# LUKA PLOČE d.d. - COMPLIANCE QUESTIONAIRE FOR ISSUERS OF SHARES for 2025

| | | ANSWER | EXPLANATION | LINK TO THE COMPANY WEBSITE |
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| 1. Leadership/Cooperation | The Company's Articles of Association and/or other internal acts clearly define the powers of the Supervisory Board and the Management Board, in accordance with applicable laws and the arrangements governing cooperation between the Management Board and the Supervisory Board? | YES | | |
| 1. Leadership/Cooperation | The Company's Articles of Association (and/or other internal acts) are available free of charge on the Company's website? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2021/06/Statut-Luke-Ploce-dd.pdf |
| 1. Leadership/Cooperation | The Supervisory Board has adopted a decision listing the categories of decisions and legal transactions requiring the prior consent of the Supervisory Board and those decisions on which the Management Board must consult the Supervisory Board before making a decision? | YES | | |
| 1. Leadership/Cooperation | A summary of the decision is available free of charge on the Company's website? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2022/10/Odluka-o-kategorijama-odluka.pdf |
| 1. Leadership/Cooperation | The Company's Articles of Association and/or internal acts provide for the prior consent of the Supervisory Board for important decisions affecting the Company's strategy, expenditures, risk exposure and reputation? | YES | | |

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| 1. Leadership/Cooperation | The Company's Articles of Association and/or internal acts stipulate that the Supervisory Board and its committees have timely access to documents, premises, senior management and employees when necessary for the performance of their duties? | YES | | |
| 1. Leadership/Cooperation | The Management Board has reported to the Supervisory Board at regular intervals on the Company's operating results, financial position, significant financial and other risks, the Company's resilience and the results of interactions with shareholders and other stakeholders? | YES | | |
| 1. Leadership/Cooperation | The Management Board and the Supervisory Board have agreed on the content, format and frequency of these reports? | YES | | |
| 1. Leadership/Cooperation | The Company's Articles of Association and/or internal acts stipulate that the President of the Management Board must notify the Supervisory Board if an event occurs or is likely to occur that may potentially affect the Company's results, financial position or reputation? | YES | | |
| 1. Leadership/Rules of conduct | The Supervisory Board has approved the Code of Conduct (or another internal act) establishing rules of conduct to be followed by members of the Management Board and Supervisory Board, employees and others acting on behalf of the Company? | YES | | |

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| 1. Leadership/Rules of conduct | The Code of Conduct (or another internal act) contains provisions ensuring an inclusive working environment, equal opportunities for different genders and a prohibition of all forms of discrimination, as well as rules of conduct and measures to be taken in the event of violations? | YES | | |
| 1. Leadership/Rules of conduct | The Code of Conduct (or another internal act) is available free of charge on the Company's website? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2021/06/Kodeks-poslovnog-ponasanja-Luke-Ploce.pdf |
| 1. Leadership/Rules of conduct | The Supervisory Board oversees the implementation and monitors the effectiveness of the Code of Conduct (or another internal act)? | YES | | |
| 1. Leadership/Rules of conduct | The Code of Conduct (and/or another internal act) takes into account the recommendations for responsible business conduct set out in the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the applicable OECD Due Diligence Guidance for Responsible Business Conduct? | NO | Planned to be implemented by the end of 2026. | |
| 2. Duties of Management Board and Supervisory Board members/Conflict of interest | A prohibition on participating in decision-making in situations involving conflicts of interest is prescribed for members of the Management Board and Supervisory Board? | YES | | |
| 2. Duties of Management Board and Supervisory Board members/Conflict of interest | The Company has adopted a conflict of interest management policy? | YES | | |
| 2. Duties of Management Board and Supervisory Board members/Conflict of interest | The Supervisory Board has given prior consent to the conflict of interest management policy? | YES | | |

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| 2. Duties of Management Board and Supervisory Board members/Conflict of interest | The conflict of interest management policy is available free of charge on the Company's website? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2022/10/Politika-upravljanja-sukobom-interesa-2022.pdf |
| 2. Duties of Management Board and Supervisory Board members/Conflict of interest | Members of the Supervisory Board are obliged to inform the entire Supervisory Board that they are in an actual or potential conflict of interest? | YES | | |
| 2. Duties of Management Board and Supervisory Board members/Conflict of interest | Members of the Management Board are obliged to inform the President of the Supervisory Board and the other Management Board members of an actual or potential conflict of interest? | YES | | |
| 2. Duties of Management Board and Supervisory Board members/Conflict of interest | The Supervisory Board is obliged to keep records of all notices concerning actual or potential conflicts of interest, including a description of the action taken and its outcome in relation to each actual or potential conflict of interest? | YES | | |
| 2. Duties of Management Board and Supervisory Board members/Conflict of interest | Members of the Management Board and Supervisory Board are obliged to inform the President of the Supervisory Board if they consider that another Management Board or Supervisory Board member is in an actual or potential conflict of interest that has not been reported, or to inform the Deputy President of the Supervisory Board if the person concerned is the President of the Supervisory Board? | YES | | |
| 2. Duties of Management Board and Supervisory Board members/Competition ban | Members of the Supervisory Board and Management Board do not perform activities that compete with the Company's business, whether for their own account or for the account of another person? | YES | | |

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| 2. Duties of Management Board and Supervisory Board members/Competition ban | Members of the Supervisory Board and Management Board are not members of the management or supervisory boards of companies carrying out activities that compete with the Company's business? | YES | | |
| 2. Duties of Management Board and Supervisory Board members/Competition ban | Members of the Supervisory Board and Management Board do not hold significant interests in companies that compete with the Company's business? | YES | | |
| 2. Duties of Management Board and Supervisory Board members/Competition ban | Members of the Management Board and Supervisory Board who hold interests in companies that compete with the Company have notified the Company Secretary of such interests? | NO | There were no such cases. | |
| 2. Duties of Management Board and Supervisory Board members/Competition ban | Details of interests held by Supervisory Board and Management Board members in companies that compete with the Company's business are available free of charge on the Company's website? | NO | There were no such cases. | |
| 2. Duties of Management Board and Supervisory Board members/Related party transactions | No transaction between members of the Management Board or Supervisory Board and the Company (or persons related to either party) may be concluded without the prior consent of the Supervisory Board? | YES | | |
| 2. Duties of Management Board and Supervisory Board members/Related party transactions | The fair value of each material transaction, as defined by law, must be confirmed by an independent expert before each such transaction? | YES | | |
| 2. Duties of Management Board and Supervisory Board members/Related party transactions | The independent expert's report on the fair value of each material transaction must be available free of charge on the Company's website? | NO | There were no such cases. | |

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| 2. Duties of Management Board and Supervisory Board members/Related party transactions | If the Supervisory Board has appointed a special committee, in accordance with the law, to decide on prior consent to related party transactions, or has authorised the Audit Committee to do so, the members of such committee meet the independence requirements prescribed for members of the Supervisory Board? | YES | | |
| 2. Duties of Management Board and Supervisory Board members/Related party transactions | If the Supervisory Board has appointed a special committee, in accordance with the law, to decide on prior consent to related party transactions, or has authorised the Audit Committee to do so, the members of such committee are independent of the persons and transactions subject to prior consent? | YES | | |
| 2. Duties of Management Board and Supervisory Board members/Related party transactions | The Company has adopted procedures for approving and disclosing transactions between members of the Management Board or Supervisory Board and the Company (or persons related to either party)? | YES | | |
| 2. Duties of Management Board and Supervisory Board members/Related party transactions | The Audit Committee assesses the effectiveness of these procedures once a year? | YES | | |
| 2. Duties of Management Board and Supervisory Board members/Related party transactions | The Company promptly publishes on its website information on related party transactions requiring prior consent of the Supervisory Board, including transactions of the Company and transactions of subsidiaries with related parties of the parent company? | NO | There were no such cases in 2025. | |

