FINANCIJSKA AGENCIJA
RC SPLIT
1
02 -11- 2026
PREDSTEČAJNE NAGODBE
PRIMANJE I OTPREMA POŠTE
KLASA 034-011/26-10/18
UR. BROJ 118-08-5012-26-1448

FINANCIJSKA AGENCIJA
OIB: 85821130368
Ulica grada Vukovara 70, Z
(adresa nadležne jedinice)

Nadležni trgovački sud Split
Poslovni broj spisa St-431/2026

PRIJAVA TRAŽBINE VJEROVNIKA U PREDSTEČAJNOM POSTUPKU

PODACI O VJEROVNIKU:

Ime i prezime / tvrtka ili naziv
Marsh Eood

OIB 130404971

Adresa / sjedište
Tsarigradsko Shouse Boulevard 90, 1784 Sofia

PODACI O DUŽNIKU:

Ime i prezime / tvrtka ili naziv
Studenac d.o.o.

OIB 02023029348

Adresa / sjedište
Četvrt Ribnjak 17, 21310 Omiš

PODACI O TRAŽBINI:

Pravna osnova tražbine (npr. ugovor, odluka suda ili drugog tijela, ako je u tijeku sudski postupak oznaku spisa i naznaku suda kod kojeg se postupak vodi)
ugovor

Iznos dospjele tražbine 3.900 (EUR)

Glavnica _____ (EUR)

Kamate _____ (EUR)

Iznos tražbine koja dospijeva nakon otvaranja predstečajnog postupka
3.900 (EUR)

Dokaz o postojanju tražbine (npr. račun, izvadak iz poslovnih knjiga)
faktura 0000024085

Vjerovnik raspolaže ovršnom ispravom DA ☐ NE ☒ za iznos _____ (EUR)

Naziv ovršne isprave

_____

PODACI O RAZLUČNOM PRAVU:

Pravna osnova razlučnog prava

_____

_____

Dio imovine na koji se odnosi razlučno pravo

_____

_____

Iznos tražbine_____ (EUR)

Razlučni vjerovnik odriče se prava na odvojeno namirenje
ODRIČEM ☐ NE ODRIČEM ☐

Razlučni vjerovnik pristaje da se odgodi namirenje iz predmeta na koji se odnosi njegovo razlučno pravo radi provedbe plana restrukturiranja PRISTAJEM ☐ NE PRISTAJEM ☐

PODACI O IZLUČNOM PRAVU:

Pravna osnova izlučnog prava

_____

_____

Dio imovine na koji se odnosi izlučno pravo

_____

_____

Izlučni vjerovnik pristaje da se izdvoji predmet na koji se odnosi njegovo izlučno pravo radi provedbe plana restrukturiranja PRISTAJEM ☐ NE PRISTAJEM ☐

Mjesto i datum

Sofia, 28.10.2026

Potpis vjerovnika

_____

МАРШ ЕООД
Marsh
A business of Marsh McLennan
СОФИЯ, БЪЛГАРИЯ

MARSH

Marsh EOOD **Invoice No.** 0000024085
90, Tsarigradsko shouse boulevard
Sofia 1784, Bulgaria
VAT BG130404971

INVOICE

Customer

Name	**STUDENAC d.o.o.**		
Address	Cetvrt Ribnjak 17		
City	21310 Omis	Country **HR**	CROATIA
VAT	02023029348		

Invoice date:	**10/8/2026**
Place:	**Sofia**
Payment is due within:	**30 days**
PO number	

Qty	Description	Unit Price	TOTAL
1		3,900.00 EUR	3,900.00 EUR
	WIN TRS 26 HRV		
	reference number: 9218223		
	Please state the ref number in the payment order!		
		SubTotal	3,900.00 EUR
		VAT	0.00 EUR
		TOTAL	**3,900.00 EUR**

Payment Details

Acc: BG85CITI92501065000009 CITIBANK N.A.
Sofia Branch
blvd. Maria Luiza 2, Sofia 1000, BG
SWIFT Account: **CITIBGSF**

Comments

The delivery is not a subject of VAT taxation in Bulgaria
under article 21 par 2 and art 86 par 3 of the ZDDS
VAT due by the client

three thousand nine hundred Euros

Invoice is valid without stamp and signature

Marsh EOOD
Bulgaria, Sofia,
90, Tsarigradsko shouse boulevard,
Capital Fort Building, 1784,
UIC 130404971

STUDENAC D.O.O.

