



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, Roberta Frangeša Mihanovića 9 (hereinafter: HT d.d. or "the Company"), passed on 13 March 2017 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 Sky Office, Zagreb, Roberta Frangeša Mihanovića 9, on 25 April 2017 at 10:00 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 HT Group for the business year 2016, including the Annual Report on the Status and Business Operations of the Company and HT Group for the business year 2016 and the Supervisory Board's Report on the Performed Supervision of Business Operations Management of the Company in the business year 2016;
3. Decision on the utilization of profit;
4. Decision on Amendments to Articles 5 and 39 of the Articles of Association of the Company;
5. Decision on approval of actions of the Members of the Management Board of the Company for the business year 2016;
6. Decision on approval of actions of the Members of the Supervisory Board of the Company for the business year 2016;
7. Decision on election of two members of the Supervisory Board;
8. 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 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:

"Decision on utilization of profit for the year 2016"

1. *It is determined that Croatian Telekom Inc. in the business year ending with 31 December 2016 realized net profit in the amount of HRK 908,796,891.52.*
Net profit amount stated herein shall be used accordingly:
A part of net profit in the amount of HRK 491,313,414.00 shall be paid out as dividend to shareholders, in the amount of HRK 6.00 per share.
A part of net profit in the amount of HRK 417,483,477.52 shall be allocated to retained earnings.
2. *Dividend referred to under Item 1 hereof shall be paid out to all shareholders that are registered as shareholders at the Central Depository & Clearing Company (SKDD) on May 10th, 2017 (record date). Date on which security of Croatian Telekom Inc. will be traded without dividend payment right is May 9th, 2017 (ex date). Dividend payment claim matures on May 22nd, 2017 (payment date).*
3. *This Decision comes into force as of the day of its passing".*

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

“Decision on Amendments to Articles 5 and 39 of the Articles of Association of the Joint Stock Company Hrvatski Telekom

Article 1

In Article 5, paragraph 1, new items 61 - 65 shall be added, reading as follows:

** Advising on business and management*

** Administrative activities*

** Services related to crediting: data collection, analysis and information providing on credit status of legal entities and self-employed natural persons*

** Intermediation in the money market business deals*

** Advising of legal entities regarding capital structure, business strategy and similar questions and providing services related to business mergers and the acquisition of stocks and business shares in other companies*

Article 2

In the clean text of the Articles of Association, Article 39 shall be amended to read as follows:

“By coming into force of these Articles of Association, the Articles of Association of the Company in the form as adopted on December 7, 1998, with amendments as of October 5, 1999, October 24, 2001, June 28, 2002, December 17, 2004, April 23, 2007, April 21, 2008, April 21, 2010, May 4, 2011, June 17, 2013, April 29, 2014, April 29, 2015 and April 21, 2016 shall cease to be valid.”

Article 3

All other provisions of the Articles of Association shall remain unchanged.

Article 4

This Decision on Amendments to the Articles of Association shall come into force and apply as of the date of entry in the Court Register.

Article 5

The Supervisory Board shall be authorized to specify the clean text of the Articles of Association in accordance with this Decision on Amendments to the Articles of Association”.

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 Management Board of the Company for the business year 2016”.

Ad 6. 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 2016”.

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

- 1. “Mr. Jonathan Richard Talbot, Bachelor of Arts with Honours degree in Geography, from Bonn, Germany, is elected Member of the Supervisory Board of Hrvatski Telekom d.d. for the period of four (4) years. This decision shall come into effect on the day of its passing”.*
- 2. “Ms Eva Somorjai-Tamassy, Master of Business Administration (MBA), from Gödöllő, Hungary, is elected Member of the Supervisory Board of Hrvatski Telekom d.d. for the period of four (4) years. This decision shall come into effect on the day of its passing”.*

Ad 8. The Supervisory Board of the Company proposes to the General Assembly to pass the following decision:

“The company PricewaterhouseCoopers d.o.o., Ulica kneza Ljudevita Posavskog 31, 10000 Zagreb, is appointed as the auditor of the Company for the business year 2017”.