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| 2. Duties of Management Board and Supervisory Board members/Related party transactions | A notice of a related party transaction contains at least information on the nature of the relationship with the related party, the names of the related parties, and the date and value of the transaction? | YES | | |
| 2. Duties of Management Board and Supervisory Board members/Related party transactions | Such transaction notices are publicly available on the Company’s website for at least five years? | NO | There were no such cases in 2025. | |
| 2. Duties of Management Board and Supervisory Board members/Related party transactions | The Management Board prepares an annual report on related party transactions in the content prescribed by the Companies Act? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2026/07/Objava_Izvjestaj_Transakcije-s-povezanim-osobama_2025.pdf |
| 2. Duties of Management Board and Supervisory Board members/Related party transactions | The auditor has audited the report on related party transactions and submitted its signed report to the Company’s Management Board? | YES | | |
| 2. Duties of Management Board and Supervisory Board members/Related party transactions | The Supervisory Board has examined the report on related party transactions, taken a position on the audit results and reported on this to the General Meeting in its report submitted to the General Meeting? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2026/04/3.-Izvjesce-NO-o-obaljenom-nadzoru-rada-i-poslovanja-2025-HR.pdf |
| 3. Appointment of Management Board and Supervisory Board members/Role of the Supervisory Board | The Supervisory Board is responsible for appointing and dismissing Management Board members and recommending candidates for Supervisory Board membership to the General Meeting? | YES | | |
| 3. Appointment of Management Board and Supervisory Board members/Role of the Supervisory Board | The Supervisory Board has adopted formal and transparent procedures for appointments to the Management Board and Supervisory Board and for the selection of senior management? | YES | | |
| 3. Appointment of Management Board and Supervisory Board | The Supervisory Board has adopted a succession plan? | NO | Planned to be implemented by | |

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| members/Role of the Supervisory Board | | | the end of 2026. | |
| 3. Appointment of Management Board and Supervisory Board members/Role of the Supervisory Board | The procedures for appointments to the Management Board and Supervisory Board and for selecting senior management contain objective appointment or selection criteria, giving preference under equal conditions to a person of the underrepresented gender? | YES | | |
| 3. Appointment of Management Board and Supervisory Board members/Role of the Supervisory Board | A prior assessment of the impact of the procedures for appointments to the Management Board and Supervisory Board and for selecting senior management, as well as the succession plan, on gender equality has been carried out? | NO | Planned to be implemented by the end of 2026. | |
| 3. Appointment of Management Board and Supervisory Board members/Role of the Supervisory Board | The prior assessment of the impact of the procedures for appointments to the Management Board and Supervisory Board and for selecting senior management, as well as the succession plan, on gender equality is available free of charge on the Company's website? | NO | Planned to be implemented by the end of 2026. | |
| 3. Appointment of Management Board and Supervisory Board members/Role of the Supervisory Board | Representation of at least 40% of members of the underrepresented gender is ensured on the Supervisory Board or on the Supervisory Board and Management Board taken together? | YES | | |
| 3. Appointment of Management Board and Supervisory Board members/Role of the Supervisory Board | If representation of at least 40% of members of the underrepresented gender has not been achieved, has the Company taken measures to achieve the prescribed representation and adopted a plan and deadline that may not exceed two years from the occurrence of an imbalance in gender representation? | NO | 40% representation has been achieved. | |

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| 3. Appointment of Management Board and Supervisory Board members/Role of the Supervisory Board | Does the Company publish in its annual report all measures it is taking, together with the plan and deadline for achieving the prescribed representation of the underrepresented gender and an explanation of why the percentage has not been achieved? | NO | 40% representation has been achieved. | |
| 3. Appointment of Management Board and Supervisory Board members/Role of the Nomination Committee | The Nomination Committee oversees the appointment processes for the Supervisory Board and Management Board to ensure that they are fair, transparent and non-discriminatory, promote diversity, inclusion and equal opportunities, and achieve balanced representation of both genders? | YES | | |
| 3. Appointment of Management Board and Supervisory Board members/Role of the Nomination Committee | The Nomination Committee has developed role and candidate descriptions for each vacant position in accordance with the Management Board or Supervisory Board profile and has identified and recommended suitable candidates to the Supervisory Board? | YES | | |
| 3. Appointment of Management Board and Supervisory Board members/Role of the Nomination Committee | When seeking independent Supervisory Board candidates, the Nomination Committee determined that the candidates were independent and on the basis of which criteria, according to the definition in Appendix A? | YES | | |
| 3. Appointment of Management Board and Supervisory Board members/Role of the Nomination Committee | The Nomination Committee has prepared a succession plan for the reappointment or replacement of Supervisory Board and Management Board members, in consultation with the President of the Supervisory Board and/or Management Board? | NO | Planned to be implemented by the end of 2026. | |

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| 3. Appointment of Management Board and Supervisory Board members/Role of the Nomination Committee | The Nomination Committee has monitored progress towards achieving the percentage of female members of the Management Board, Supervisory Board and senior management? | YES | | |
| 3. Appointment of Management Board and Supervisory Board members/Role of the Nomination Committee | The Nomination Committee has monitored the Management Board's policies for selecting and appointing senior management? | NO | There were no senior management appointments in 2026. | |
| 3. Appointment of Management Board and Supervisory Board members/Role of the Nomination Committee | The Nomination Committee has monitored the implementation of internal assessments and surveys of employees' perceptions of gender equality and equal opportunities in the Company? | NO | Planned to be implemented by the end of 2026. | |
| 3. Appointment of Management Board and Supervisory Board members/Election of Supervisory Board members at the General Meeting | When proposing candidates for the Supervisory Board to the General Meeting, does the Company make all information referred to in Article 19 of the Code available free of charge on its website among the General Meeting materials? | NO | There were no appointments of Supervisory Board members in 2027. | |
| 3. Appointment of Management Board and Supervisory Board members/Election of Supervisory Board members at the General Meeting | The proposal for the election of Supervisory Board members must, for each proposed member, include information on whether the candidate is independent within the meaning of Article 255(6) of the Companies Act, or why the Supervisory Board considers the candidate independent and on the basis of which criteria under the Companies Act/Code? | NO | There were no appointments of Supervisory Board members in 2027. | |
| 3. Appointment of Management Board and Supervisory Board members/Election of Supervisory Board members at the General Meeting | If a current Supervisory Board member is proposed, do the General Meeting materials also contain all information referred to in Article 20 of the Code? | NO | There were no appointments of Supervisory Board members in 2027. | |

