



LUKA PLOČE d.d.

Trg kralja Tomislava 21, 20340 Ploče - Hrvatska • OIB: 51228874907 • www.luka-ploce.hr

Ploče, May 6th 2025

ZAGREB STOCK EXCHANGE

LEI 74780000POWHINTXNI633

**CROATIAN FINANCIAL SERVICES
SUPERVISORY AGENCY (HANFA)**

Home
member state *Croatia*

CROATIAN NEWS AGENCY (OTS HINA)

ISIN *HRLKPCRA0005*

COMPANY WEBSITE

Security *LKPC-R-A*
Listing/Market
segment *Zagreb Stock Exchange, Official
Market*

SUBJECT: Invitation to the General Assembly of Luka Ploče j.s.c.

Dear Sirs,

We hereby inform you that today, May 6th, 2025, we submitted an Invitation to the General Assembly of Luka Ploče j.s.c., which will be held on June 18th, 2025, starting at 11:00 AM at the address: Ploče, Trg kralja Tomislava 21.

The invitation for the General Assembly will be published, together with reports and other materials for the General Assembly, on the Company's website www.luka-ploce.hr

Luka Ploče d.d.

LUKA PLOČE j.s.c.
MANAGEMENT BOARD

Trg kralja Tomislava 21
20340 Ploče

Ploče, May 2nd 2025

Pursuant to Article 277, paragraph 2 of the Companies Act (OG 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 24, paragraph 2 of the Articles of Association of Luka Ploče j.s.c. (hereinafter: the "Company"), on May 2nd 2025, the Management Board of the Company passed the Decision on convening the General Assembly of the Company, and in accordance with Article 277, paragraph 3 of the Companies Act and Article 26 of the Company's Articles of Association, announces the

GENERAL ASSEMBLY
JOINT STOCK COMPANY LUKA PLOČE

which will be held on Wednesday, June 18th, 2025, starting at 11:00 AM at the Company's headquarters in Ploče, Trg kralja Tomislava 21, with the following

AGENDA

1. Opening of the General Assembly and determining the number of present and represented shareholders or their proxies
2. Adoption of the Decision on the adoption of the Annual Financial Statements of the Luka Ploče j.s.c. and the Consolidated Annual Financial Statements of the Luka Ploče Group for 2024 with the report and opinion of the certified auditor, the Annual Report of the Management Board on the state of the Company and the Luka Ploče Group for 2024 and the Report of the Supervisory Board on the supervision of the Company's operations in 2024
3. Adoption of the Decision on the use of the Company's profit realized in 2024
4. Adoption of the Decision on granting statement of release to the members of the Management Board for 2024
5. Adoption of the Decision on granting statement of release to the members of the Supervisory Board for 2024
6. Adoption of the Decision on the appointment of the Company's auditor for the business year 2025
7. Adoption of the Decision on approval of the Report on remuneration of members of the Management Board and members of the Supervisory Board for 2024

Proposed decisions:

AD 2)

Under item 2 of the agenda, the Management Board and the Supervisory Board propose to the General Assembly to make the following decision:

1. The annual financial statements of the Luka Ploče j.s.c. for 2024 and consolidated financial statements of the Luka Ploče Group for 2024 are approved. Annual financial reports contain:
 - Balance,
 - Profit and loss account,
 - Notes to the financial statements,
 - Cash flow statement,
 - Statement of changes in equity,
 - Annual report on the state of the company.

The profit and loss account of Luka Ploče j.s.c. for 2024 in which the profit after tax in the amount of EUR 5.828.346 is stated.

The balance sheet of Luka Ploče j.s.c. as of 31 December 2024 shows the sum of assets or liabilities in the amount of EUR 100.325.847.

The profit and loss account of Luka Ploče Group for 2024 in which the profit after tax in the amount of EUR 6.815.198 is stated.

The balance sheet of Luka Ploče Group as of 31 December 2024 shows the sum of assets or liabilities in the amount of EUR 100.524.547.

