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**REPORT ON THE REMUNERATION OF THE MEMBERS OF
THE MANAGEMENT BOARD AND SUPERVISORY BOARD
OF LUKA PLOČE d.d. FOR THE YEAR 2025**

Ploče, April 23, 2026

Pursuant to Article 272.r of the Companies Act (Official Gazette 111/93, 34/99, 121/99, 52/00, 118/03, 107/07, 146/08, 137/09, 125/11, 152/11, 111/12, 68/13, 110/15, 40/19, 34/22, 114/22, 18/23, 130/23, 136/24) and Article 55 of the Articles of Association of Luka Ploče d.d., the Management Board and Supervisory Board of Luka Ploče d.d. have prepared and submit to the General Assembly for adoption the following:

REPORT ON THE REMUNERATION OF THE MEMBERS OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD OF LUKA PLOČE d.d. FOR THE YEAR 2025

1. FIXED AND VARIABLE COMPONENTS OF THE REMUNERATION OF MANAGEMENT BOARD MEMBERS FOR 2025

The total remuneration of Management Board members consists of:

- fixed remuneration;
- variable remuneration.

The ratio between the fixed and variable components of the total remuneration of Management Board members must be appropriate, determined in such a manner that the net annual amount of the variable component does not exceed the aggregate amount of 24 (twenty-four) average net salaries paid in the previous year.

The fixed component of the remuneration of Management Board members represents the unchanging portion of remuneration defined by the agreement concluded between the Company, represented by the Supervisory Board, and the members of the Management Board.

Fixed remuneration includes payments or benefits to Management Board members that:

- are based on predetermined criteria;
- reflect the level of professional experience of the Management Board member, purpose of work, complexity of duties, key areas of responsibility, level of authority and responsibility, education required for the position, position within the organizational structure, and influence on the Company's operations;
- are transparent with regard to the individual amount allocated to each Management Board member;
- are paid continuously during a specified period related to the powers and responsibilities arising from the position;
- are irrevocable, with amendments to the permanent amount possible only through amendments to the employment contract;
- do not encourage excessive risk-taking;
- do not depend solely on performance and are not based on discretionary decisions.

In accordance with applicable regulations, Management Board members are entitled to reimbursement of all other expenses related to the performance of their duties, including business travel expenses in Croatia and abroad, membership fees in professional associations, domestic and foreign professional literature, attendance at professional conferences, fairs, and similar events. Management Board members may also be provided with professional development at the Company's expense, in accordance with the Company's business plan.

All remuneration components that do not meet the criteria of fixed remuneration are considered variable remuneration.

Variable remuneration is determined so as to reflect:

- sustainable and risk-adjusted performance;
- performance exceeding expected standards.

The Company may not guarantee payment of a specific amount of variable remuneration to a Management Board member. A guarantee shall be deemed to exist where the Company contractually undertakes to pay a Management Board member a certain amount of variable remuneration regardless of performance, or solely on the condition that the contractual relationship continues until a specified date.

1. FIXED AND VARIABLE COMPONENTS OF THE REMUNERATION OF MANAGEMENT BOARD MEMBERS FOR 2025 (CONTINUED)

Variable remuneration is intended to reward the work performance of Management Board members, with performance assessed based on the achievement of the Company's financial and non-financial objectives. These objectives are defined in advance by the Supervisory Board, generally for each financial year.

When determining the exact amount of the variable remuneration component, the Supervisory Board considers the following categories:

- consolidated annual financial performance of the Company;
- operational, strategic, and development performance of the Company; and
- achievement of individual objectives set for Management Board members by the Supervisory Board.

The exact amount of variable remuneration payable to Management Board members is determined by the Supervisory Board within 30 (thirty) days from the date of determination of the Company's audited financial statements for the previous year.