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| 3. Appointment of Management Board and Supervisory Board members/Election of Supervisory Board members at the General Meeting | The information referred to in Articles 19 and 20 of the Code is available free of charge on the Company's website also when an employee representative or another Supervisory Board member not elected by shareholders at the General Meeting is appointed? | NO | There were no appointments of Supervisory Board members in 2027. | |
| 4. Supervisory Board and its committees/Responsibilities of the Supervisory Board | The responsibilities of the Supervisory Board include appointing and dismissing Management Board members and succession planning; contributing to the development and approval of the Company's strategy, business plan and budget; and monitoring the Management Board's performance in achieving its objectives and the manner in which it performs its duties and cooperates with shareholders and other stakeholders? | YES | | |
| 4. Supervisory Board and its committees/Responsibilities of the Supervisory Board | The responsibilities of the Supervisory Board also include ensuring at least 40% representation of the underrepresented gender on the Supervisory Board or on the Supervisory Board and Management Board taken together? | YES | | |
| 4. Supervisory Board and its committees/Composition of the Supervisory Board | The Supervisory Board has developed a Supervisory Board profile specifying the minimum number of members and the combination of age, gender, skills, knowledge and education, as well as professional and practical experience required on the Supervisory Board? | YES | | |
| 4. Supervisory Board and its committees/Composition of the Supervisory Board | The Supervisory Board includes members of different genders, ages, profiles and experience in order to ensure diversity of perspectives in decision-making and balanced representation of both genders? | YES | | |

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| 4. Supervisory Board and its committees/Composition of the Supervisory Board | The majority of Supervisory Board members are independent in accordance with the definition in Appendix A of the Code? | NO | In accordance with the definition, two members are independent and three are not independent. | |
| 4. Supervisory Board and its committees/Composition of the Supervisory Board | The President or Deputy President of the Supervisory Board is independent? | YES | | |
| 4. Supervisory Board and its committees/Composition of the Supervisory Board | If the majority of Supervisory Board members is not independent, has the Supervisory Board adopted measures, a plan and a deadline for achieving independence that may not exceed two years from the date on which the majority of Supervisory Board members ceased to be independent? | NO | Planned to be implemented by the end of 2026. | |
| 4. Supervisory Board and its committees/Composition of the Supervisory Board | Does the Company publish in its annual report all measures taken to achieve Supervisory Board independence, together with the plan and deadline for achieving independence and an explanation of why independence has not been achieved? | NO | Planned to be implemented by the end of 2026. | |
| 4. Supervisory Board and its committees/Chairman | The President of the Supervisory Board has the responsibilities specified in Article 26 of the Code? | YES | | |
| 4. Supervisory Board and its committees/Board committees | The Supervisory Board has established a Nomination Committee? | YES | | |
| 4. Supervisory Board and its committees/Board committees | The Supervisory Board has established a Remuneration Committee? | YES | | |
| 4. Supervisory Board and its committees/Board committees | The Supervisory Board has established an Audit Committee? | YES | | |

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| 4. Supervisory Board and its committees/Board committees | The Supervisory Board has determined the mandate and activities of each of its committees? | YES | | |
| 4. Supervisory Board and its committees/Board committees | Each Supervisory Board committee consists of members who have the necessary skills, knowledge and education, and professional and practical experience to perform the functions of that committee effectively? | YES | | |
| 4. Supervisory Board and its committees/Board committees | Each Supervisory Board committee has at least three members? | YES | | |
| 4. Supervisory Board and its committees/Board committees | The majority of members of each Supervisory Board committee are independent in accordance with the definition in Appendix A of the Code? | YES | | |
| 4. Supervisory Board and its committees/Board committees | Management Board members are prohibited from being members of Supervisory Board committees? | YES | | |
| 4. Supervisory Board and its committees/Board committees | The independence of Supervisory Board committees is ensured through independent Supervisory Board members? | YES | | |
| 4. Supervisory Board and its committees/Board committees | The terms of reference of each Supervisory Board committee are available free of charge on the Company's website? | NO | Planned to be implemented by the end of 2026. | |
| 4. Supervisory Board and its committees/Board committees | The Company includes in its annual report a report on the work of each Supervisory Board committee, including information on the number of meetings held, committee members and the independence of each committee member? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2026/04/LKPC-fin2025-1Y-REV-K-HR.pdf |

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| 4. Supervisory Board and its committees/Time commitment | The expected minimum time commitment of each Supervisory Board member is specified at the time of appointment? | YES | | |
| 4. Supervisory Board and its committees/Time commitment | The Company's annual report includes a record of attendance of each Supervisory Board member at meetings of the Supervisory Board and its committees? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2026/04/LKPC-fin2025-1Y-REV-K-HR.pdf |
| 4. Supervisory Board and its committees/Time commitment | The Company's Articles of Association and/or internal acts require Supervisory Board members to inform the Company Secretary of their membership on the supervisory or management board of other companies? | YES | | |
| 4. Supervisory Board and its committees/Frequency and format of meetings | Supervisory Board meetings are held at least once every three months? | YES | | |
| 4. Supervisory Board and its committees/Frequency and format of meetings | The Supervisory Board has adopted a work plan including the timing and agenda of future meetings? | YES | | |
| 4. Supervisory Board and its committees/Frequency and format of meetings | Supervisory Board committees meet as often as necessary to effectively perform their duties and regularly report to the Supervisory Board on their activities? | YES | | |
| 4. Supervisory Board and its committees/Frequency and format of meetings | Supervisory Board meetings may be held without the presence of Management Board members when the Supervisory Board considers this appropriate? | YES | | |
| 4. Supervisory Board and its committees/Frequency and format of meetings | Management Board members do not attend meetings at which the Supervisory Board discusses the performance and remuneration of the Management Board and its members? | YES | | |

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| 4. Supervisory Board and its committees/Frequency and format of meetings | Persons who are not members of a Supervisory Board committee may participate in committee meetings only at the invitation of the committee? | YES | | |
| 4. Supervisory Board and its committees/Support | The Company has designated a person to perform the duties of Company Secretary? | YES | | |
| 4. Supervisory Board and its committees/Support | In accordance with the Articles of Association (or other internal acts), the Company Secretary is responsible for ensuring that the Supervisory Board acts in accordance with its procedures, advising the Supervisory Board on governance matters, supporting the President of the Supervisory Board and assisting the Supervisory Board and its committees? | YES | | |
| 4. Supervisory Board and its committees/Quality and timeliness of information | All materials required for a meeting of the Supervisory Board or its committees are delivered to their members no later than one week before the meeting? | YES | | |
| 4. Supervisory Board and its committees/Quality and timeliness of information | The minutes of Supervisory Board meetings are available to all Supervisory Board members? | YES | | |
| 4. Supervisory Board and its committees/Quality and timeliness of information | The minutes of Supervisory Board meetings contain information on voting results, including details of how individual members voted? | YES | | |
| 4. Supervisory Board and its committees/Quality and timeliness of information | The Supervisory Board has the right to receive information/advice from persons outside the Company at the Company’s expense if it considers this necessary for the successful performance of its duties, and the procedure for doing so is specified in the Management Board’s internal acts | YES | | |

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| | with the prior consent of the Supervisory Board? | | | |
| 4. Supervisory Board and its committees/Training and development | All Supervisory Board members received introductory training for their role upon appointment? | YES | | |
| 4. Supervisory Board and its committees/Training and development | All Supervisory Board members receive ongoing training and education to improve and enhance their skills and knowledge? | YES | | |
| 4. Supervisory Board and its committees/Training and development | Ongoing training of Supervisory Board members covers business sustainability, responsible business conduct and achieving balanced representation of both genders on the Supervisory Board, Management Board and senior management? | YES | | |
| 4. Supervisory Board and its committees/Training and development | Supervisory Board members regularly receive updates and briefings from the Management Board and experts on matters relevant to the Company and the duties of Supervisory Board members? | YES | | |
| 4. Supervisory Board and its committees/Supervisory Board evaluation | The Supervisory Board has evaluated its effectiveness and composition in the last twelve months? | YES | | |
| 4. Supervisory Board and its committees/Supervisory Board evaluation | The Supervisory Board has evaluated the effectiveness and composition of its committees in the last twelve months? | YES | | |
| 4. Supervisory Board and its committees/Supervisory Board evaluation | The Supervisory Board has evaluated the individual performance of its | YES | | |

