

# BOSQAR INVEST

**BOSQAR d.d.**

Ulica grada Vukovara 23  
10000 Zagreb

**Regulated Market Segment:**

Zagreb Stock Exchange, Official  
Market

**Home Member State:**

Croatia

**Security:**

BSQR / ISIN: HRMRULRB0008  
3MRU2 / ISIN: HRMRULO326A2  
LEI: 74780080JD6L45P7YG07

**Publication of Other Non-regulated  
Information**

Zagreb, 15 December 2025

## STATEMENT OF COMPLIANCE –

### The total (aggregate) Normalized EBITDA of the Guarantor Subsidiaries and the total (aggregate) Normalized EBITDA of all the Issuer's Subsidiaries

Pursuant to Clause 5.4.22.1 of the Simplified Prospectus for the issuance by public offering and listing of sustainability-linked bonds dated 27 May 2025 (the "**Prospectus**"), we hereby give the following notice:

Capitalized terms used in this Statement of Compliance shall have the meanings ascribed to them in the Prospectus, unless the context requires otherwise.

BOSQAR d.d., Zagreb (the "**Issuer**"), hereby publishes the following:

#### 1. Guarantor Subsidiaries:

- (i) MLINAR pekarska industrija d.o.o. za proizvodnju i trgovinu, registered with the Court Register of the Commercial Court in Zagreb under registration number (MBS): 010015470, personal identification number (OIB): 62296711978, with its registered office in Zagreb (City of Zagreb), Radnička cesta 228C;
- (ii) SEE BAKERY INTERNATIONAL S.À R.L., with its registered office at 28, Boulevard F.W. Raiffeisen, L-2411 Luxembourg, Grand Duchy of Luxembourg, OIB: 51890164329, registration number: B229992, register: Luxembourg Trade and Companies Register;

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BOSQAR d.d. • Ulica grada Vukovara 23, Zagreb • Tel.: 01/6447-899 • Fax: 01/6447-890 • PIN: 62230095889 • Commercial banks: Erste&Steiermärkische Bank d.d., Jadranski trg 3A, Rijeka, IBAN: HR8524020061100933269; Podravska banka d.d., Opatička 3, Koprivnica, IBAN: HR7423860021119036043; Raiffeisenbank Austria d.d., Magazinska cesta 69, 10000 Zagreb, IBAN: HR4324840081135094448; Zagrebačka banka d.d., Trg bana Josipa Jelačića 10, Zagreb, IBAN: HR2323600001102936225 • Commercial Court in Zagreb; Company's (Court) registration number: 081210030 • Share capital: EUR 15,640,094.35 paid in part by investment of property and rights and in part by cash payments, and divided into 11,784,370 ordinary registered shares without nominal amount. • President of the Supervisory Board: Tamara Sardelić • Members of the Board: Darko Horvat, Tomislav Glavaš, Vanja Vlak and Alma Mekić Čerdić