2. The report of the auditing company on the performed audit of the financial statements of Luka Ploče j.s.c. for 2024 and the consolidated annual financial statements of the Luka Ploče Group for 2024 are approved.
3. The report of the Management Board on the state of the Company in the business year 2024 is approved.
4. The report of the Supervisory Board on the performed supervision of the Company's operations in the business year 2024 is approved.
5. This Decision shall enter into force on the day of its adoption.

AD 3)

Under item 3 of the agenda, the Management Board and the Supervisory Board propose to the General Assembly to make the following decision:

1. It is determined that the Luka Ploče j.s.c. in the year ended on December 31st, 2024, realized a profit in the amount of EUR 5.828.346.
2. Realized profit of Luka Ploče d.d. determined in point 1 of this Decision, shall be allocated to retained earnings.
3. This Decision shall enter into force on the day of its adoption.

AD 4)

Under item 4 of the agenda, the Management Board and the Supervisory Board propose to the General Assembly to make the following decision:

1. Statement of release is given to the members of the Management Board of the Company for the management of the Company's affairs in 2024.
2. This Decision shall enter into force on the day of its adoption.

AD 5)

Under item 5 of the agenda, the Management Board and the Supervisory Board propose to the General Assembly to make the following decision:

1. Statement of release is given to the members of the Supervisory Board for the performed supervision over the management of the Company's affairs in 2024.
2. This Decision shall enter into force on the day of its adoption.

AD 6)

Under item 6 of the agenda, the Supervisory Board proposes to the General Assembly to make the following decision:

1. PricewaterhouseCoopers d.o.o., Heinzelova 70, Zagreb, has been appointed as the auditor of the Company for the business year 2025.
2. This Decision shall enter into force on the day of its adoption.

AD 7)

Under item 7 of the agenda, the Supervisory Board proposes to the General Assembly to make the following decision:

1. The revised Report on remuneration of members of the Management Board and members of the Supervisory Board for 2024 is approved.
2. The Report on remuneration of members of the Management Board and members of the Supervisory Board for 2024 referred to in item 1 of this Decision shall be attached to this Decision and shall form an integral part thereof.
3. This Decision shall enter into force on the day of its adoption.

NOTICE TO SHAREHOLDERS AND INSTRUCTIONS FOR PARTICIPATION AND EXERCISE OF VOTING RIGHTS AND SHAREHOLDERS' RIGHTS

The Company's share capital is divided into a total of 422,967 ordinary shares, each with a nominal value of EUR 53,00. Each ordinary share entitles the holder to one vote at the General Assembly, except for the Company's own (treasury) shares, i.e. shares without voting rights, of which the Company has 1,719 at the time of convening the General Assembly. The total number of shares with voting rights at the time of convening of the General Assembly is 421,248.

The right to participate in the work of the General Assembly is granted to shareholders who are registered as owners in the Central Depository and Clearing Company d.d. Zagreb on 11 June 2025 and who register their participation in the General Assembly in writing no later than 6 (six) days before the Assembly. Registration for participation is made on working days from 12:00 to 14:00 at the premises of the Company's Legal Affairs and Office Operations Department or to the e-mail address: m.kuzet@luka-ploce.hr. The day of the application deadline is not included in the above deadline. For participation in the General Assembly, the relevant balance will be the balance in the depository of the Central Depository and Clearing Company d.d. at the end of the last day of the deadline for applying for participation, i.e. on June 11, 2025.

The application must contain the name and surname or company name of the shareholder/proxy, OIB, place of residence and address of the shareholder/proxy, the account number with the CDCC of the shareholder/each shareholder represented by the proxy, the total number of shares owned by the shareholder/all shareholders represented by the proxy, and an explicit statement that the shareholder intends to participate in the work of the General Assembly.