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| | members and committee members in the last twelve months? | | | |
| 4. Supervisory Board and its committees/Supervisory Board evaluation | The evaluation was led by the President or Deputy President of the Supervisory Board if the President is not independent? | YES | | |
| 4. Supervisory Board and its committees/Supervisory Board evaluation | The evaluation of the Supervisory Board and its committees included an assessment of all circumstances referred to in Article 43 of the Code? | YES | | |
| 4. Supervisory Board and its committees/Supervisory Board evaluation | The evaluation of the Supervisory Board and its committees identifies whether improvements are needed in their functioning and in the preparation of committee meetings? | YES | | |
| 4. Supervisory Board and its committees/Supervisory Board evaluation | The annual report includes a report on the evaluation of the Supervisory Board and its committees? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2026/04/LKPC-fin2025-1Y-REV-K-HR.pdf |
| 4. Supervisory Board and its committees/Supervisory Board evaluation | The report on the evaluation of the Supervisory Board and its committees describes how the evaluation was conducted, whether external assessors were engaged and who was consulted during the process, and includes a summary of actions taken or to be taken based on the evaluation results? | YES | | |
| 5. Management Board/Responsibilities of the Management Board | The Management Board has the responsibilities specified in Article 45 of the Code? | YES | | |
| 5. Management Board/Responsibilities of the Management Board | The Management Board has set the percentage of representation of the underrepresented gender in senior management as a target to be achieved within the next five years? | YES | | |

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| 5. Management Board/Responsibilities of the Management Board | The annual report discloses the target percentage of representation of the underrepresented gender in senior management, together with an explanation of why it was selected, why the percentage has not been achieved, if applicable, the measures taken by the Company to achieve it, and a plan and deadline of no more than five years, including progress against the plan? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2026/04/LKPC-fin2025-1Y-REV-K-HR.pdf |
| 5. Management Board/Responsibilities of the Management Board | The Management Board has adopted Rules of Procedure defining the allocation of responsibilities and the manner of cooperation between Management Board members, including procedures for holding meetings and making decisions? | YES | | |
| 5. Management Board/Responsibilities of the Management Board | The Management Board's Rules of Procedure must be approved by the Supervisory Board? | YES | | |
| 5. Management Board/Responsibilities of the Management Board | In the case of a group, the Management Board of the parent company has ensured effective oversight of the activities of other companies in the group and appropriate cooperation within the group? | YES | | |
| 5. Management Board/Responsibilities of the Management Board | In the case of a group, the Management Board of the parent company has established rules governing the scope of activities, responsibilities and reporting procedures at the level of the parent company and subsidiaries, as well as rules preventing conflicts of interest? | YES | | |

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| 5. Management Board/Responsibilities of the Management Board | In the case of a group, information on the system of oversight and cooperation within the group and intra-group rules of conduct is available free of charge on the Company's website? | NO | Planned to be implemented by the end of 2026. | |
| 5. Management Board/Responsibilities of the Management Board | Where no management agreement has been concluded, has the Management Board of the subsidiary prepared, within the first three months of the financial year, a report on the Company's relations with affiliated companies? | YES | | |
| 5. Management Board/Responsibilities of the Management Board | The subsidiary's Management Board report on relations with affiliated companies contains all legal transactions undertaken by the Company in the previous year with the parent company or companies affiliated with it, or on the instructions and in the interest of those companies, as well as all other actions undertaken or omitted during the previous year on the instructions of those companies? | YES | | |
| 5. Management Board/Responsibilities of the Management Board | The subsidiary's Management Board report on relations with affiliated companies contains, for legal transactions and other actions, all information prescribed by Article 497(1) and (2) of the Companies Act? | YES | | |
| 5. Management Board/Responsibilities of the Management Board | The auditor has audited the subsidiary Management Board's report on relations with affiliated companies and submitted its signed report to the Company's Management Board? | YES | | |

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| 5. Management Board/Responsibilities of the Management Board | The Supervisory Board has examined the subsidiary Management Board's report on relations with affiliated companies, taken a position on the audit results and reported on this to the General Meeting in its report submitted to the General Meeting? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2026/04/3.-Izvjesce-NO-o-obaljenom-nadzoru-rada-i-poslovanja-2025-HR.pdf |
| 5. Management Board/Composition | The Supervisory Board ensures that the Management Board maintains a profile specifying the minimum number of members and a combination of members of different ages, genders, skills, knowledge and education, as well as professional and practical experience, while ensuring balanced representation of both genders? | YES | | |
| 5. Management Board/Chairman | The President of the Management Board has formal responsibility for all activities specified in Article 49 of the Code? | YES | | |
| 5. Management Board/Limits on other appointments | The Company's internal acts provide that Management Board members must obtain the prior consent of the Supervisory Board before accepting an appointment to the management or supervisory board of a company that is not part of the same group? | YES | | |
| 5. Management Board/Limits on other appointments | Management Board members do not hold more than two positions on the management or supervisory boards of companies that are not part of the same group? | YES | | |
| 5. Management Board/Management Board evaluation | In the last 12 months, the Supervisory Board has evaluated the effectiveness of the arrangements for cooperation between the Supervisory Board and the Management Board, as well as the adequacy of the support and | YES | | |

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| | information received from the Management Board? | | | |
| 5. Management Board/Management Board evaluation | The results of the evaluation of the arrangements for cooperation between the Supervisory Board and the Management Board are included in the annual report? | NO | Planned to be implemented by the end of 2026. | |
| 5. Management Board/Management Board evaluation | The Management Board has evaluated its own effectiveness and that of its individual members at least once a year, applying equal criteria and avoiding all forms of discrimination? | YES | | |
| 5. Management Board/Management Board evaluation | The Management Board has reported to the Supervisory Board on the conclusions regarding the evaluation of its own effectiveness and that of its individual members? | YES | | |
| 6. Remuneration of Management Board and Supervisory Board members/Role of the Remuneration Committee | The Remuneration Committee recommends to the Supervisory Board, at least every three years, a remuneration policy for Management Board members, taking into account the amount and structure of remuneration of senior management and employees as a whole, and has conducted a prior assessment of the policy’s impact on equal pay between genders for equal work and/or work of equal value? | YES | | |

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| 6. Remuneration of Management Board and Supervisory Board members/Role of the Remuneration Committee | The Remuneration Committee has recommended to the Supervisory Board remuneration for Management Board members based on an assessment of the Company's performance and their individual performance, taking into account equal pay between genders for equal work and/or work of equal value? | YES | | |
| 6. Remuneration of Management Board and Supervisory Board members/Role of the Remuneration Committee | The Remuneration Committee has recommended to the Supervisory Board a remuneration policy for Supervisory Board members and has conducted a prior assessment of the policy's impact on equal pay between genders for equal work and/or work of equal value, with the policy submitted to the General Meeting for approval? | YES | | |
| 6. Remuneration of Management Board and Supervisory Board members/Role of the Remuneration Committee | The Remuneration Committee has monitored the amount and structure of remuneration of senior management and employees as a whole, taking into account equal pay between genders for equal work and/or work of equal value, and has made recommendations to the Management Board regarding its policies? | NO | Planned to be implemented by the end of 2026. | |
| 6. Remuneration of Management Board and Supervisory Board members/Role of the Remuneration Committee | The Remuneration Committee has overseen the preparation of the legally required annual remuneration report for the Supervisory Board's approval? | YES | | |
| 6. Remuneration of Management Board and Supervisory Board members/Management Board remuneration | The Supervisory Board has determined the annual remuneration of each Management Board member based on the recommendations of the Remuneration Committee and in accordance with the approved remuneration policy? | YES | | |