The Management Board members serving during 2025 were:

1. Hrvoje Livaja, President of the Management Board
2. Daniela Marelić, Management Board Member for Finance – until June 30, 2025
3. Marin Bodrušić, Management Board Member for Finance – from July 1, 2025

During 2025, the following fixed and variable remuneration was paid to Management Board members:

| Name and surname | Fixed remuneration (Gross 1, EUR) | Variable remuneration (Gross 1, EUR) | Total (Gross 1, EUR) |
|--|--------------------------------------|---|-------------------------|
| Hrvoje Livaja, President of the Management Board | 175,334 | 145,463 | 320,797 |
| Daniela Marelić, Management Board Member | 65,957 | 53,150 | 119,107 |
| Marin Bodrušić, Management Board Member | 59,920 | - | 59,920 |
| Total | 301,211 | 198,613 | 499,824 |

**The fixed remuneration component also includes salary in kind pursuant to Article 21 of the Income Tax Act, as well as non-taxable allowances.*

The ratio of fixed and variable remuneration paid to Management Board members for 2025 is shown below:

| Name and surname | Fixed remuneration | Variable remuneration | Total remuneration | Fixed share | Variable share |
|--|--------------------|-----------------------|--------------------|-------------|----------------|
| Hrvoje Livaja, President of the Management Board | 175,334 | 145,463 | 320,797 | 55% | 45% |
| Daniela Marelić, Management Board Member | 65,957 | 53,150 | 119,107 | 55% | 45% |
| Marin Bodrušić, Management Board Member | 59,920 | - | 59,920 | 100% | - |

2. FIXED AND VARIABLE COMPONENTS OF THE REMUNERATION OF SUPERVISORY BOARD MEMBERS FOR 2025

Pursuant to the Resolution of the General Assembly of Luka Ploče d.d. dated April 29, 2022, Supervisory Board members are entitled to remuneration for their work in the net monthly amount of EUR 530.89. Under the same Resolution, Supervisory Board members are also entitled to reimbursement of official travel expenses (accommodation, transportation costs, and daily allowances) for attendance at Supervisory Board meetings. Supervisory Board members are not entitled to variable remuneration.

During 2025, the following remuneration was paid to Supervisory Board members:

| Name and surname | Fixed remuneration (Gross 1, EUR) | Expense reimbursement (EUR) | Total (EUR) |
|--|--------------------------------------|--------------------------------|----------------|
| Jeni Krstičević, Deputy President of the Supervisory Board | 9,205 | - | 9,205 |
| Ivan Ostojić, Member of the Supervisory Board | 9,205 | - | 9,205 |
| Ana Marinović, Member of the Supervisory Board* | 8,848 | 544 | 9,392 |
| Boštjan Napast, President of the Supervisory Board | 9,205 | - | 9,205 |
| Zvonimir Novak, Member of the Supervisory Board | 9,205 | - | 9,205 |
| Total | 45,668 | 544 | 46,212 |

*Supervisory Board member Ana Marinović is also an employee of the Company; therefore, the fixed remuneration shown above relates solely to remuneration for her role as Supervisory Board member and does not include remuneration arising from her employment contract with the Company.

3. COMPARATIVE OVERVIEW OF ANNUAL CHANGES IN REMUNERATION, COMPANY REVENUE OR PROFIT, AND AVERAGE REMUNERATION OF FULL-TIME EMPLOYEES

In 2025, the Company's revenue amounted to EUR 27,261 thousand, while profit before taxation amounted to EUR 5,773 thousand. These figures are based on unconsolidated financial statements.

During 2025, there were no changes in the remuneration of the Management Board members of Luka Ploče d.d. The ratio between the average remuneration of Management Board members and full-time employees in 2025 was 1:10.

The following table presents the average annual remuneration of full-time employees of Luka Ploče d.d. over the past five financial years:

| Annual remuneration | 2025 | 2024 | 2023 | 2022 | 2021 |
|---|-------|-------|-------|-------|-------|
| Annual payroll base ('000 EUR) | 8,515 | 8,549 | 8,441 | 7,995 | 7,416 |
| Average number of employees | 347 | 380 | 404 | 387 | 395 |
| Annual remuneration per employee ('000 EUR) | 25 | 22 | 21 | 21 | 19 |

| Financial result | 2025 | 2024 | 2023 | 2022 | 2021 |
|------------------------------|--------|--------|--------|--------|--------|
| Total revenue ('000 EUR)* | 27,261 | 97,218 | 75,046 | 94,151 | 48,057 |
| Net profit/(loss) ('000 EUR) | 4,637 | 5,828 | 10,287 | 6,610 | 3,661 |

*Total revenue excludes "Other (losses)/gains – net" and "Financial income – net" items. A fixed exchange rate of HRK 7.53450 to EUR was used for conversion for each applicable year.