If a shareholder is represented by a proxy at the General Assembly, a valid written power of attorney issued by the shareholder shall be submitted to the Company. The authorization to represent based on the law, or the issuance of the power of attorney, shall be proven by an extract from the court register or another register in which the legal entity is registered. The power of attorney must state the principal and the proxy, the total number of shares or votes held, and the proxy's authority to vote at the General Assembly and to perform all other actions related to the work of the General Assembly. The power of attorney shall be delivered by registered mail to the address of the company's headquarters, Ploče, Trg kralja Tomislava 21, Department of Legal Affairs and Office Operations, or in person at the premises of the Department of Legal Affairs and Office Operations, on working days from 12:00 to 14:00, or a copy of the power of attorney shall be sent to the e-mail address: m.kuzet@luka-ploce.hr, and the original shall be submitted on the day of the assembly.

Each shareholder, or his representative or proxy, shall bear the costs of his participation in the work of the General Assembly.

It is recommended to use the application forms for participation in the General Assembly and the power of attorney, which can be obtained on working days from 12:00 to 14:00 on the premises of the Company's Legal Department and are also available on the Company's website www.luka-ploce.hr.

The number of votes that an individual shareholder is entitled to at the General Assembly is determined by the balance in the depository of the Central Clearing and Depository Company d.d. at the end of the last day of the deadline for submitting applications for participation, i.e. on June 11, 2025.

Shareholders' proposals, stating their names and surnames, in accordance with the provisions of Article 282 of the Companies Act, must be available to the persons specified in Article 281, paragraphs 1 to 3 of the Companies Act under the assumptions specified there, if the shareholder delivers his counterproposal to the Company at the Company's address at least 14 days before the date of the General Assembly. The day the proposal is received by the Company is not included in this 14-day period. The proposal must be available on the Company's website. If a shareholder does not exercise this right, this does not result in the loss of the right to submit a counterproposal at the General Meeting. The above applies accordingly to the submission of shareholder proposals on the election of members of the Supervisory Board or on the appointment of the company's auditor.

The Management Board must provide each shareholder at the General Meeting with information on the company's business at their request, if this is necessary for the assessment of the issues on the agenda in accordance with Article 287 of the Companies Act.

If shareholders who together hold shares in the amount of one twentieth of the Company's share capital after the General Meeting has been convened request that an item be placed on the agenda of the General Meeting and that it be published, an explanation or a proposal for a decision must be provided with each new item on the agenda. The request to place an item on the agenda must be received by the Company at least 30 days before the General Meeting. The day on which the request is received by the Company is not included in this period.

The Company shall, at least 21 days before the General Meeting, send a notice to the General Meeting to the intermediaries who deposit the Company's shares and to the shareholders' associations who voted on behalf of shareholders at the previous General Meeting, or who requested such a notice. The notice shall state the possibility of shareholders voting at the General Meeting by proxy and through the shareholders' association.

For compiling the list of shareholders, all shareholders who register their participation in the General Meeting should arrive at the meeting venue no later than one hour before the scheduled time of the General Meeting.

Written materials for the General Assembly are available to all shareholders and their proxies from the date of publication of the invitation until June 11, 2025, every working day from 12:00 to 14:00 in the premises of the Legal Affairs and Office Operations Department.

If the quorum requirements prescribed in Article 29 of the Articles of Association of Luka Ploče j.s.c. are not met at the General Assembly, a new General Assembly, with the same agenda, will be held on July 9, 2025, starting at 11:00 a.m., at the same location.

This invitation to the General Assembly and the documentation on the agenda of the General Assembly, the application form and the power of attorney are available on the website of Luka Ploče j.s.c. at the address: www.luka-ploce.hr.

**PRESIDENT OF THE
MANAGMENT BOARD**

Hrvoje Livaja, dipl.oec.

APPLICATION FOR PARTICIPATION

at the General Assembly of the LUKA PLOČE d.d which will take place on June 18th 2025 at 11.00 a.m. at the Company's registered office in Ploče, Trg kralja Tomislava 21

Name and last name of shareholder/shareholder's company:	
PIN (OIB):	
Address/registered office address:	

I, hereby apply for participation at the General Assembly of Luka Ploče d.d. scheduled for June 18th, 2025, at 11.00 a.m. in Ploče, registered office of the Company.