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 eight 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 HT Group for the business year 2016, including the Annual Report on the Status and Business Operations of the Company and HT Group for the business year 2016 and the Supervisory Board's Report on the Performed Supervision of Business Operations Management of the Company in the business year 2016

Pursuant to the obligation from Article 280a, paragraph 1, item 2 of the Companies Act, HT d.d. 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 HT Group for the business year 2016 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 HT Group for the business year 2016 and the Supervisory Board's Report on the Performed Supervision of Business Operations Management of the Company in the business year 2016.

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 491,313,414.00, or HRK 6.00 per share, and the remainder of net profit in the amount of HRK 417,483,477.52 is to be allocated to retained earnings.

Ad 4. Explanation of the proposal of Amendments to Articles 5 and 39 of the Articles of Association of the Company

The Management Board and the Supervisory Board propose to the General Assembly to amend the scope of activities of the Company due to the need to provide consulting and expert business support services to other HT Group members, and to DT Group companies under the Pan IP project, in areas in which HT has sufficient resources and can provide experts. Specifically, in areas of administrative support, real-estate management, human resources services and financial services.

Pan IP project is directed at creating an integrated Pan-European service production platform and production environment. For this purpose, the company Deutsche Telekom Europe Holding GmbH has established a subsidiary in Croatia, Deutsche Telekom Pan-Net Croatia Ltd., a company which builds production platforms on centralized virtual architecture, and which shall be using HT as a service provider for above stated business support services.

Ad 5. Explanation of the proposal of decision on approval of actions of the Members of the Management Board of the Company for the business year 2016

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 2016. 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 6. Explanation of the proposal of decision on approval of actions of the Members of the Supervisory Board of the Company for the business year 2016

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 2016. 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 7. Explanation of the proposal for election of five Members of the Supervisory Board

Member of the Supervisory Board of HT d.d. and its Chairman, Mr. Ilias Drakopoulos, Ph.D., and Member of the Supervisory Board of HT d.d., Ms Evelyn Jakobs, have submitted the resignations to their memberships in the Supervisory Board, both with effect as of closing of the 1st regular General Assembly of HT d.d. in 2017.

Pursuant to Article 280, paragraph 3 of the Companies Act, the Supervisory Board proposes to the General Assembly that Mr. Jonathan Richard Talbot and Ms Eva Somorjai-Tamassy are elected as the new Members of the Supervisory Board of Hrvatski Telekom d.d., with the commencement of the term of office as of the closing of the 1st ordinary General Assembly in 2017, that is, as of 25th April 2017.

Mr. Jonathan Richard Talbot is Member of the Supervisory Board of T-Mobile Polska SA.

Ms Eva Somorjai-Tamassy holds no membership in the Supervisory Boards and Boards of Directors of other companies.

Ad 8. 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., Ulica kneza Ljudevita Posavskog 31, 10000 Zagreb, is appointed as the auditor of the Company for the business year 2016.

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. are invited to participate in the work of the General Assembly to be held in Zagreb, in Sky Office, Roberta Frangeša Mihanovića 9, on 25 April 2017 at 10:00 hours.
2. The participants are invited to come to the General Assembly on 25 April 2017 at least one hour 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 work of 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 2017, 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 2017, registered as a shareholder of the Company with the Central Depository & Clearing Company Inc., Zagreb, is considered a shareholder of the Company entitled to participate in the General Assembly.
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, Roberta Frangeša Mihanovića 9, or sent to the Company by registered mail to the address: Hrvatski Telekom d.d., Roberta Frangeša Mihanovića 9, 10110 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 2017, 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 (50%) 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 an additional item is included in the agenda and published, and while doing so, the new agenda item should be accompanied by an explanation or respective decision proposal. Shareholders deliver the requests to add new items to the agenda to the seat of the Company (Hrvatski Telekom d.d., Roberta Frangeša Mihanovića 9, 10110 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 2017. 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., Roberta Frangeša Mihanovića 9, 10110 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 2017. 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 topics included on the agenda.
17. The materials for the General Assembly, when required so under the law, 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 shall be published on web pages of the Company (www.t.ht.hr).