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Bulgaria, Sofia,
90, Tsarigradsko shouse boulevard,
Capital Fort Building, 1784,
UIC 130404971

Private and Confidential

TOTAL REMUNERATION SURVEY (TRS) SERVICES AGREEMENT / №

1.**MARSH EOOD**, with its registered office in Bulgaria, Sofia, 90, Tsarigradsko shouse boulevard, Capital Fort Building, 1784, UIC no. 130404971, bank account: BG44 CITI 9250 0650 0000 21 - Citibank Europe plc, Sofia – Branch), represented by Daria Mihova – Manager, on behalf of MERCER – the company promoter of the Total Remuneration Survey (TRS) services, hereinafter referred to as **"Marsh" or "Mercer" or "we"**

and

2.Studenac d.o.o. , with its registered office at Četvrt Ribnjak 17, Omiš, registered with VAT/Taxpayer Identification no. 02023029348, duly represented by Michał Wojciech Seńczuk, as CEO and Matija Subašić Maras, as CHRO, (hereinafter) referred to as "the Client" or "you" or "your")

INTRODUCTION

Marsh is delighted to have the opportunity to work with **the Client**. We have set out below the basis upon which access to Mercer's workforce products (**"Access"**) will be provided to you by Marsh. Your Access and the Services (as defined in clause 2.2) will also be subject to the online License Agreement (**"License"**) which sets out the terms and conditions on which the Services are provided to you and which you must agree to before use. The License will be made available to you when you access the relevant Services and a current version can also be found at http://www.imercer.com/uploads/common/pdfs/licenses/mercerwin-license.pdf

This agreement incorporates the License (the License, together with this agreement shall hereinafter be referred to as the **"Agreement"**) and this agreement constitutes the "Order" for the purposes of the License.

1. Term

1.1. Initial Term

The Services will commence on 2.6.2026 and shall continue until the fulfilment of contractual obligations which consists of filling the survey by the Client and providing services by the Marsh , by the end of September 2026.(the **"Term"**).

2. Services

2.1. This Agreement covers access to the products in the table below.

2.2. Access to 2026 data will be granted and is provided to you through Mercer WIN®, Mercer's online tool which is subject to the License.

2.3. The services set out in the tables below constitute the services to be provided by us to you (**"Services"**).

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UIC 130404971

Any variation to the scope of the Services must be agreed in writing between us and you.

SERVICES	
2026 TRS Croatia	€ 2 900.00 VAT excluded
2026 Retail Croatia Excel Report	€ 1 000.00 VAT excluded
2025 Excel Report by PC Croatia	Free of Charge
Total Annual Fee:	€ 3 900.00 VAT excluded

3. Users

3.1. The Client is entitled to have the number of authorized users (**"Users"**) set out below for each online tool:

AUTHORIZED USERS
Your Agreement includes 1 user(s) per year who may have access to one (or more) surveys, as you deem appropriate.

4. Fees

4.1. The parties agree that the annual fees for the Term are as set out in Art. 2.3.

4.2. The fees set out herein are the participant rates and this Agreement includes your commitment to participate in the TRS surveys listed, unless otherwise indicated. During the Term of this Agreement, any new surveys that are added to your subscription are subject to the same terms as are included in this Agreement.

5. Participation Terms for Mercer's workforce products

5.1. The Fees specified herein require you to participate in all of the surveys listed in the table above (in the Introduction part) for 2026.

5.2. Failure by the Client to participate in a survey constitutes a material breach of this Agreement. In the event that the Client fails to participate in a survey, you will be invoiced for the difference between the fee quoted in this Agreement and the non-participant rates, which are 2x the published/listed participant price.

5.3. You are required to submit data to Mercer surveys in accordance with the survey submission requirements of each survey. The information supplied by you (or which is supplied on your behalf) is expected to be accurate, complete and an adequate sample of the jobs in your organization.

5.4. As a standard part of Mercer's survey processing, Marsh reviews the data submitted for obvious errors. You agree to work with Marsh on a timely basis to answer any questions that arise from its review and to

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correct any identified problems, omissions or errors.

5.5. Despite Marsh's review, you remain accountable for the accuracy, completeness, and adequacy of your data. Problems, omissions or errors relating to information quality and/or delays in providing such information may result in changes to your participation status, a delay in the project delivery date and/or an increase in fees.

6. Payment Terms

6.1. Marsh will invoice you for the Total Annual Fee as of Art 2.3 promptly on signing of this Agreement.

6.2. Payment of any Marsh invoice stated in the above point 6.1. is due within thirty (30) days of the date of the invoice.

6.3. Marsh shall only grant Access to you once it has received the annual fee for the relevant year. Marsh reserves the right to suspend Access or terminate this Agreement if the fees remain outstanding for sixty (60) days from when they fall due.

6.4. Marsh's invoices will be exclusive of any applicable tax. Any applicable value added tax will be added to the invoice at the prevailing rate at the time of billing.

6.5. The fees paid by you under the terms of this Agreement are not refundable.

6.6. The following services are part of Marsh's standard membership services:
- a personalized contact (Engagement Specialist) responsible for your account management;
- an explanation of Mercer's survey methodology and Mercer WIN trainings in the form of webinars (language specific sessions are available for some markets);
- and support with job matching for positions.

6.7. Invoices, purchase orders, purchase order acknowledgments and any terms and conditions set forth on such documents or any similar purchasing documents (collectively, the **"Purchasing Documents"**) shall be for the issuing party's internal purposes only. The parties specifically reject any such terms and conditions. Any additional terms included in such Purchasing Documents shall not be considered to be valid or in any way incorporated under this Agreement even if such Purchasing Documents are acknowledged or accepted by the receiving party.

