

ENVIRONMENTAL PROTECTION POLICY

I. INTRODUCTORY PROVISIONS

Maistra Hospitality Group (MHG) is one of the leading tourist groups in Croatia, and includes two companies: Maistra d.d., Rovinj, Obala Vladimira Nazor 6, OIB: 25190869349 and HUP-ZAGREB d.d., 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

The Environmental Protection Policy (hereinafter referred to as the Policy) outlines the fundamental principles of socially responsible behaviour regarding environmental protection measures implemented by the Company. Specific issues or areas related to the principles and processes 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

Environmental protection management is an integral part of the entire organizational management system, and environmental protection goals are integrated into the Company's business strategy.

In all our processes and activities there is an awareness of the protection of the biological and geological diversity of destinations, as well as the importance of preserving and promoting cultural heritage and autochthonous.

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.

We adhere to Croatian legislation, such as waste control, air pollution, and water resources laws and also standards like ISO 14001:2015 - Environmental management systems that regulate environmental protection and which apply to our business, and we include them in our business processes in a timely manner.

We continuously determine the impact of our business processes, products and services on the environment, identifying those that have or could have a significant impact on the environment.

These identified impacts on the environment are the basis for setting the Company's goals for the purpose of reducing negative impacts on the environment.

We continuously monitor, improve processes and act proactively to prevent possible environmental pollution.

Employees and guests are educated and encouraged to support the Company's efforts and to contribute to environmental protection through their behavior and habits.

Climate change

The Company's goal is to reduce the impact of climate change and proactively contribute to global climate goals, participating in the creation of a sustainable and more resilient future. We are committed to achieving carbon neutrality in line with our capabilities to contribute to climate change mitigation and we adapt our operations accordingly.

We monitor greenhouse gas emissions, and take appropriate measures to reduce our carbon footprint, while implementing planned activities on the way to carbon neutrality. The costs of the transition towards carbon neutrality are integrated into our plans, which are regularly updated in line with our business goals.

Energy

We regularly monitor and analyse energy consumption in order to identify areas for improvement and to efficiently manage our energy resources. We strive to increase our energy efficiency, and we direct part of our capital funds into investments in innovative technology and renewable energy sources.

Waste management

Effective waste management refers to a systematic approach to the collection, processing, disposal and reduction of waste with the aim of maximally reducing negative impacts on the environment and human health.

The Company's approach to waste management includes prevention of waste generation, reduction of the amount of municipal waste and an increase in positive impacts (such as an increase in the amount of separated useful waste from municipal waste), as well as recycling and consideration of alternative materials.

Analyses of waste generation trends are conducted regularly, and we make continuous efforts to define measures for the reduction and efficient management of waste generation.

Water management

We pay special attention to water protection through rational use of water and advising guests to do the same, controlled use of cleaning agents, the use of purified wastewater, and prevention of sea pollution, and implementation of measures in case of sudden water pollution adapted to each of our facilities.

We stand for the rational use of water, and we are dedicated to regular monitoring of water consumption and the implementation of measures to eliminate the causes of observed deviations, with the aim of ensuring the sustainable use of this precious resource.

Supply chain management

Supply chain management is essential for the sustainability of the Company's business continuity. We improve relationships with suppliers and integrate sustainability principles into our supply chains, wherever possible. We are committed to process improvement and strive to source products and services from suppliers who apply environmentally friendly practices and possess relevant certifications.

In order to ensure consistency and transparency in supply chain management, we have adopted a "Supplier Code of Conduct", and we are continuously working to improve processes and develop additional control mechanisms for supply chain management.

When carrying out construction works, we comply with relevant laws and regulations, and we cooperate with stakeholders in matters of environmental protection and biodiversity.

We strive to procure food from local producers, thereby contributing to the economic growth and development of the local community and, reducing the negative impact on the environment and greenhouse gas emissions.

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 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.