In Zagreb, 13 March 2017

Hrvatski Telekom d.d.

Contact:

Investor Relations:

Marina Bengesz Sedmak + 385 1 4911080

Email: Marina.Sedmak@t.ht.hr

Elvis Knežević + 385 1 4911 114

Email: ir@t.ht.hr

Web: www.t.ht.hr

Jonathan Richard Talbot

SUMMARY

Commercial leader with track record of achieving results in complex multisite and international organizations in both retail and telecommunication industries.

Personal style - Highly results driven through team development, Energy for change and developing cross functional plans, high emotional intelligence used to develop strong working relationships.

PROFESSIONAL EXPERIENCE

Deutsche Telekom Germany

- Dec 16 -** SVP Strategy Europe
- Feb 15 - Sep 16** VP Commercial Strategy and Steering Europe
- Jan 14 - Jan15** Interim board member SVP Europe commercial consumer
- Nov 12 - Dec13** VP Sales and Customer Service Europe
- Mar 11- Oct 12** VP Sales Channel Development
- Nov 09 - Feb 11** VP Retail Chain management DT international

T Mobile UK

- Aug 07- Nov 09** Head of Retail Trade, Service and Store Design
- Sept 06- Aug 07** Instore Experience Manager TM UK

Marks and Spencer

- June 04 – Aug 06** Food Design Manager
- March 02 - May 04** Project Design manager for people / service /operations Lifestores
- July 00 - Feb 02** Store sales Developer
- Nov 93 - June 00** Store Management appointments

EDUCATION

- Courses** IE business school (Madrid) executive leadership
12 month personal coach (PDI)
GAP negotiation, Project and Profit management
Facilitating groups, Coaching and Change management
Risk assessment, Disciplinary, Appraisals and performance management
- 1991-1993** Portsmouth University - BA Hons 2.1 Geography
- 1989-1991** Bristol Grammar School - 10 GCSEs, 3 A levels (English, History, Geography)

Èva Somorjai-Tamassy

PERSONAL

Date and place of birth: July 28th, 1966, Budapest, Hungary

Nationality: Hungarian, Australian

Languages: Hungarian mother tongue, English fluent, German basic, Russian basic, Japanese basic

EDUCATION

1985 – 1989 Bachelor Degree of Business Administration

- Double Degree in Tourism and Catering Trade, College for Trade and Catering Industry & Tourism Budapest, Hungary

1992 – 1994 Graduate Diploma in Japanese for Professionals

- Swinburne University Melbourne, Australia, Studies suspended when moving back to Hungary

1996 – 1999 Master of Business Administration (MBA)

- Diploma in Management Studies in 1999

BUSINESS WORK EXPERIENCE

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|--|----------------------------------|-----------------------------|
| 2017 – at present <ul style="list-style-type: none">• Senior Vice President HR Europe | Deutsche Telekom AG | Bonn, Germany |
| 2007 – 2016 <ul style="list-style-type: none">• Chief HR Officer | Magyar Telekom Group | Budapest, Hungary |
| 2002 – 2006 <ul style="list-style-type: none">• Group HR Director | Matáv Rt. | Budapest, Hungary |
| 2000 – 2001 <ul style="list-style-type: none">• Direct of Human Resources | Pepsi-Cola Hungary | Budapest, Hungary |
| 1996 – 2001 <ul style="list-style-type: none">• Director of Organization Capability | Pepsi-Cola Central Europe | Budapest, Hungary |
| 1994 – 1999 <ul style="list-style-type: none">• Deputy Controller Director | Pepsi-Cola Hungary | Budapest, Hungary |
| 1991 – 1994 <ul style="list-style-type: none">• Finance Manager | Ricktone Homes Pty. Ltd. | Melbourne, Australia |



Zagreb, 11 April 2017

COUNTERPROPOSALS TO THE DECISION PROPOSALS FOR THE GENERAL ASSEMBLY

Enclosed to this Notification, Hrvatski Telekom d.d. (hereinafter referred to as "the Company") publishes two shareholders' counterproposals to the decision proposals on the agenda of the General Assembly of Hrvatski Telekom d.d., convoked for 25 April 2017.