7. Termination

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7.1. Marsh and the Client may terminate the Agreement by written notice immediately if any of them commits a material breach of any of the provisions of this Agreement, provided that he previously invited contractual party who in in breach to remedy the breach.

Both parties may terminate the Agreement upon thirty (30) days' written notice.

7.2. In the event of any termination of the Agreement by the Client for its convenience prior to the expiry of the Term, the Client will pay Marsh, as damages and not as a penalty, the Total Annual Fee for each year of the Term and any expenses (if applicable) incurred by Marsh up to the date of termination.

8. Relationship Managers

The parties have appointed the relationship managers set out in the below table. Both parties reserve the right to change their respective relationship manager. Where applicable, Marsh may also assign a local country consultant to be a primary point of contact for the Client's local staff in each country/region.

RELATIONSHIP MANAGERS	
Marsh	Radmila Krunic / Nikola Vranjin / Ana Asanovic
Client	Matija Subašić Maras / Martina Jergović / Roberta Žufić

9. Limitation of liability

9.1. Marsh's liability and the liability of Marsh's Affiliates to the Client, on any basis, arising out of or in connection with this Agreement shall be limited in total to the amount up to Marsh's Total Annual Fee paid by the Client for the TRS products/services provided as per this Agreement. Marsh shall only be liable for direct loss and not in any circumstances for any special, indirect or consequential loss, such as loss of profits, sales or data. These provisions shall not apply in the case of fraud, gross negligence or wilful default by Marsh nor to any liability which cannot lawfully be excluded or limited.9.2. Any non-observance of Marsh's recommendations shall exonerate Marsh of any liability. Marsh shall not be liable for any loss, damage or expense to the extent that they result from Client's fraudulent actions or omissions, fraudulent statements, breach of Client's contractual obligations, wilfully or by negligence, or by providing to Marsh of information or false documents, which are misleading, inaccurate or incomplete.

10. Miscellaneous

10.1. This Agreement will be interpreted and subject to the laws of Bulgaria and the courts of Bulgaria shall have exclusive jurisdiction over any dispute or claim arising out of this TRS Agreement. Notwithstanding the foregoing, the WIN License shall be interpreted according to and subject to the sole jurisdiction of the courts of New York, United States of America.

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UIC 130404971

10.2. This Agreement will be interpreted and subject to the laws of Croatia and the courts of[Croatia shall have exclusive jurisdiction over any dispute or claim arising out of this TRS Agreement.

10.3. By signing this Agreement, both parties knowingly understand, agree and recognize that the validity of electronic signature will have the same legal effect as handwritten signature.

For and on behalf of Marsh EOOD
.....
[Darla Mihova]

We, the Client, hereby acknowledge and agree to the terms of this Agreement.

NAME: Michał Wojciech Seńczuk,
POSITION: CEO
DATE: 2.6.2026
SIGNATURE:

Digitally signed by MICHAL WOJCIECH SENCZUK
Date: 2026.06.15 09:48:41 +02'00'

For and on behalf of Studenac d.o.o.

NAME: Matija Subašić Maras
POSITION: CHRO
DATE: 2.6.2026
SIGNATURE:

For and on behalf of Studenac d.o.o.

Marsh EOOD
Bulgaria, Sofia,
90, Tsarigradsko shouse boulevard,
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UIC 130404971

MARSH

Marsh d.o.o
Airport City Belgrade
Omladinskih brigade 88a
11070 Beograd

FINANCIJSKA AGENCIJA
REGIONALNI CENTAR SPLIT 2
Neposredno, poštom (obično - preporučeno)
Primljeno 02 -11- 2026
Br.pošiljke _____ potpis _____

Financijska agencija
RC Split

Matoševićevo šetalište 24b
21000 Split

EXPRESS ENVELOPE

XPD

DHL

2026-10-29 MYDHL+ 1.0 / *30-0821*

From/Od: Marsh d.o.o.
Milica Momcilovic
Omladinskih brigada 88a

11070 Beograd
Serbia, Republic of

Origin/Polazište:
BEG

To/Do : Financijska agencija, RC Split
Nemamo
Mazuranicevo setaliste 24B

Contact/Kontakt:
Nemamo

21000 SPLIT SPLITSKO-DALMATINSKA ZUPANIJA
Croatia

HR-ZAG-SPU

ADI

Day/Datum Time/Vreme

Ref:
Ref/Napomena :

Pce/Shpt Weight/Težina
0,3 kg

Piece/Koleta
1/1

Contents/Sadržaj:
Contents: Documents - general business

WAYBILL 10 1615 9675

EXPRESS ENVELOPE XPD DHL
21000 SPLIT, CROATIA
HR-ZAG-SPU
ADI
Date: 2026-10-29 0.3 KG
WAYBILL 10 1615 9675

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