I acknowledge the fact that I have the right to participate and exercise my voting rights only if, beside my timely delivered Application, I am registered as the Company's shareholder in the Central Depository and Clearing Company Inc. on the date which is six days preceding the date of the General Assembly meeting.

If you are to be represented by a legal representative, please send the power of attorney duly attested by a Notary Public.

Date:

(for legal entities: position, name and surname of the authorised person, signature and stamp)

(shareholder's signature/authorized person)

NOTE:

This application should be delivered to the company's registered office, Ploče, Trg kralja Tomislava 21, legal department, or to the e-mail address: m.kuzet@luka-ploce.hr, with a deadline of six days preceding the date of the general assembly, latest by June 11th 2025.

In case that scheduled general assembly meeting is not held due to the quorum not being met, this power of attorney for the authorized proxy is valid for the subsequent general assembly meeting which will take place on July 9th 2025 at 11:00 a.m.

Power of attorney AUTHORIZATION

1. Shareholder's company:	
2. Shareholder's residence/headquarter:	
3. Shareholder's address:	
4. Shareholder's PIN (OIB):	
5. Total number of shares represented by proxy:	
6. Number and name of the shareholder's account opened with the Central Depository and Clearing Company Inc being represented by the proxy:	

Hereby authorize:

Name and surname of the proxy:	
Address of the proxy:	
PIN (OIB) of the proxy:	

to represent _____ at the General Assembly of Luka Ploče d.d. Proxy is hereby authorized on behalf of _____ to vote in my name and on my behalf on all items of the Agenda of the General Assembly scheduled for:

Date of the General Assembly meeting	June 18th 2025
Venue address:	Trg kralja Tomislava 21
Commencement time of the General Assembly meeting:	11:00 a.m

In case that scheduled General Assembly meeting is not held due to the quorum not being met, this Power of attorney for the authorized proxy is valid for the subsequent General Assembly meeting which will take place on **July 9th 2025 at 11:00 a.m.**

In _____ on _____ 2025.

Power of attorney Authorization given by

This is an English courtesy translation of the original document prepared in Croatian language.

LUKA PLOČE d.d.
SUPERVISORY BOARD

Trg kralja Tomislava 21
20340 Ploče

Ploče, 22.04.2025.

Based on Article 46 of the Articles of Association of the joint-stock company Luka Ploče d.d., Article 263, paragraph 3, and Article 300.c 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), the Supervisory Board of Luka Ploče d.d. at its session held on 22 April 2025 adopted and submits to the General Assembly the following

REPORT

on the performed supervision of the work and operations of Luka Ploče d.d. and Luka Ploče Group for 2024

In the period from 01.01.2024 to 31.12.2024, the Supervisory Board of Luka Ploče d.d. worked in the composition of:

- Boštjan Napast, President,
- Jeni Krstičević, Deputy President,
- Ivan Ostojić, Member,
- Zvonimir Novak, Member,
- Ana Marinović, Member.

The Supervisory Board held 11 (eleven) sessions during 2024, as follows:

- February 29, 2024,
- March 8, 2024,
- March 27, 2024,
- April 30, 2024,
- July 12, 2024,
- July 31, 2024,
- September 5, 2024,
- October 11, 2024,
- October 30, 2024,
- December 5, 2024,
- December 30, 2024.

In the past period, the Supervisory Board considered the state and operations of the company at its meetings, made decisions within its jurisdiction and, in accordance with the Company's Statute, approved the decisions of the Management Board. The Supervisory Board had insight into the work of the Management Board and all requested materials related to the state and operations of the Company were available to them.

At the meeting held on February 29, 2024, the Supervisory Board adopted the financial reports for the fourth quarter of 2023 and the Business Plan of Luka Ploče d.d. for 2024.

At the meeting held on March 8, 2024, the Supervisory Board adopted the Decision on granting consent to conclude the Agreement on the purchase and sale of coal for trading purposes in 2024.

At the meeting held on March 27, 2024, the Supervisory Board adopted the Decision on granting consent to the purchase and sale of the company New Concrete Technologies d.o.o., Zagreb.

