder associations that voted on behalf of shareholders at the previous General Assembly and made available to shareholders on web pages of the Company (www.t.ht.hr), in case a shareholders submits his/her counterproposal to the seat of the Company (Hrvatski Telekom d.d., Savska cesta 32, 10000 Zagreb), at least 14 days prior to the day the General Assembly takes place. The date counterproposal is received by the Company is not included in this 14 day deadline, which expires accordingly on 10 April 2012. In case the shareholder does not exercise this right, he shall still be entitled to make counterproposals at the General Assembly. The same applies to shareholders proposals regarding the election of the Supervisory Board Members or appointment of the auditor of the Company.
16. At the General Assembly, the Management Board is obliged to provide information about the Company operations to any shareholder at his/her request, in case this information is necessary to judge issued included on the agenda.
17. If provided so under the law, the materials for the General Assembly will be made available to the shareholders and for issuing of copies at the seat of the Company in Zagreb on every working day from the day on which the invitation to the General Assembly is published to the day of the General Assembly from 10:00 to 14:00 hours. At the same date the materials for the General Assembly will be published on web pages of the Company (www.t.ht.hr).

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