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Member State: Republic of Croatia
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Security: RIVP (RIVP-R-A)
Bloomberg: RIVP CZ; Reuters: RIVP.ZA
Listing: Prime Market of Zagreb Stock Exchange

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HANFA – Official Registry of Regulated Information

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Subject: Notification on the RDP remuneration program in shares
(*Inside information*)

Valamar Riviera d.d. with its registered office in Poreč, Stancija Kaligari 1, OIB 36201212847 (hereinafter: the Company or Valamar), hereby informs that on December 23, 2022, its Supervisory Board approved amendments to the Rules on remuneration in Company's shares – "Recovery & development program" from 2021 (hereinafter: RDP) in accordance which the Company's, and Valamar group (hereinafter: Group) companies included in consolidated report, key employees will be remunerated in the Company's shares in the gross value of up to 50 million HRK. Company's and Group's key employees included within RDP consist of team of approximately 234 employees, and the cost of RDP's realization, a reservation will be made in the Company's business books in 2022, in accordance to relevant regulations.

RDP is appointed in order to additionally motivate Company's and Group's key employees for their work and commitment for aim of the recovery of Group's capital value or EBIDTA until December 31, 2022, i.e. respectively business recovery of the Company and the Group in years 2021 and 2022 given the overall crisis caused by COVID-19 pandemic, which resulted in poorer business results in 2020 and 2021, as well as significantly reduced incomes of key employees. The work and commitment of key employees is one of the crucial factors for the successful operation of the Company and the Group, as well as rapid business recovery of the Company and the Group in the previous period.

Valamar Riviera d.d.