

Pursuant to Article 17(2) of the Whistleblower Protection Act (Official Gazette No. 17/2019) (hereinafter: "**Act**"), the Management Board of ERICSSON NIKOLA TESLA d.d. company, with headquarters in Zagreb, Krapinska 45, registered in the court register of the Commercial Court in Zagreb, under the Commercial Court registration number (MBS): 080002028, PIN: 84214771175 (hereinafter: "**ETK**"), reached in Zagreb, April 1, 2020, the following:

D E C I S I O N

on appointing a Person of Confidence and a Deputy Person of Confidence

I.

Taking into consideration that 20% of ETK employees did not provide their proposal on appointing a Person of Confidence in accordance with Article 17(1)(2) of the Act, Branka Vučemilo Elezović, employed by ETK as Director Legal Affairs, shall be appointed Person of Confidence.

II.

At the proposal of the Person of Confidence, Marija Kalačić Živković, employed by ETK as Operational Excellence and Quality in Digital Services and Customer Operations, shall be appointed Deputy Person of Confidence.

III.

The Person of Confidence and the Deputy Person of Confidence shall be appointed with their prior consent.

IV.

This Decision comes into force and makes legal effects on the day it was reached.

This Decision will be published on ETK's website and intranet.

Gordana Kovačević, MSc
Director