- Counterproposal from Raiffeisen društvo za upravljanje obveznim i dobrovoljnim mirovinskim fondovima d.d., on behalf and for the account of funds it manages, to the decision proposal under item 3 of the agenda of the General Assembly of Hrvatski Telekom d.d.
- Counterproposal from Darko Tomrlin, to the decision proposals under items 5 and 6 of the agenda of the General Assembly of Hrvatski Telekom d.d.

Pursuant to Article 282 of the Companies Act, these shareholders counterproposals are published on 11 April 2017 on the web site of the Company (www.t.ht.hr) and are delivered the same day to the Zagreb Stock Exchange, to the Official Register of Proscribed Information, and are made available to the shareholders and for issuing of copies at the seat of the Company in Zagreb.

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STRICTLY CONFIDENTIAL

Raiffeisen
MIROVINSKI FONDOVI

Hrvatski Telekom d.d.
Roberta Frangeša Mihanovića 9
10 110 Zagreb

Zagreb, 4 April 2017
Reference number: 2017-IP-249

Subject: Shareholders counterproposal

Pursuant to Article 282 of the Companies Act Raiffeisen Mandatory and Voluntary Pension Funds Management Company d.d., in the name and on behalf of the following pension funds:

1. Raiffeisen obvezni mirovinski fond kategorija A;
2. Raiffeisen obvezni mirovinski fond kategorija B;
3. Raiffeisen dobrovoljni mirovinski fond;
4. Zatvoreni dobrovoljni mirovinski fond Ericsson Nikola Tesla;
5. Zatvoreni dobrovoljni mirovinski fond Hrvatskog liječničkog sindikata;
6. Zatvoreni dobrovoljni mirovinski fond Novinar;
7. Zatvoreni dobrovoljni mirovinski fond T-HT;
8. Zatvoreni dobrovoljni mirovinski fond Sindikata hrvatskih željezničara;
9. Raiffeisen zatvoreni dobrovoljni mirovinski fond,

together holding 7,636,987 ordinary shares with voting rights, representing 9.33% of the issued share capital and the same number of votes at the General Assembly of Hrvatski Telekom d.d., hereby submits the following

COUNTERPROPOSAL
to decision proposal under item Ad.3 of the agenda of the General Assembly of HRVATSKI
TELEKOM d.d., convoked for 25 April 2017

Ad 3) Decision on the utilization of profit

“Decision on utilization of profit for the year 2016

1. It is determined that Croatian Telekom Inc. in the business year ending with 31 December 2016 realized net profit in the amount of HRK 908,796,891.52.

Net profit amount stated herein shall be used accordingly:

A part of net profit in the amount of HRK 908,143,853.15 shall be paid out as dividend to shareholders, in the amount of HRK 11.09 per share.

A part of net profit in the amount of HRK 653,038.37 shall be allocated to retained earnings.

2. Dividend referred to under Item 1 hereof shall be paid out to all shareholders that are registered as shareholders at the Central Depository & Clearing Company (SKDD) on May 10th, 2017 (record date). Date on which security of Croatian Telekom Inc. will be traded without dividend payment right is May 9th, 2017 (ex date). Dividend payment claim matures on May 22nd, 2017 (payment date).

