

Working conditions policy

INTRODUCTION

Article 1.

The Company is committed to the implementation of the UN principles on business and human rights, as well as the fundamental conventions of the International Labor Organization, and persists in the intention that the Company's activities never result in the abuse of human rights.

The Company respects and applies positive Labor law regulations of the Republic of Croatia, its internal acts and the Company's Collective Agreement that is in force.

WORKING HOURS, RESTS AND LEISURE

Article 2.

Due to the nature of the Company's hospitality business, in particular its seasonal operations and the specific nature of certain positions, working hours may be scheduled on an unequal basis (redistribution of working hours) so that employees may work up to 48 hours per week and, in accordance with the Labour Act and the Collective Agreement and subject to the employee's prior written consent, up to 60 hours per week. Where redistributed working hours exceed the employee's full-time or part-time working hours, such redistribution may, in accordance with the Labour Act and the Collective Agreement, be applied for a period not exceeding six months.

Every employee has the right to a break, daily rest, weekly rest and annual leave in the time and in the manner prescribed by the Labor Law and the Collective Agreement of the Company.

The Company ensures that part-time workers have the same rights as full-time workers regarding rest between two consecutive working days, weekly rest, the shortest duration of annual leave and paid leave.

Every employee has the right to paid leave with salary compensation for the cases prescribed by the Company's Collective Agreement. Any employee may be granted unpaid leave at his request as prescribed by the Company's Collective Agreement.

SALARY, SALARY COMPENSATION AND BENEFITS

Article 3.

The salary of each employee is above the prescribed minimum wage in the Republic of Croatia and is calculated and paid in accordance with the compulsory regulations of the Republic of Croatia and the Collective Agreement of the Company.

The Company pays equal wages to female and male employees for equal work or work of equal value. Any discrimination based on gender and sexual orientation, racial or ethnic origin, religion or belief, disability, age, etc. is not tolerated when determining salaries.

For the period when the employee does not work due to legitimate reasons established by the law, other regulations of the Republic of Croatia or the Collective Agreement of the Company, he or she has the right to compensation in the amount of worked hours. This right belongs to the employees, for example, on holidays and non-working days specified by law, during an annual leave, for days when he or she uses the right to paid leave for important personal needs specified in the Company's Collective Agreement.

In the case that an employee works on public holidays or non-working days as stipulated by the Labor Law, on Sundays, in double shifts as part of an altered work schedule, during night shifts, and similar circumstances due to work schedule requirements or other reasons, they shall have the right to receive an increase in salary as per the Collective Agreement of the Company.

The Company continuously improves the relevance of the reward system for the Company's employees and provides a quality system of material and non-material benefits.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Article 4.

The Company shall uphold the right of each employee to his freedom of thought and expression. Every employee has the right to establish and join a trade union of his own choice without fear of discrimination, retaliation, intimidation, or harassment, and has the right to participate in decision-making on issues related to their economic and social rights and interests.

In the case where the workers are represented by a recognized trade union, the Company tries to achieve a constructive dialogue with its democratically elected representatives by negotiating in good faith.

The Company maintains and continuously improves social dialogue and collective bargaining, and, to the greatest extent possible, safeguards employees' rights and regulates their obligations through collective agreements and their timely amendments and supplements.

The Company ensures all necessary conditions for the unhindered election and operation of the Works Council and provides for its timely information and involvement in all cases prescribed by the applicable regulations. Through the activities of the Works Council, employees exercise their right to participate in decision-making on matters relating to their economic and social rights and interests.

FORCED LABOR AND HUMAN TRAFFICKING

Article 5.

The Company respects and acts in accordance with the European Convention on the Protection of Human Rights and Fundamental Freedoms and is familiar with Directive 2011/36/EU of the European Parliament and of the Council of April 5, 2011, on preventing and combating human trafficking and protecting its victims and on the replacement of the Framework Council Decision 2002/629/PUP, as well as other regulations governing the subject area, which are applicable in the Republic of Croatia.

The Company has zero tolerance for forced labor and human trafficking and will not detain workers against their will.

CHILD PROTECTION

Article 6.

The Company complies with all relevant regulations relating to child labour and does not employ persons below the legally prescribed minimum age for employment (15 years of age, provided that compulsory primary education has been completed), in accordance with applicable regulations and the Company's Child Safety and Protection Policy.

The Company permits the employment of persons between the ages of 15 and 18 only where all legal requirements are fulfilled and solely in the manner and to the extent permitted by applicable regulations. The Company's recruitment procedures include appropriate child protection measures, including the verification and confirmation of candidates' age as an integral part of the recruitment process.

The Company complies with all regulations protecting minors, including provisions prohibiting night work and overtime work, as well as special provisions regarding breaks and daily and weekly rest periods.

PROHIBITION OF HARASSMENT

Article 7.

The Company protects the dignity of its employees during the performance of their work by ensuring working conditions in which they are not exposed to harassment or sexual harassment. This protection also includes the implementation of preventive measures. To this end, the Employer undertakes, in particular, to give due consideration when making decisions regarding the arrangement of work and sanitary facilities, the selection of work clothing, methods of monitoring employees and company property, and all other matters relating to working conditions that may directly or indirectly expose employees to various forms of harassment.

The dignity of employees shall be protected from harassment or sexual harassment by the Employer, supervisors, co-workers, and persons with whom employees regularly come into contact in the course of performing their duties.

The Company has established procedures for receiving and handling complaints and has appointed two authorised persons of different genders to receive and resolve complaints relating to the protection of employees' dignity.

REALIZATION OF RIGHTS AND OBLIGATIONS FROM EMPLOYMENT RELATIONSHIP

Article 8.

An employee who considers that his or her employment rights have been infringed by the Company, may within 15 days from the service of the decision that violated his or her right, or from the date of knowing about the right violation, demand from the Company to exercise that right.

All decisions regarding the realization of the rights and obligations from the employment relationship or regarding the employment relationship in general, are made by the Company or a person authorized by the Company through written authorization.

FINAL PROVISIONS

Article 9.

The Company will regularly review this policy to assess its continued relevance for monitoring the compliance of the policy with the laws of the Republic of Croatia and the Collective Agreement, as well as encourage the constant improvement of working conditions and social dialogue with each interested party.

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