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| 6. Remuneration of Management Board and Supervisory Board members/Management Board remuneration | The remuneration policy is non-discriminatory, aligned with sustainability objectives and prepared in accordance with applicable legal requirements? | YES | | |
| 6. Remuneration of Management Board and Supervisory Board members/Management Board remuneration | The level of remuneration of Management Board members takes into account the agreed strategy, risk appetite, the economic environment in which the Company operates, achievement of sustainability objectives, and the wages and working conditions of employees within the Company? | YES | | |
| 6. Remuneration of Management Board and Supervisory Board members/Management Board remuneration | The remuneration policy provides that a Management Board member may not dispose of shares granted as part of remuneration for at least two years from the date on which they were granted? | YES | | |
| 6. Remuneration of Management Board and Supervisory Board members/Management Board remuneration | The remuneration policy provides that a Management Board member may not exercise stock options granted as part of remuneration for at least two years from the date on which they were granted? | YES | | |
| 6. Remuneration of Management Board and Supervisory Board members/Management Board remuneration | The remuneration policy contains provisions defining in detail the circumstances in which part of a Management Board member’s remuneration may be withheld or repayment may be required? | YES | | |

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| 6. Remuneration of Management Board and Supervisory Board members/Supervisory Board remuneration | The level of remuneration for the President of the Supervisory Board and other Supervisory Board members reflects their time commitment and responsibilities, including their time commitment and responsibilities on Supervisory Board committees? | YES | | |
| 6. Remuneration of Management Board and Supervisory Board members/Supervisory Board remuneration | The remuneration policy and/or internal acts prohibit the inclusion of variable elements or other performance-related elements in the remuneration of Supervisory Board members? | YES | | |
| 6. Remuneration of Management Board and Supervisory Board members/Remuneration reporting | The Company has adopted a remuneration policy for the Supervisory Board, Management Board and senior management? | YES | | |
| 6. Remuneration of Management Board and Supervisory Board members/Remuneration reporting | The Company has assessed the impact of its remuneration policies on equal pay between genders? | YES | | |
| 6. Remuneration of Management Board and Supervisory Board members/Remuneration reporting | The remuneration policy has been approved by shareholders at the General Meeting? | YES | | |
| 6. Remuneration of Management Board and Supervisory Board members/Remuneration reporting | The Company's approved remuneration policy is available free of charge on the Company's website? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2024/07/Politika-primitaka-2024-2027.pdf |
| 6. Remuneration of Management Board and Supervisory Board members/Remuneration reporting | The assessment of the impact of remuneration policies on equal pay between genders is available free of charge on the Company's website? | NO | Planned to be implemented by the end of 2026. | |

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| 6. Remuneration of Management Board and Supervisory Board members/Remuneration reporting | The annual remuneration report includes information on the remuneration of each individual Supervisory Board and Management Board member, in the content specified by Article 60 of the Code and the Companies Act? | YES | | |
| 6. Remuneration of Management Board and Supervisory Board members/Remuneration reporting | The annual remuneration report contains information on how the remuneration policy for the Management Board is determined, the relationship between remuneration and long-term results, sustainability and resilience of the Company, the structure and parameters for calculating Management Board remuneration, the alignment of Management Board remuneration with the remuneration of senior management and employees as a whole, and the reasons for any deviation from the application of the Management Board remuneration policy? | YES | | |
| 6. Remuneration of Management Board and Supervisory Board members/Remuneration reporting | The annual remuneration report contains information on the remuneration of each committee member who is not a member of the Supervisory Board, if applicable? | NO | There are no such cases. | |
| 6. Remuneration of Management Board and Supervisory Board members/Remuneration reporting | The annual remuneration report is available free of charge on the Company’s website? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2026/04/4.-Izvjesce-o-primicima-Uprave-i-NO_Luka-Ploce_2025.pdf |
| 6. Remuneration of Management Board and Supervisory Board members/Remuneration reporting | The auditor’s report on the examination of the annual remuneration report is available free of charge on the Company’s website? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2026/04/4.-Izvjesce-o-primicima-Uprave-i-NO_Luka-Ploce_2025.pdf |

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| 7. Risks, internal control and audit/Role of the Supervisory Board and Management Board | The Management Board, with the prior consent of the Supervisory Board, has adopted a risk management policy defining the nature and extent of risks that the Company must and is willing to assume in order to achieve its long-term strategic objectives? | YES | | |
| 7. Risks, internal control and audit/Role of the Supervisory Board and Management Board | The risk management policy takes sustainability matters into account? | YES | | |
| 7. Risks, internal control and audit/Role of the Supervisory Board and Management Board | The Company’s Articles of Association and/or internal acts prescribe the Management Board’s responsibility for identifying significant financial, operational and external risks associated with implementing the strategy and maintaining the Company’s activities, and for maintaining an appropriate risk management and internal control system to manage and avoid those risks? | YES | | |
| 7. Risks, internal control and audit/Role of the Supervisory Board and Management Board | The Management Board regularly reports to the Supervisory Board on the status of significant risks? | YES | | |
| 7. Risks, internal control and audit/Role of the Audit Committee | The Audit Committee oversees the accuracy and completeness of the financial statements, the Company’s accounting policies and other official communications relating to the Company’s financial results? | YES | | |
| 7. Risks, internal control and audit/Role of the Audit Committee | The Audit Committee oversees the accuracy and completeness of the corporate sustainability report and sustainability reporting policies, as well as other official communications relating to the Company’s sustainability performance? | YES | | |

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| 7. Risks, internal control and audit/Role of the Audit Committee | The Audit Committee oversees tax planning, including the allocation of corporate income tax arising from cross-border activities? | YES | | |
| 7. Risks, internal control and audit/Role of the Audit Committee | The Audit Committee oversees the effectiveness of the Company's internal financial controls? | YES | | |
| 7. Risks, internal control and audit/Role of the Audit Committee | The Audit Committee ensures the adequacy, independence and effectiveness of the external audit function? | YES | | |
| 7. Risks, internal control and audit/Role of the Audit Committee | The Audit Committee ensures the independence and adequacy of the internal audit function? | YES | | |
| 7. Risks, internal control and audit/Role of the Audit Committee | The Audit Committee oversees the implementation of measures determined as a result of external and internal audits and its own oversight? | YES | | |
| 7. Risks, internal control and audit/Role of the Audit Committee | The Supervisory Board (or a special Supervisory Board committee or the Audit Committee) undertakes activities to oversee the effectiveness of the Company's overall internal control and risk management systems? | YES | | |
| 7. Risks, internal control and audit/Role of the Audit Committee | The Supervisory Board (or a special Supervisory Board committee or the Audit Committee) oversees the application of procedures for reporting breaches of laws or the Company's internal rules of conduct? | YES | | |