Raiffeisen društvo za upravljanje obveznim i dobrovoljnim mirovinskim fondovima d.d. • HR – 10000 Zagreb, Petrinjska 59 • Phone: 01/6003-900 • Fax: 01/6003-925 • Commercial Court in Zagreb, company registration number (MBS): 080406381 • Personal identification number (OIB): 14148900600 • IBAN: HR5524840081100231365 with Raiffeisenbank Austria d.d. • Equity capital of HRK 143,445,300.00 fully paid, total number of shares: 1,434,453, nominal share price: HRK 100 • Management Board: Damir Grbavac, President of the Management Board, Srećko Žganec, D.Sc., Member of the Management Board, Eva Marinković Horvat, Member of the Management Board • Supervisory Board: Branko Dević, President

3. This Decision comes into force as of the day of its passing”.

Statement of reasons for counterproposal

The proponent finds the balance sheet structure of Hrvatski Telekom d.d. (hereinafter: “the Company”) sub-optimal and damaging to the current shareholders of the Company for the following reasons:

- The Company still holds inappropriately high amounts in the cash and cash equivalents category for a period of several years.
- Although a positive shift in the business strategy can be observed, towards utilizing high cash levels for capital expenditures and acquisitions, from the published business outlook for the year 2017, we conclude there is no need for a liquidity reserve on the current level. We deem that capital expenditures and investments for future periods can be financed by generated cash flows, and that reduction of the currently high liquidity reserve shall not influence the investment potential of the Company.
- Taking into consideration the size of the balance sheet, the Company is still almost debtless, the result of which is an inappropriately high average capital cost for the Company (from the shareholders’ point of view), especially considering the circumstances where debt security interests are currently at their historically lowest level.
- We find that even after adopting this proposal, the Management Board of the Company would still have enough room for implementing the acquisition of treasury shares in compliance with the General Assembly decision from the year 2016.
- The additional argument for distribution of the liquidity reserve can be observed in the instruments in which it is being placed. Among others, investments are made in European corporate debt securities which offer yields until maturity at the level of approximately 0% yearly, and as can be observed in the accounting reports, the net effect for investing in these positions is negative. As some of these instruments also do not have a high credit rating we deem such positions as unjustifiable.
- The proposed dividend amount of HRK 11.09 per share is based on the proposal that the Company pays out the total unconsolidated net profit generated in the year 2016. The remaining part proposed to be allocated to retained earnings is a result of rounding down the dividend amount to the first lower amount in lipa’s.
- We point out that the generated consolidated profit of the Company is higher than the unconsolidated profit stated herein, and on the grounds thereof the Company would have room to pay out an even higher dividend amount than proposed hereby, that being for the year 2016 alone.

RAIFFEISEN Mandatory and Voluntary Pension Funds Management Company d.d.

Signature

Srećko Žganec, D.Sc., Management Board Member

Signature

Eva Marinković Horvat, Management Board Member

Stamp with the following text

Raiffeisen
MIROVINSKO DRUŠTVO
Raiffeisen društvo za upravljanje obveznim i
dobrovoljnim mirovinskim fondovima d.d.
Zagreb, Petrinjska 59

Raiffeisen društvo za upravljanje obveznim i dobrovoljnim mirovinskim fondovima d.d. • HR – 10000 Zagreb, Petrinjska 59 • Phone: 01/6003-900 • Fax: 01/6003-925 • Commercial Court in Zagreb, company registration number (MBS): 080406381 • Personal identification number (OIB): 14148900600 • IBAN: HR5524840081100231365 with Raiffeisenbank Austria d.d. • Equity capital of HRK 143,445,300.00 fully paid, total number of shares: 1,434,453, nominal share price: HRK 100 • Management Board: Damir Grbavac, President of the Management Board, Srećko Žganec, D.Sc., Member of the Management Board, Eva Marinković Horvat, Member of the Management Board • Supervisory Board: Branko Dević, President

Darko Tomrlin
Bistrička 8
10360 Sesvete

Hrvatski Telekom d.d.
Roberta Frangeša Mihanovića 9
10 110 Zagreb
Management Board of Hrvatski Telekom d.d.

