

Health and safety policy

We focus on the health and safety of our guests and employees in business, all with the aim of their well-being and satisfaction. We responsibly and consistently ensure a healthy living and work environment.

The Health and safety policy is implemented in all properties of the Company by applying **Valamar standard operating procedures**.

In order to ensure a healthy and safe environment for our guests and other users, as well as for employees, and good working conditions for employees, we focus on:

- continuous harmonization of operations and activities with all applicable legal and other requirements in the field of health and safety
- conducting consultations with workers and their representatives and ensuring their participation in the creation and improvement of health and safety management systems
- identification of risks and dangers in the environment and implementation of measures for their elimination and prevention of injuries and diseases
- continuous improvement of working and living conditions and improvement of the health and safety management system.

Health & Safety is a program of health, hygiene, safety and environmental standards implemented in Valamar properties to ensure the highest level of guest and employee safety.

The Health & Safety program covers three key areas:

- **Health & Safety Food** program ensures maximum food and beverage safety in all restaurants and bars (HACCP standard certified by SGS)
- **Health&Safety Management** involves managing the overall safety of guests during their stay at Valamar properties and employee safety while working.
- **Health & Safety certificates** cover the entire Health & Safety program across all applied standards. They follow the best global practices, including key international certificates issued by globally accredited certification bodies, such as occupational health and safety, quality assurance, energy efficiency, as well as sustainability, environmental protection, and eco-label certifications in tourism.

Determined by the Management Board (November 24, 2025) and the Supervisory Board (December 1, 2025)