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| 7. Risks, internal control and audit/Relations with the external auditor | The Audit Committee oversees the process of selecting and appointing the external auditor in accordance with legal requirements and makes recommendations to the Supervisory Board regarding the selection of the external auditor and the terms of appointment? | YES | | |
| 7. Risks, internal control and audit/Relations with the external auditor | During the past twelve months, the Audit Committee approved the external auditor’s work plan, including the scope and content of the activities subject to audit? | YES | | |
| 7. Risks, internal control and audit/Relations with the external auditor | The Audit Committee meets with the external auditor as necessary to discuss matters identified during the audit and to oversee the quality of services provided? | YES | | |
| 7. Risks, internal control and audit/Relations with the external auditor | The Audit Committee oversees the independence and objectivity of the external auditor? | YES | | |
| 7. Risks, internal control and audit/Relations with the external auditor | The Audit Committee has approved a policy on permitted non-audit services provided by the external auditor and oversees implementation of that policy? | YES | | |
| 7. Risks, internal control and audit/Risk management and internal control | The Audit Committee has evaluated the effectiveness of risk management and the internal control system as a whole at least once a year? | YES | | |
| 7. Risks, internal control and audit/Risk management and internal control | The Audit Committee has made recommendations to the Supervisory Board and the Management Board regarding the effectiveness of risk management and the internal control system, where necessary? | YES | | |

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| 7. Risks, internal control and audit/Risk management and internal control | The Company has stated in its annual report how the Supervisory Board carried out its oversight of the effectiveness of risk management and the internal control system? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2026/04/LKPC-fin2025-1Y-REV-K-HR.pdf |
| 7. Risks, internal control and audit/Risk management and internal control | The Company has described in its annual report which significant internal controls were not effective and the measures and activities undertaken or proposed to improve them? | NO | Planned to be implemented by the end of 2026. | |
| 7. Risks, internal control and audit/Risk management and internal control | The Company maintains an effective risk management system that ensures reliable risk identification, measurement, responses, reporting and monitoring? | YES | | |
| 7. Risks, internal control and audit/Risk management and internal control | The risk management system covers all risks that the Company faces or may face, including climate and environmental risks, health crises, supply chain disruptions, geopolitical tensions, tax risks, risks related to cybersecurity and the application of digital technologies, as well as financial and operational risks? | YES | | |
| 7. Risks, internal control and audit/Risk management and internal control | The Company has established clear internal responsibilities for maintaining the risk management system and a clear procedure for maintaining contact between responsible persons and the Audit Committee? | YES | | |
| 7. Risks, internal control and audit/Risk management and internal control | The Company has established an internal audit function responsible for overseeing the effectiveness of the internal control system, including risk management? | YES | | |

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| 7. Risks, internal control and audit/Risk management and internal control | The Audit Committee has approved the internal audit plan during the last twelve months? | YES | | |
| 7. Risks, internal control and audit/Risk management and internal control | The Audit Committee has received reports from the internal auditor and monitored the implementation of its recommendations? | YES | | |
| 7. Risks, internal control and audit/Risk management and internal control | The Audit Committee is required to recommend to the Supervisory Board the appointment or dismissal of the head of the internal audit function? | YES | | |
| 7. Risks, internal control and audit/Risk management and internal control | If the Company does not have an internal audit function, has the Audit Committee assessed the need for such a function once in the last 12 months as part of its assessment of the internal control system? | PARTIALLY | The Company has an internal audit function. | |
| 7. Risks, internal control and audit/Whistleblowing | The Management Board, with the prior consent of the Supervisory Board, has adopted procedures for reporting breaches of laws, the Company's internal rules or unethical conduct, including cases where a breach is suspected or may occur? | YES | | |
| 7. Risks, internal control and audit/Whistleblowing | The procedure ensures that employees or external stakeholders do not suffer adverse consequences if they report suspected misconduct and that the identity of the whistleblower remains protected? | YES | | |
| 7. Risks, internal control and audit/Whistleblowing | The procedures comply with regulations on whistleblower protection, gender equality, protection against all forms of harassment and combating discrimination? | YES | | |

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| 7. Risks, internal control and audit/Whistleblowing | A detailed description of the procedure for reporting breaches of laws, the Company's internal rules or unethical conduct is available free of charge on the Company's website? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2021/06/Pravilnik-o-postupku-unutarnjeg-prijavljivanja-nepravilnosti.pdf |
| 7. Risks, internal control and audit/Whistleblowing | The Management Board has appointed a person responsible for addressing reported irregularities? | YES | | |
| 7. Risks, internal control and audit/Whistleblowing | The Company's Articles of Association and/or internal acts require the Management Board to immediately inform the Supervisory Board of all identified irregularities, agree on measures to be implemented and inform the Supervisory Board of the results of the measures implemented? | YES | | |
| 7. Risks, internal control and audit/Whistleblowing | The Company's Articles of Association and/or internal acts require the Management Board to inform the whistleblower of the results of the measures implemented, unless otherwise provided by applicable regulations? | YES | | |
| 7. Risks, internal control and audit/Whistleblowing | The Company's Articles of Association and/or internal acts require the Management Board to ensure protection of the whistleblower's identity and protection against possible retaliation? | YES | | |
| 7. Risks, internal control and audit/Whistleblowing | The Audit Committee has evaluated the effectiveness of the whistleblowing procedure and its implementation at least once a year? | PARTIALLY | There were no reports of irregularities in 2025. | |

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| 8. Disclosure and transparency/Use of the company website | All information that the Company is required to disclose under the law, listing rules, the Code and its own Articles of Association is available free of charge on the Company's website? | YES | | |
| 8. Disclosure and transparency/Use of the company website | The Company's website is easily accessible, user-friendly, clear and easy to navigate? | YES | | |
| 8. Disclosure and transparency/Use of the company website | The Company's annual report is available on its website? | YES | | |
| 8. Disclosure and transparency/Use of the company website | The Company's half-year and quarterly reports and other financial information required to be published are available on its website? | YES | | https://www.luka-ploce.hr/investitori/financijska-izvjesca/ |
| 8. Disclosure and transparency/Use of the company website | Sustainability-related information that may reasonably be expected to affect an investor's assessment of the Company's value or investment or voting decisions is available on the Company's website? | YES | | https://www.luka-ploce.hr/investitori/nefinancijska-izvjesca/ |
| 8. Disclosure and transparency/Use of the company website | Information on the rules of operation, composition and members of the Supervisory Board and its committees and the Management Board is available on the Company's website, including information on the independence of each individual committee member and the criteria for their independence? | YES | | https://www.luka-ploce.hr/o-luci/profil-tvrtke/organizacijska-struktura/ |
| 8. Disclosure and transparency/Use of the company website | The Company's Articles of Association and other internal acts, in accordance with this Code, are available on its website? | YES | | https://www.luka-ploce.hr/investitori/dokumenti/#opci-dokumenti |