In Zagreb, 7th April 2017

SUBJECT: Counterproposal for giving approval of actions to the Management Board of Hrvatski Telekom d.d. and to the Supervisory Board

Pursuant to Article 282, Paragraph 1 of the Companies Act (Official Gazette, Nos. 111/93, 34/99, 121/99, 52/00, 118/03, 107/07, 146/08, 137/09, 125/22, 152/11, 111/12, 68/13 and 110/15), and pursuant to Item 15 of the Invitation and instruction to shareholders for participation at the General Assembly, as of 13th March 2017, I, Darko Tomrlin, Bistrička 8, 10360 Sesvete, OIB: 23116288270, as owner of 74 shares, held at the account number 6628672 with the SKDD, hereby submit the Counterproposal to Agenda Items 5 and 6 of the General Assembly of Hrvatski Telekom, to be held on 25th April 2017.

The Counterproposal states as follows:

1. Ad 5 “The approval of actions is not given to the Members of the Management Board of the Company for the business year 2016”.

1. Ad 6 “The approval of actions is not given to the Members of the Supervisory Board of the Company for the business year 2016”.

STATEMENT OF REASONS FOR COUNTERPROPOSAL

Ad.5

The Company is generating continually decreasing profit results, which is a direct consequence of the poor performance of company bodies. Incompetent employees are continually being appointed by discretionary evaluation to high and responsible functions. These employees selectively enforce their own policies by unlawful displacements and dismissals of competent and educated workers, and at the same time by employing incompetent workers lacking appropriate education.

The Management Board does not manage the company by acting with due care of the prudent and conscientious business person.

For example, Management Board Member Nataša Rapačić appoints staff, to be specific, director of Shops Sales Sector Ms. Renata Preglej Garić, who knowingly enforces mobbing and discrimination against workers achieving above average results. At the same time, workers achieving below average results are being employed, who have a personal acquaintance with the stated director. As of the appointment of Ms. Preglej Garić five directors have interchanged within only three years, which constitutes a precedent within the Company. Not one director could have endured the self-will which has no basis in business reasons, but is based in personally motivated decisions.

The unlawful actions of Renata Preglej Garić, under the support of Management Board Member Nataša Rapaić, has resulted in systematic breach of all legal norms, with effect of nine legal disputes initiated by four people in one sector alone, and certain workers have contracted permanent illnesses and are claiming significant amounts from the Company. Damage for the Company is great.

As a consequence, the Management Board is choosing willfully not to react to the above circumstances, instead supporting such actions. For the purpose of the above problem, the internal "Compliance" section corroborated the above statements, but they are knowingly being withheld from shareholders as a fact, and they are not even delivered at the request of the court.

To my knowledge, certain actions even fall under the domain of criminal liability, since pursuant to Article 133 of the Criminal Act abuse at the workplace is punishable by prison sentence of up to two years for given participants.

If above described actions are taking place in one sector alone, shareholders are concerned that problems could also be willfully concealed in other sectors.

Continuous decrease in profitability has directly resulted from purposeful selection of incompetent workers within the Company, who are not capable to efficiently perform their work tasks in comparison with the competition.

Based on the above stated, it is proposed to the General Assembly to adopt this counterproposal, and the Chairman of the General Assembly is invited to submit this counterproposal to shareholders for voting prior to decision making on the proposal by the Management Board and the Supervisory Board.

Ad.6

The Supervisory Board has been warned on multiple occasions about all the problems and incidents taking place under the current Management Board, willful withholding of internal "compliance" reports, as well as about continuous breaches of legal provisions, in particular those regulating mobbing and discrimination, and also about autocratic actions by staff directly appointed by the Management Board.

The Supervisory Board can request from the Management Board at any time to report on issues pertaining to the business operations of the Company which significantly influence the position of the company, or it is reasonable to expect they could have such an influence. However, the Supervisory Board has not reacted to the letters and has not given its opinion during the whole business year 2016, although legal disputes for mobbing and discrimination are under litigation, which also contain elements of criminal liability.

Based on the above stated, it is proposed to the General Assembly to adopt this counterproposal, and the Chairman of the General Assembly is invited to submit this counterproposal to shareholders for voting prior to decision making on the proposal by the Management Board and the Supervisory Board.

Yours sincerely,

Darko Tomrlin, shareholder

(Signature)