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- (iii) Panvita Grupa d.o.o. za usluge, registered with the Court Register of the Commercial Court in Zagreb under registration number (MBS): 081027776, personal identification number (OIB): 92012576460, with its registered office in Zagreb (City of Zagreb), Ulica grada Vukovara 23;
- (iv) Fresh Food Production d.o.o. za usluge, registered with the Court Register of the Commercial Court in Zagreb under registration number (MBS): 081468823, personal identification number (OIB): 64127520606, with its registered office in Zagreb (City of Zagreb), Ulica grada Vukovara 23;
- (v) M Plus Croatia d.o.o. za usluge, registered with the Court Register of the Commercial Court in Zagreb under registration number (MBS): 081194414, personal identification number (OIB): 45680057371, with its registered office in Zagreb (City of Zagreb), Ulica Vjekoslava Heinzela 62A;
- (vi) CMC İletişim ve Çağrı Merkezi Hizmetleri A.Ş., registered with the Istanbul Trade Registry under number 984359, with its registered office at Çağlayan Mah. Okul Cad. No: 8/10 Kağıthane, Istanbul, Republic of Türkiye;
- (vii) M+ Deutschland BPTO GmbH, registered with the Commercial Register of the Local Court of Charlottenburg under number HRB 235298 B, with its registered office in Berlin, Germany, Am Zirkus 2;
- (viii) M PLUS SLOVENIJA d.o.o., registered with the Business Register of Slovenia under number 2186179000, tax number SI 25030744, with its registered office at Pristaniška ulica 4, 6000 Koper – Capodistria, Slovenia;
- (ix) SMART FLEX d.o.o. za privremeno zapošljavanje, registered with the Court Register of the Commercial Court in Zagreb under registration number (MBS): 080506813, personal identification number (OIB): 48625549392, with its registered office in Zagreb (City of Zagreb), Ulica grada Vukovara 23;
- (x) SMART FLEX sourcing d.o.o. za usluge, registered with the Court Register of the Commercial Court in Zagreb under registration number (MBS): 081016585, personal identification number (OIB): 65865639964, with its registered office in Zagreb (City of Zagreb), Ulica grada Vukovara 23;
- (xi) Meritus Global Real Estate Management d.o.o. za usluge, registered with the Court Register of the Commercial Court in Zagreb under registration number (MBS): 081343542, personal identification number (OIB): 66927368969, with its registered office in Zagreb (City of Zagreb), Ulica grada Vukovara 23;

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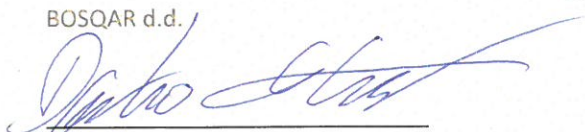
BOSQAR d.d. • Ulica grada Vukovara 23, Zagreb • Tel.: 01/6447-899 • Fax: 01/6447-890 • PIN: 62230095889 • Commercial banks: Erste&Steiermärkische Bank d.d., Jadranski trg 3A, Rijeka, IBAN: HR8524020061100933269; Podravska banka d.d., Opatička 3, Koprivnica, IBAN: HR7423860021119036043; Raiffeisenbank Austria d.d., Magazinska cesta 69, 10000 Zagreb, IBAN: HR4324840081135094448; Zagrebačka banka d.d., Trg bana Josipa Jelačića 10, Zagreb, IBAN: HR2323600001102936225 • Commercial Court in Zagreb; Company's (Court) registration number: 081210030 • Share capital: EUR 15,640,094.35 paid in part by investment of property and rights and in part by cash payments, and divided into 11,784,370 ordinary registered shares without nominal amount. • President of the Supervisory Board: Tamara Sardelić • Members of the Board: Darko Horvat, Tomislav Glavaš, Vanja Vlak and Alma Mekić Čerdić

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- (xii) Meritus Global Technology d.o.o., registered with the Court Register of the Commercial Court in Zagreb under registration number (MBS): 081343559, personal identification number (OIB): 77921680046, with its registered office in Zagreb (City of Zagreb), Ulica grada Vukovara 23;
- (xiii) Workplace Projekt – Adria d.o.o. za usluge, registered with the Court Register of the Commercial Court in Zagreb under registration number (MBS): 081277955, personal identification number (OIB): 58057703660, with its registered office in Zagreb (City of Zagreb), Ulica grada Vukovara 23.

2. The total (aggregate) Normalized EBITDA of the Guarantor Subsidiaries for the year ended 31 December 2024 amounted to EUR 75,961,669.00.
3. The total (aggregate) Normalized EBITDA of all of the Issuer's Subsidiaries for the year ended 31 December 2024 amounted to EUR 51,878,095, which, together with the Normalized EBITDA of the Mlinar Group (the transaction having been completed in July 2025) for the year ended 31 December 2024 in the amount of EUR 30,285,640, results in a total of EUR 82,163,735.

BOSQAR d.d.



Darko Horvat, predsjednik Uprave