At the meeting held on April 30, 2024, the Supervisory Board adopted the Report on the work of the Audit Committee for 2023, the Report on the remuneration of members of the Management Board and Supervisory Board of Luka Ploče d.d. for 2023, adopted the Report on the supervision of the management of the affairs of Luka Ploče d.d. in 2023, adopted the financial statements for the first quarter of 2024, adopted the Decision on determining the AFS of Luka Ploče d.d. and the consolidated AFS of the Luka Ploče Group for 2023 and the Annual Report of the Management Board, and adopted the Decision on granting consent to convene the General Assembly of Luka Ploče d.d. with the agenda and decisions to be adopted at the General Assembly.

At the meeting held on July 12, 2024, the Supervisory Board adopted the Decision on granting consent to the Management Board to contract a legal transaction related to the transshipment and storage of cement.

At the meeting held on July 31, 2024, the Supervisory Board adopted the financial reports for the second quarter of 2024.

At the meeting held on September 5, 2024, the Supervisory Board took note of the Management Board's information on the Company's operations.

At the meeting held on October 11, 2024, the Supervisory Board took note of the Management Board's information on the interruption of railway traffic.

At the meeting held on October 30, 2024, the Supervisory Board adopted the financial reports for the third quarter of 2024.

At the meeting held on December 5, 2024, the Supervisory Board adopted the Business Plan of Luka Ploče d.d. for 2025 and adopted the Work Plan of the Supervisory Board for 2025.

At the meeting held on December 30, 2024, the Supervisory Board adopted a Decision on granting consent to the Management Board to enter a legal transaction related to the transshipment and storage of goods.

The external auditor PricewaterhouseCoopers d.o.o., when auditing the financial statements for 2023, had no objections to the submitted reports, and stated that they were prepared in accordance with the state of the business books and that they correctly show the property and business status of Luka Ploče d.d., to which the Audit Board had no objections.

In accordance with its obligations and based on the information presented by the Management Board, the external auditor and the Audit Board, the Supervisory Board concluded that the Company carried out its business in accordance with applicable legal regulations, the Company's Statute, general acts of the company and decisions of the Company Assembly.

In accordance with the obligations prescribed by the Companies Act, the Supervisory Board examined the Annual Financial Statements of Luka Ploče d.d. and consolidated Annual Financial Statements for 2023, Report on the Status of the Company Luka Ploče d.d. and gave its consent to the same as to the proposal of the Company's Management Board on the use of profit from 2023.

The following are an integral part of the Annual Financial Statements of Luka Ploče d.d. and the Luka Ploče Group for 2024:

- Income Statement,
- Notes to the Basic Financial Statements,
- Cash Flow Statement,
- Statement of Changes in Equity,
- Annual Report on the Status of the Company.

In relation to the Annual Financial Statements for 2024, the external auditor PricewaterhouseCoopers d.o.o., when auditing the financial statements, had no objections to the submitted reports, and stated that they were prepared in accordance with the balance sheet and that they correctly reflect the assets and business status of Luka Ploče d.d., to which the Audit Committee had no objections.

In accordance with the obligations prescribed by the Companies Act, the Supervisory Board examined the Annual Financial Statements of Luka Ploče d.d. and the consolidated Annual Financial Statements for 2024, the Report on the Status of the Company Luka Ploče d.d. and gave its consent to the same as to the proposal of the Management Board of the Company on the use of profit from 2024.

In accordance with Article 300.d of the Companies Act, the Supervisory Board therefore establishes the annual financial reports of Luka Ploče d.d. and the Luka Ploče Group for 2024 and submits them to the General Assembly.

The Supervisory Board accepted the Management Board's Report on the state of the company Luka Ploče d.d. for the business year 2024.

At the proposal of the Management Board, the Supervisory Board established the date of convening the regular General Assembly, the agenda and proposed Decisions.

