CAREER MANAGEMENT POLICY

The career management policy provides an opportunity for employees to develop the skills and knowledge needed to take on greater work responsibility and engagement, move to management positions or move to a new workplace.

The Company promotes a fair and equitable environment for all employees, aiming to provide opportunities for individuals in their long-term career development. The Company invests in continuous training and professional development of its employees, as well as continuous development of skills and abilities necessary to achieve business goals.

The Company strives to ensure that employees with the potential to assume leadership positions in the Company gain board experience in various jobs and undergo appropriate training to prepare them for future assignments.

Considering the Company's strong orientation towards the continuous growth and development of employees, the Valamar Excellence program, the Company's umbrella educational platform, was developed. It is the concept of lifelong education as part of the strategy of the learning organization and the process of planning the long-term career development of employees, considering the process of annual assessment of work efficiency, the individual development plan of employees and trends in tourism and hospitality. This program includes Valamar trainings and Valamar education.

VALAMAR TRAININGS:

V-ACADEMY is an internal professional development training program that provides employees with the opportunity to acquire a wide range of knowledge and skills, required for taking on more complex roles in their careers. The program involves spreading knowledge about Valamar's projects, processes and work methods and relies on a mentoring system that emphasizes transfer of the Company's best practices. The program lasts for one year and combines internal lectures, external education, and learning through work with a mentor.

V-LEAD (management training program in the hotel industry) is an internal professional development program designed for future managers/directors of facilities or sectors and potential successors to key leadership and management positions in operations and corporate functions. The program lasts for one year and is designed for participants to complete an individual project under the mentorship of leading managers in the company, which is then presented to the management board. Participants are nominated by their superiors, with previous candidate assessment.

V-START (traineeship in Valamar) is a one-year program that enables the Company's interns to gain insight into numerous and specific processes within the company through cross-sector rotations and mentoring. The advantages of the V-START internship program are:

- structured and comprehensive plan and program of the internship, mentoring support.
- the opportunity to gain direct insight into the Company's work processes.
- regular feedback on work performance.
- relationship built on trust and partnership.

V-INTERN (professional internship in Valamar) is an internship program for students conducted by the Company in collaboration with various higher education institutions in Croatia and abroad.

VALAMAR COURSES:

V-EXECUTIVE (Executive course in tourism and hotel industry) is a two-year modular course program in tourism intended to familiarize participants with industry trends, acquire new knowledge in the field, understand the application of innovations, and promote a knowledge-focused organizational culture. The program is carried out in collaboration with universities in Croatia and involves lecturers from key academic institutions, Valamar managers, and leading experts from various fields.

V-PROFESSIONAL (Specialist course in tourism and hotel management) is a program of professional course intended for acquiring and improving the skills needed in everyday work. It includes professional courses that are directly related to the work of the participants.