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| 8. Disclosure and transparency/Use of the company website | The Company's policies on social and environmental impact, human rights including children's rights, an inclusive working environment, bribery and corruption, and discrimination are available on its website? | YES | | https://www.luka-ploce.hr/investitori/nefinancijska-izvjesca/ |
| 8. Disclosure and transparency/Use of the company website | The Company's internal rules and the procedure for reporting irregularities are available on its website? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2021/06/Pravilnik-o-postupku-unutarnjeg-prijavljivanja-nepravilnosti.pdf |
| 8. Disclosure and transparency/Use of the company website | An organisational chart showing in detail the Company's position within the group, if the Company is part of a group, including intra-group policies, is available on its website? | NO | Planned to be implemented by the end of 2026. | |
| 8. Disclosure and transparency/Use of the company website | Information on cross-shareholdings involving the Company is available on its website? | NO | There is no cross-shareholding. | |
| 8. Disclosure and transparency/Use of the company website | A report on corporate income tax information is available on the Company's website? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2026/04/LKPC-fin2025-1Y-REV-K-HR.pdf |
| 8. Disclosure and transparency/Use of the company website | A report on related party transactions is available on the Company's website? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2026/07/Objava_Izvjestaj_Transakcije-s-povezanim-osobama_2025.pdf |
| 8. Disclosure and transparency/Use of the company website | A report on the Company's relations with affiliated companies is available on its website? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2026/07/Objava_Izvjestaj_Transakcije-s-povezanim-osobama_2025.pdf |
| 8. Disclosure and transparency/Use of the company website | Information on shareholders' agreements, including who the parties are, the principal purpose of the agreement and how that purpose is achieved, as prescribed by law, is available on the Company's website? | NO | There were no such agreements. | |

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| 8. Disclosure and transparency/Use of the company website | Details of changes in the shareholdings of Supervisory Board and Management Board members, other persons performing managerial duties and persons closely related to them, which must be reported under applicable laws and regulations, as well as related party transactions, are available on the Company's website? | NO | There were no such cases. | |
| 8. Disclosure and transparency/Use of the company website | The remuneration policy for Supervisory Board members, Management Board members and senior management, as well as the annual remuneration report, is available on the Company's website? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2024/07/Politika-primitaka-2024-2027.pdf |
| 8. Disclosure and transparency/Use of the company website | The dividend policy is available on the Company's website? | NO | Planned to be implemented by the end of 2026. | |
| 8. Disclosure and transparency/Use of the company website | The risk management policy, including information on the nature and effectiveness of related procedures and due diligence measures, is available on the Company's website? | NO | Planned to be implemented by the end of 2026. | |
| 8. Disclosure and transparency/Use of the company website | A calendar of events for the next twelve months, including dates of the General Meeting, publication of business results, dividend payments and investor conferences, is available on the Company's website? | NO | Planned to be implemented by the end of 2026. | |
| 8. Disclosure and transparency/Use of the company website | All materials relating to General Meeting sessions, including decisions adopted at the meetings, are available on the Company's website? | YES | | https://www.luka-ploce.hr/investitori/glavna-skupstina/ |

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| 8. Disclosure and transparency/Use of the company website | The names and contact details of persons responsible for investor relations are available on the Company's website? | YES | | https://www.luka-ploce.hr/odnosi-s-investitorima/ |
| 8. Disclosure and transparency/Use of the company website | The Company has ensured that information on its website is up to date and published within the deadlines prescribed by law and regulations? | YES | | |
| 8. Disclosure and transparency/Use of the company website | All information on the Company's website is available free of charge and unconditionally in Croatian? | YES | | |
| 8. Disclosure and transparency/Use of the company website | All information on the Company's website is available free of charge and unconditionally in English? | YES | | |
| 8. Disclosure and transparency/Annual report | The annual report contains a record of the number of Supervisory Board and Supervisory Board committee meetings held and the attendance of each member at those meetings? | YES | | |
| 8. Disclosure and transparency/Annual report | The annual report contains information on all shares and other financial instruments of the Company held by Supervisory Board and Management Board members and senior management, for which reporting is required under applicable laws and regulations, as well as shares and financial instruments held in other companies whose business competes with that of the Company? | NO | There were no such cases. | |
| 8. Disclosure and transparency/Annual report | The annual report contains information on all contracts and agreements concluded between Management Board or Supervisory Board members and the Company (or persons related to either party)? | NO | There were no such cases. | |

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| 8. Disclosure and transparency/Annual report | The annual report contains the results of the Supervisory Board's evaluation of its effectiveness and the effectiveness of its cooperation arrangements with the Management Board? | YES | | |
| 8. Disclosure and transparency/Annual report | The annual report contains a report on the work of each Supervisory Board committee, including information on the number of meetings held, committee members and their attendance records? | YES | | |
| 8. Disclosure and transparency/Annual report | The annual report contains information on shareholders' agreements, including who the parties are, the principal purpose of the agreement and how that purpose is achieved, as prescribed by law? | NO | There were no such cases. | |
| 8. Disclosure and transparency/Annual report | The annual report contains a report on gender equality and compliance with the requirements for balanced representation of both genders on the Supervisory Board, Management Board and senior management, with an explanation if the requirements have not been met? | YES | | |
| 8. Disclosure and transparency/Annual report | The annual report contains information on compliance with the requirements regarding the independence of Supervisory Board members and the criteria for their independence? | YES | | |
| 8. Disclosure and transparency/Annual report | The annual report includes a description of the sustainability-related objectives established by the Company and a report on their achievement? | YES | | |

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| 8. Disclosure and transparency/Annual report | The annual report includes information on bonds issued and debt agreements concluded, including information on obligations assumed by the Company under such agreements which, in the event of a breach, may restrict the rights of the Management Board and shareholders or require changes to the Company's operations, as well as information on the likelihood of such events occurring? | NO | There were no such cases. | |
| 8. Disclosure and transparency/Annual report | The report on the application of the Corporate Governance Code is included in the Company's annual report? | YES | | |
| 8. Disclosure and transparency/Annual report | The report on the application of the Corporate Governance Code contains all information prescribed by the Accounting Act? | YES | | |
| 8. Disclosure and transparency/Annual report | The Company has ensured that all shareholders, regardless of the number or type of shares they hold, have equal access to information about the Company and how they can exercise and protect their rights? | YES | | |
| 9. Shareholders and the General Meeting/Relations with shareholders | The Company has effective mechanisms enabling minority shareholders to ask questions directly to the President of the Management Board and the Supervisory Board, and all information is available on the Company's website? | YES | | |

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| 9. Shareholders and the General Meeting/Relations with shareholders | Information on formal mechanisms enabling minority shareholders to ask questions directly to the President of the Management Board and the President of the Supervisory Board is available free of charge on the Company's website? | PARTIALLY | Minority shareholders may ask questions directly via the e-mail address available on the website. | |
| 9. Shareholders and the General Meeting/Relations with shareholders | The Company has designated an individual who, in relation to all shareholders, serves as the contact person for investor relations, whose duties include responding promptly to requests for information? | YES | | |
| 9. Shareholders and the General Meeting/General Meeting | The Company's Articles of Association and/or internal acts do not in any way restrict shareholders' ability to convene a General Meeting, participate in it or add items to the agenda? | YES | | |
| 9. Shareholders and the General Meeting/General Meeting | The Company's Articles of Association and/or internal acts allow shareholders to exercise their voting rights by proxy without restriction? | YES | | |
| 9. Shareholders and the General Meeting/General Meeting | The Company's Articles of Association and/or internal acts allow shareholders to exercise their voting rights by electronic communication without restriction? | NO | Voting rights cannot be exercised electronically without restriction. | |
| 9. Shareholders and the General Meeting/General Meeting | An explanation of other ways in which shareholders may exercise their voting rights is set out in the General Meeting documents? | YES | | |
| 9. Shareholders and the General Meeting/General Meeting | The Company's Articles of Association or a decision of the Management Board allow the General Meeting to be held in hybrid form? | NO | A hybrid General Meeting is not permitted. | |