The Supervisory Board assesses its work in the past period as successful and the contribution of each individual member to the work of the Supervisory Board has been achieved. The report on the assessment of the Supervisory Board was discussed and established at the Supervisory Board meeting and no external assessors were engaged in the assessment process.

Following the above, and based on the information presented by the Management Board, the external auditor and the Audit Committee, the Supervisory Board of Luka Ploče d.d. concludes:

- The Company Luka Ploče d.d. conducted its business in accordance with the positive legal regulations of the Republic of Croatia, the Company's Statute, the Company's general acts and the decisions of the General Assembly.
- The annual financial statements are in accordance with the status in the business books and show the correct financial and business status of the Company and are determined by the Supervisory Board.
- The Supervisory Board has approved the Management Board's Report on the Status of the Company.

The Supervisory Board submits this Report to the General Assembly, with a proposal that the General Assembly adopt it and make other decisions within its jurisdiction, in accordance with the proposals of the Management Board and the Supervisory Board.

**PRESIDENT OF THE
SUPERVISORY BOARD**

Boštjan Napast, dipl.ing.



LUKA PLOČE

**REPORT ON THE REMUNERATION OF THE
MEMBERS OF THE MANAGEMENT AND
SUPERVISORY BOARD OF LUKA PLOČE j.s.c.
FOR THE YEAR 2024**

Ploče, April 22, 2025.

Based on Article 272.r of the Company Law (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) and Article 55 of the Statute of Luka Ploce j.s.c., the Management Board and Supervisory Board made submissions to the General Assembly for approval as follows

REPORT ON THE REMUNERATION OF THE MEMBERS OF THE MANAGEMENT AND SUPERVISORY BOARD OF LUKA PLOCE j.s.c. FOR THE YEAR 2024

1. FIXED AND VARIABLE PARTS OF RECEIPT OF THE MEMBERS OF THE MANAGEMENT BOARD FOR THE YEAR 2024

The total receipts of the members of the Management Board consist of:

- of the fixed part of the receipt,
- variable part of the receipt,

The relationship between the fixed and variable part of the total receipts for the members of the Management Board must be appropriate or determined in such a way that the net annual amount of the variable part does not exceed the sum of the average 24 (twenty-four) net salaries paid in the previous year.

The fixed part of the income of the members of the Management Board represents an unchanging part of the income defined by the contract that the Company, represented by the Supervisory Board, concludes with the members of the Management Board.

Fixed receipts are payments or benefits to members of the Board who meet the following conditions:

- are based on predetermined criteria,
- reflect the level of professional experience of a member of the Management Board, purpose of work, complexity of work, key areas of work, level of authority and responsibility, education required to perform work, position in the organizational structure and influence on the Company's operations,
- they are transparent when it comes to the individual amount allocated to an individual member of the Management Board,
- are paid on a continuous basis during a certain period that is related to the powers and responsibilities arising from that position,
- they are irrevocable, the permanent amount can be changed by changing the employment contract,
- do not encourage risk-taking,
- they do not depend solely on success and do not depend on making a discretionary decision.

The members of the Management Board have, in accordance with the applicable regulations, the right to compensation for all other expenses related to the performance of their duties, i.e. fulfilling their obligations as a member of the Management Board, for example the costs of official trips in the country and abroad, membership fees in professional associations, domestic and foreign literature, visiting professional meetings, fairs and similar events. Members of the Management Board can be provided with professional training at their expense and in accordance with the Company's business plan with the aim of further training.

All parts of receipts that do not meet the criteria of a fixed receipt are considered variable receipts.

Variable receipts are determined in such a way that they reflect:

- performance that is sustainable and adjusted to risks,
- performance that exceeds the expected standard.

The company may not guarantee the payment of a certain amount of variable receipts to a member of the Management Board. A guarantee is considered a contractual obligation of the Company to pay a member of the Management Board a certain amount of variable receipts, regardless of performance, i.e. only under the condition of maintaining the contractual relationship until a certain date.

