

COMMUNITY POLICY

I. INTRODUCTORY PROVISIONS

Maistra Hospitality Group (MHG) is one of the leading tourist groups in Croatia, which includes two companies: Maistra dd, Rovinj, Obala Vladimira Nazor 6, OIB: 25190869349 and HUP-ZAGREB dd, Zagreb, Trg Krešimira Čosića 9, OIB: 66859264899. Maistra Hospitality Group operates as part of Adris Group. This Policy applies to both listed companies (hereinafter: Company or Companies).

SUBJECT OF POLICY

This Community Policy (hereinafter referred to as the Policy) sets out the principles of socially responsible behavior in the Company's relationship with the local community.

Specific issues or areas related to the principles and rules of conduct outlined in this Policy are further detailed in other Company documents (policies, regulations, procedures and other acts).

POLICY SCOPE

This Policy applies to all employees working for Maistra d.d. and HUP-ZAGREB d.d..

We expect from our suppliers to adhere to the principles and rules described within "Supplier Code of Conduct" and to implement appropriate measures as part of their operations.

II. BASIC PRINCIPLES

Socially responsible business

The Company nurtures a long-term partnership and stimulating relationship with the community, aware that the Company's business success is largely determined by the reputation it enjoys in the community in which it operates. Responsibility towards the local community, or the practice of social responsibility, has always been one of the most important determinants of the Company's corporate culture, and the local community is one of the main stakeholders.

The Company realises its responsibility towards the local community:

- a) at the level of Adris Group through the activities of the Adris Foundation, whose goals include promoting and encouraging innovation and quality in scientific and artistic work, supporting gifted students and young scientists, protecting and

promoting Croatian originality, and strengthening environmental awareness, preservation of nature, and Croatian culture and heritage,

b) at the level of the Company :

- sponsorships primarily in the fields of sport, culture and heritage and humanitarian donations as needed,
- by developing and supporting educational programmes and campaigns to promote knowledge, raise awareness, support prevention, and develop good habits,
- by promoting the autochthonous gastronomic offer and local foods, and cultural experiences.

The Company cooperate with the tourist communities of the destinations where we operate, and participates in the creation of strategic, operational and action/annual tourism development plans, thereby directly contributing to the development of tourism at the local, county and national levels.

Encouraging local development

We strive, whenever possible, to use the services of local suppliers, which encourages comprehensive, high-quality and solid economic growth and development of the local community.

We continuously make efforts to hire local employees with knowledge and skills that make them ready to take on new responsibilities and challenges in creating an attractive image of the destination, and building a new destination brand that offers an original regional, Croatian and Mediterranean experience.

At locations of mutual interest, we ensure, whenever possible, that all facilities are equally accessible to guests and local people.

Environmental protection

Environmental protection management is an integral part of the entire organisational management system of the Company. We are guided by the principle that tourism must and can be profitable and sustainable, at the same time contributing to the protection of nature and biodiversity and ensuring a better quality of life for the local population.

Among the business policies adopted and systematically applied by the Company, care for the environment stands out as one of the most important principles of socially responsible business.

With our Environmental Protection Policy, we undertake to professionally and responsibly monitor and manage all aspects of our processes and services, thereby reducing as far as possible negative impacts on the environment.

We make efforts to efficiently use natural resources, and continuously work to improve energy efficiency and reduce greenhouse gas emissions.

When carrying out construction works, we comply with relevant laws and regulations, and we place a special focus on dialogue with the community. We cooperate with

representatives of the involved parties in matters of environmental protection and biodiversity, taking into account the health and safety of our citizens.

We educate our guests about issues of environmental protection and preservation of local culture and heritage, and we encourage them to support the local community by using local products, and to behave in accordance with the traditions of the community in which we operate.

Health and safety protection

Our Health and Safety Policy expresses our commitment to ensuring health and safety in our activities. We recognize our responsibility to protect the well-being of our employees, guests, visitors and the community as a whole.

We comply with all relevant health and safety laws, regulations and standards that apply to our business operations and promptly incorporate them into practice in our business processes.

We are aware that extraordinary situations or incidents may arise from the Company's activities, and we carry out impact risk assessments specific to our business, and define action plans to address any impact on the local community.

III. FINAL PROVISIONS

The responsibility for the implementation of the Policy rests with the Management Board, which ensures the implementation of defined processes, measures and goals. The Management Board, by means of a special decision, prescribes the obligations and responsibilities of individual organizational parts of the Company for the implementation of the Policy.

The policy enters into force with the approval of the Company's Management Board and is published on the Company's website.

All interested stakeholders can send their proposals and complaints to the Company electronically at the e-mail address Sustainability@maistra.hr.