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| 9. Shareholders and the General Meeting/General Meeting | The Company's Articles of Association or a decision of the Management Board allow shareholders who do not participate in the General Meeting to cast their votes in writing or by electronic communication after publication of the invitation to the General Meeting and before it is held (postal voting)? | NO | Postal voting is not permitted. | |
| 9. Shareholders and the General Meeting/General Meeting | The notice of the General Meeting was published no later than 30 days before the date of the meeting? | YES | | |
| 9. Shareholders and the General Meeting/General Meeting | The agenda, decisions and all other materials required for the General Meeting are available free of charge on the Company's website? | YES | | https://www.luka-ploce.hr/investitori/glavna-skupstina/#obrasci |
| 9. Shareholders and the General Meeting/General Meeting | All documents are available in Croatian and English? | YES | | |
| 9. Shareholders and the General Meeting/General Meeting | The Company has published on its website how shareholders may participate in the General Meeting and exercise their voting rights, particularly where voting is carried out by electronic communication, and how the Company has ensured the legally prescribed conditions for the use of electronic communication? | YES | | |
| 9. Shareholders and the General Meeting/General Meeting | The President and Deputy President of the Supervisory Board, the chairpersons of Supervisory Board committees and all Management Board members were present at the General Meeting during the past twelve months? | PARTIALLY | All Management Board members, the Chairman and two members of the Supervisory Board were present. | |

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| 9. Shareholders and the General Meeting/General Meeting | The external auditor was present at the General Meeting at which the financial statements were presented? | NO | The external auditor was duly invited. | |
| 9. Shareholders and the General Meeting/General Meeting | The Company has made the decisions of the General Meeting available free of charge on its website? | YES | | https://www.luka-ploce.hr/investitori/glavna-skupstina/#odluke-gs |
| 9. Shareholders and the General Meeting/General Meeting | Within 30 days of the General Meeting, the Company made available free of charge on its website answers to questions raised at the General Meeting? | NO | No questions were raised. | |
| 10. Stakeholders, sustainability and resilience/Responsible business conduct | The Supervisory Board and Management Board have agreed and adopted policies on assessing the environmental and social impacts of the Company's activities and managing the associated risks throughout the entire value chain? | NO | Planned to be implemented by the end of 2026. | |
| 10. Stakeholders, sustainability and resilience/Responsible business conduct | The Supervisory Board and Management Board have agreed and adopted policies on protecting human rights, children's rights and workers' rights, particularly the rights of persons with disabilities, throughout the entire value chain? | NO | Planned to be implemented by the end of 2026. | |
| 10. Stakeholders, sustainability and resilience/Responsible business conduct | The Supervisory Board and Management Board have agreed and adopted policies on creating an inclusive working environment, particularly for persons with disabilities? | NO | Planned to be implemented by the end of 2026. | |
| 10. Stakeholders, sustainability and resilience/Responsible business conduct | The Supervisory Board and Management Board have agreed and adopted policies on achieving work-life balance for employees? | NO | Planned to be implemented by the end of 2026. | |

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| 10. Stakeholders, sustainability and resilience/Responsible business conduct | The Supervisory Board and Management Board have agreed and adopted policies ensuring equal remuneration between genders for equal work and/or work of equal value? | NO | Planned to be implemented by the end of 2026. | |
| 10. Stakeholders, sustainability and resilience/Responsible business conduct | The Supervisory Board and Management Board have agreed and adopted policies on preventing and sanctioning all forms of discrimination, particularly on the grounds of gender and disability, and protecting persons reporting discrimination? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2021/06/Kodeks-poslovnog-ponasanja-Luke-Ploce.pdf |
| 10. Stakeholders, sustainability and resilience/Responsible business conduct | The Supervisory Board and Management Board have agreed and adopted policies on preventing and sanctioning bribery and corruption and protecting whistleblowers? | YES | | https://www.luka-ploce.hr/wp-content/uploads/2021/06/Pravilnik-o-postupku-unutarnjeg-prijavljivanja-nepravilnosti.pdf |
| 10. Stakeholders, sustainability and resilience/Responsible business conduct | The Supervisory Board and Management Board have agreed and adopted policies on tax planning that ensures that the majority of taxes are paid in the countries where activities are carried out and income is generated? | NO | Planned to be implemented by the end of 2026. | |
| 10. Stakeholders, sustainability and resilience/Responsible business conduct | The Supervisory Board and Management Board have agreed and adopted policies on maintaining communication between the Company and its major stakeholders? | NO | Planned to be implemented by the end of 2026. | |
| 10. Stakeholders, sustainability and resilience/Responsible business conduct | The Supervisory Board and Management Board have agreed and adopted policies on applying due diligence procedures and measures within the Company, its subsidiaries and, where appropriate, its direct and indirect business partners? | NO | Planned to be implemented by the end of 2026. | |

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| 10. Stakeholders, sustainability and resilience/Responsible business conduct | When agreeing and adopting the policies referred to in Article 88 of the Code, the Supervisory Board and Management Board were guided by the recommendations on responsible business conduct set out in the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the applicable OECD Due Diligence Guidance for Responsible Business Conduct? | NO | Planned to be implemented by the end of 2026. | |
| 10. Stakeholders, sustainability and resilience/Responsible business conduct | All policies referred to in Article 88 of the Code are available free of charge on the Company’s website? | NO | Planned to be implemented by the end of 2026. | |
| 10. Stakeholders, sustainability and resilience/Responsible business conduct | The Supervisory Board and Management Board have ensured periodic monitoring of the implementation and effectiveness of all policies they have agreed and adopted in accordance with Article 88 of the Code? | NO | Planned to be implemented by the end of 2026. | |
| 10. Stakeholders, sustainability and resilience/Responsible business conduct | When the Management Board requests the prior consent of the Supervisory Board for decisions, the accompanying documents explain how the recommended measure is consistent with the policies prescribed by Article 88 of the Code? | NO | Planned to be implemented by the end of 2026. | |
| 10. Stakeholders, sustainability and resilience/Stakeholder engagement | The Supervisory Board and Management Board have jointly identified who they consider to be the Company’s key stakeholders? | YES | | |

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| 10. Stakeholders, sustainability and resilience/Stakeholder engagement | The Management Board has ensured effective mechanisms for regular interaction with key stakeholders and for informing the Supervisory Board of the results of such communications? | YES | | |
| 10. Stakeholders, sustainability and resilience/Stakeholder engagement | The Supervisory Board is authorised, subject to prior notification to the President of the Management Board, to organise meetings with external stakeholders when it considers this necessary? | YES | | |
| 10. Stakeholders, sustainability and resilience/Stakeholder engagement | The mandate of each Supervisory Board committee clearly specifies the purposes for which the committee chair may communicate directly with stakeholders and the procedure to be followed in such cases? | NO | Planned to be implemented by the end of 2026. | |
| 10. Stakeholders, sustainability and resilience/Internal training | The Company provides ongoing training for the Supervisory Board, Management Board and all employees on gender equality, inclusion of persons with disabilities and children's rights, particularly when there is a significant change in the workforce structure or significant changes in regulations relating to these areas? | NO | Planned to be implemented by the end of 2026. | |
| 10. Stakeholders, sustainability and resilience/Internal training | Training is organised in cooperation with competent institutions, civil society organisations or experts dealing with these issues in the field of employment and labour? | NO | Planned to be implemented by the end of 2026. | |