1. FIXED AND VARIABLE PARTS OF RECEIPT OF THE MEMBERS OF THE MANAGEMENT BOARD FOR THE YEAR 2023 (continued)

Variable remuneration is intended to reward the work performance of a member of the Management Board, and performance is determined based on the achievement of the Company's financial and non-financial goals. The objectives are defined by the Supervisory Board in advance, as a rule, for each business year.

When defining the exact amount of the variable part of the Management Board members' income, the Supervisory Board will take into account the following categories:

- consolidated financial annual result of the Company,
- operational, strategic and development operations of the Company,
- execution of individual goals set by the Supervisory Board for members of the Management Board.

The exact amount of the variable part of the income that will be paid to the members of the Management Board is determined by the Supervisory Board, and it will be determined within 30 (thirty) days from the date of determination of the audited financial statements of the Company for the previous year.

During 2024, the following fixed and variable remunerations were paid to the members of the Management Board („MB“):

Name and surname	Fixed parts of receipts* (EUR)	Variable parts of receipts* (EUR)	Total receipts (EUR)
Hrvoje Livaja, president of MB	166.277	104.179	270.456
Daniela Marelič, member of MB	116.018	44.454	160.472
	282.295	148.633	430.928

**the share of fixed receipts also includes salary in kind in accordance with Article 21 of the Income Tax Act. The same prescribes receipts that are considered wages even though they are not paid in money but are receipts in goods and services without compensation (eg use of a car from the Company).*

The ratio of paid fixed and variable compensation to members of the Management Board for 2024 is shown in the following table:

Name and surname	Fixed parts of receipts (EUR)	Variable parts of receipts (EUR)	Total receipts (EUR)	Ratio of fixed receipts (%)	Ratio of variable receipts (%)
Hrvoje Livaja, president of MB	166.277	104.179	270.456	61%	39%
Daniela Marelič, member of MB	116.018	44.454	160.472	72%	28%

2. FIXED AND VARIABLE PARTS OF THE SUPERVISORY BOARD MEMBERS' RECEIPT FOR THE YEAR 2024

Based on the Decision of the General Assembly of Luka Ploče d.d. from January 25, 2008, members of the Supervisory Board have the right to compensation for the work of the Supervisory Board in the net amount of EUR 530.89 per month. By the same Decision, members of the Supervisory Board exercise the right to compensation for official travel (overnight stay, transportation costs and per diems) for the purpose of attending Supervisory Board meetings. Members of the Supervisory Board are not entitled to variable parts of receipts.

During 2024, the members of the Supervisory Board ("SB") were paid the following allowances:

Name and surname	Fixed receipts (EUR)	Travel costs (EUR)	Total receipts (EUR)
Jeni Krstičević, deputy president of SB	9.265	-	9.265
Ivan Ostojić, member of SB	9.265	-	9.265
Ana Marinović, member of SB*	8.848	783	9.631
Boštjan Napast, president of SB	9.265		9.265
Zvonimir Novak, member of SB	9.265		9.265
	45.908	783	46.691

2. FIXED AND VARIABLE PARTS OF THE SUPERVISORY BOARD MEMBERS' RECEIPT FOR THE YEAR 2024 (continued)

Notes:

- Member of the Supervisory Board, Ana Marinović, is also an employee of the Company, and in the table above, the fixed compensation refers only to compensation for the work of a member of the Supervisory Board and does not include receipts based on an employment contract as an employee of the Company.

3. COMPARATIVE DISPLAY OF ANNUAL CHANGES IN RECEIPTS, INCOME, OR PROFIT OF THE COMPANY AND AVERAGE RECEIPTS OF FULL-TIME EMPLOYEES

In 2024, the Company's revenue amounted to EUR 97,218 thousand, while profit before taxation amounted to EUR 7,309 thousand. The stated amounts refer to data from non-consolidated financial reports.

During the year 2024, there were no changes in the receipts of the members of the Management Board of Luka Ploče d.d.. The ratio of the average receipts of the members of the Management Board of Luka Ploče d.d. and full-time employees in 2024 was 1:10. The calculation of the average receipts of the members of the Management Board considers all fixed and variable receipts as stated in point 1 of this Report.

