

Diversity and non-discrimination policy

By signing the “Diversity Charter Croatia” on October 4, 2017, the Company undertook to develop a Diversity and Non-Discrimination Policy (hereinafter: the Policy) in order to develop an organizational culture within the Company based on mutual respect and appreciation of individual differences.

THE PURPOSE OF THE POLICY IS TO:

- create an environment in which the individual differences and contributions of all team members are recognized and valued, and a work environment that promotes the dignity and respect of each employee,
- eradicate tolerance of any form of intimidation, violent behavior or harassment and discipline those who violate the provisions of the Policy,
- ensure the provision of equal opportunities for training, development and education to all employees,
- promote equality in the workplace as one of the fundamental values of the Company
- encourage employees to openly point out the existence of discrimination problems of any kind in order to completely eradicate such behavior,
- encourage employees to treat their colleagues with respect and dignity.

THE COMPANY UNDERTAKES TO:

- develop a diverse environment by encouraging the integration of employees of all profiles, regardless of gender and sexual orientation, racial or ethnic origin, religion or belief, disability, age and others,
- develop the skills and competencies of management, employees responsible for employment, training and career development, on the implementation of the Policy,
- use the Policy in case of employing management members in order to better understand management decision-making and to make the Company more open to innovative ideas in order to strengthen the competitiveness and sustainability of the organization,
- develop awareness and educate the Company's employees about the diversity policy,
- inform all employees that the Policy is in force,
- continuously direct employees to adhere to provisions and rules of conduct in order to promote fairness in the workplace,
- apply and encourage the application of the Policy to all participants in the business process (employees, candidates, partners, suppliers, etc.),
- conduct regular analysis of employment practices and procedures to ensure fairness and equal opportunities for all candidates,
- develop and regularly update Action Plan for the Promotion of the Policy which will include measurable indicators, in the development and implementation of which the Company's employees will be involved,
- inform the competent authority at least once a year about the implementation of this Policy and the measures and internal procedures it applies in order to achieve the objectives of the Charter.

Valamar has an appointed person for resolving inquiries, related to the Policy.

Determined by the Management Board (June 8, 2026) and the Supervisory Board (June 16, 2026)