4. NUMBER OF SHARES AND SHARE OPTIONS GRANTED OR COMMITTED TO MANAGEMENT BOARD AND SUPERVISORY BOARD MEMBERS

The employment contracts of Management Board members do not provide for entitlement to Company shares. Supervisory Board members are likewise not entitled to Company shares.

5. REPAYMENT OF VARIABLE REMUNERATION COMPONENTS

The remuneration policy for Management Board members does not provide for repayment of variable remuneration on any basis.

6. DEVIATION FROM THE MANAGEMENT BOARD REMUNERATION POLICY

At the General Assembly held on June 19, 2024, the Resolution on the Remuneration Policy for Management Board members of Luka Ploče d.d. for the period 2024–2027 was adopted.

There were no deviations from the said remuneration policy.

7. REMUNERATION PAID OR COMMITTED TO MANAGEMENT BOARD MEMBERS BY THIRD PARTIES IN 2025 IN CONNECTION WITH THEIR DUTIES AS MANAGEMENT BOARD MEMBERS

There were no payments or commitments by third parties to Management Board members in connection with duties performed as members of the Company's Management Board.

8. REMUNERATION WHICH THE COMPANY COMMITTED TO PAY TO MANAGEMENT BOARD MEMBERS IN THE EVENT OF EARLY TERMINATION OF MANAGEMENT BOARD MEMBERSHIP

Pursuant to the employment contract concluded with the President of the Management Board, in the event of early termination of Management Board membership, the Company undertakes to offer the President a new employment contract corresponding to his qualifications, knowledge, and abilities. Should the President decline such offer, the Company is obliged to pay remuneration equal to 24 monthly salaries.

Pursuant to the employment contract concluded with a Management Board member, in the event of early termination of Management Board membership, the Company is obliged to pay remuneration equal to 3 monthly salaries.

By mutual termination agreement, rights and obligations may be determined differently from those provided for in the applicable employment contracts.

During 2025, there were no cases of early termination of Management Board membership and therefore no payments on this basis.

9. REMUNERATION WHICH THE COMPANY COMMITTED TO PAY TO MANAGEMENT BOARD MEMBERS IN THE EVENT OF REGULAR TERMINATION OF MANAGEMENT BOARD MEMBERSHIP

Pursuant to the employment contracts, in the event of regular termination of Management Board membership (expiry of the term for which the member was appointed), the Company has not undertaken to pay additional remuneration.

On June 30, 2025, the term of office of Management Board Member for Finance Daniela Marelić expired. No special payments were made in connection with the expiry of her term.

10. REMUNERATION WHICH THE COMPANY COMMITTED TO PAY TO FORMER MANAGEMENT BOARD MEMBERS WHOSE MEMBERSHIP TERMINATED IN 2025 IN CONNECTION WITH SUCH TERMINATION

During 2025, there were no payments related to termination of Management Board membership.

11. FINAL PROVISIONS

This Remuneration Report is examined by the auditor who also audits the Company's annual financial statements. The auditor has reviewed whether this Remuneration Report contains all information prescribed by Article 272.r of the Companies Act and has prepared an audit report on the examination of this Remuneration Report, which is attached hereto.

Following adoption by the General Assembly, the Company shall publish this Remuneration Report on its website and make it available free of charge for a period of ten years.

This Remuneration Report has been approved by the Management Board and Supervisory Board.

Hrvoje Livaja, M.Econ.

President of the Management Board

Marin Bodrušić, M.Econ.

Member of the Management Board

Boštjan Napast, M.Econ.

President of the Supervisory Board