The following table shows the average income of full-time employees of Luka Ploče d.d., and it is based on gross first salary paid, Christmas bonus, Easter bonus, non-taxable bonuses and severance pay based on all full-time employees in 2024 (excluding members of the Management Board) for the last five business years in relation to the revenues and net profit (loss) of the Company in that period.

Annual receipts	2024.	2023.	2022.	2021.	2020.
Annual basis ('000 EUR)	8.549	8.441	7.995	7.416	7.705
Average number of employees	380	404	387	395	454
Annual receipts per employee ('000 EUR)	22	21	21	19	17

Result	2024.	2023.	2022.	2021.	2020.
Total income ('000 EUR) *	97.218	75.046	94.151	48.057	28.364
Net profit/(loss) ('000 EUR)	5.828	10.287	6.610	3.661	(1.303)

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

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

The employment contracts of the members of the Management Board do not provide for the right to shares in the Company. Members of the Supervisory Board also do not have the right to the Company's shares.

5. RETURN OF VARIABLE PARTS OF RECEIPTS

Remuneration policy for members of the Management Board does not provide for the return of the variable part of the receipts on any basis. The company has not deviated from the Remuneration Policy.

6. RECEIPT WHICH WAS PAID TO A MEMBER OF THE BOARD OF DIRECTORS OR WAS COMMITTED TO BE PAID TO HIM BY A THIRD PARTY IN 2024 RELATED WITH THE WORK HE PERFORMED AS A MEMBER OF THE MANAGEMENT BOARD

There are no payments or obligations for payment by a third party to members of the Management Board in connection with the work they performed as members of the Management Board in the Company

7. RECEIPTS THAT THE COMPANY HAS OBLIGED TO PAY TO THE BOARD MEMBER IN THE CASE OF PREMIER TERMINATION OF MEMBERSHIP IN THE BOARD

In accordance with the concluded employment contract, in case of early termination of membership in the Management Board of the President of the Management Board, the Company undertakes to offer the President of the Management Board a new employment contract in accordance with his professional training, knowledge and abilities, and if the President of the Management Board does not accept it, the Company is obliged to pay the amount of 24 monthly salaries.

In accordance with the concluded employment contract, in case of premature termination of the membership in the Management Board, the Company is obliged to pay the receipt in the amount of 3 monthly salaries.

With the agreement on the termination of the employment contract, it is possible to establish rights and obligations of a different content than those provided for in valid employment contracts.

In 2024, there were no early terminations of membership in the Management Board, so there were no payments on that basis either.

8. RECEIPTS WHICH THE COMPANY HAS OBLIGED TO PAY TO THE BOARD MEMBER IN THE EVENT OF REGULAR TERMINATION OF MEMBERSHIP IN THE BOARD

In accordance with the concluded employment contracts, in case of regular termination of membership in the Management Board (the expiration of the mandate to which the member of the Management Board was appointed), the Company did not undertake to pay additional receipts.

During 2024, there was no regular termination of membership in the Management Board, and thus no payments of receipts on that basis.

9. RECEIPT WHICH THE COMPANY COMMITTED TO PAY TO THE FORMER MEMBER OF THE MANAGEMENT BOARD WHOSE MEMBERSHIP IN THE MANAGEMENT TERMINATION TERMINATED IN 2024, IN CONNECTION WITH THE TERMINATION OF MEMBERSHIP IN THE MANAGEMENT BOARD

During the year 2024, the membership of no member of the Management Board was terminated, and thus there were no payments on that basis.

10. FINAL PROVISIONS

This Report is examined by an auditor who also examines the company's annual financial statements. The auditor examined whether this Report contains all the information from Article 272.r of the Companies Act and compiled a report on the examination of this Report, which is attached to this Report.

For a period of ten years, the Company will publish and make this Report on Receipts available free of charge on its website after the General Assembly passes a decision on the adoption of the Report on Receipts.

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

Hrvoje Livaja, dipl.oec.
President of MB

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President of SB

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