

Zagreb, August 26, 2022.

Zagreb Stock Exchange dd
Croatian Agency for Supervision of Financial Services
CHINA
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The Company's website

Notice on adopted decisions of the General Assembly

In accordance with the Rules of the Zagreb Stock Exchange, Sunce hoteli dd, Radnička cesta 43, Zagreb, OIB: 06916431329 (" **Sunce** " or " **Company** "), hereby inform that the Company held a General Assembly **today, August 26, 2022 , at its headquarters.**

The following agenda has been published:

1. Opening of the General Assembly, determination of the number of present and represented shareholders
2. Decision on the remuneration of members of the Supervisory Board
3. Decision on the approval of the Policy of receipts for members of the Management Board
4. Decision on the approval of the Report on the receipts of members of the Supervisory Board and members of the Company's Management Board in 2021
5. Discussion on the annual financial reports of the Company and the consolidated annual financial reports of the Group for the year 2021, the Annual Report on the state and operations of the Company and the Group for the business year 2021, and the Report of the Supervisory Board on the supervision of the management of the Company's business in the business year 2021, The report of the Supervisory Board on relations with related companies, as well as the decision-making (a) on the use of profits from 2021 (b) the granting of a discharge to members of the management board for the business year 2021 and (c) the granting of a discharge to the members of the Supervisory Board for the business year 2021;
6. Decision on the election of members of the Audit Committee of the Company
7. Decision on the appointment of the auditor of the Company for the business year 2022

Tvrtka: SUNCE HOTELI d.d. za turizam
i ugostiteljstvo, turistička agencija
Skrraćena tvrtka: SUNCE HOTELI d.d.

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Temeljni kapital: 714.480.200,00 kuna
Ukupan broj izdanih dionica: 7.144.802

Nadzorni odbor:
Mohamed Ali Rashed Alabbar, predsjednik

Uprava:
Mubarak Al-Khalifa, predsjednik

8. Decision on the election of a member of the Supervisory Board of the Company

At the General Assembly of the Company, shareholders were present by attorney, who together hold 6,887,269 shares, which represents 96.41% of the total number of shares with voting rights.

The adopted decisions of the General Assembly are listed below in this notice:

Ad. 2.

Decision on the remuneration of members of the Supervisory Board

1. The Supervisory Board of the Company has up to seven members. In accordance with the Company's Statute, one member is appointed by the shareholder Erste doo - a company for the management of mandatory and voluntary pension funds, while the others are elected by the Company's General Assembly.

Members of the Supervisory Board elected by the General Assembly of the Company do not receive a reward for their work in the Supervisory Board, while a member appointed by shareholders has the right to a reward according to the decision of the General Assembly.

2. In order to maintain the objectivity and independence of the member of the Supervisory Board, his remuneration does not depend on the results of the Company's operations, but is fixed. When determining the remuneration of a member of the Supervisory Board, the economic conditions and state of the Company, the prevailing salary levels in the industry and the Company were taken into account.

The remuneration for work in the Supervisory Board to a member of the Supervisory Board is determined by the General Assembly of the Company in a monthly fixed gross amount.

The inclusion of variable elements or other elements related to the success of the Company's operations in the receipts of members of the Supervisory Board is prohibited.

3. At the meeting held on February 12, 2018, the Supervisory Board of the Company, in accordance with Article 65 of the Audit Act, established the Audit Committee, which acts as a committee of the Supervisory Board of the Company. The Audit Committee consists of three members, with one member of the Audit Committee being an expert in the field of accounting and auditing.

A member of the Audit Committee who is an expert in the field of accounting and auditing is entitled to an award for work in the Audit Committee, while the other two members do not receive an award for work in the committee.

The remuneration for the work of an expert member of the Audit Committee is determined by the Supervisory Board by its decision, and it is fixed and does not depend on the results of the Company's operations. The fee is determined in the monthly gross amount.

4. If a member of the Supervisory Board is also a member of the Audit Committee, he is only entitled to a receipt for membership in the Supervisory Board.

5. Members of the Supervisory and Audit Board are not entitled to variable receipts or fees in the shares of the Company.

6. The Supervisory Board will monitor on an annual basis whether the said receipts are in accordance with the principles from point 2 of this Decision and, in the event of the need to change this decision, will submit a new decision proposal to the General Assembly for approval. If the General Assembly does not approve the amended decision, the Company will continue to pay the members of the Supervisory Board and the Audit Committee in accordance with this decision.

7. With the adoption of this decision, the Decision on the receipts of the Supervisory Board from August 30, 2021 is rendered invalid.

This decision enters into force upon adoption by the Assembly and is valid for four years from the date of adoption.

6,887,269 votes were cast for the decision (which represents 100% of the votes present at the general meeting).

Ad. 3.

Decision on the approval of the Policy of receipts for members of the Board

The salaries of the members of the Company's Management Board are based on the principle of income security and the retention of quality professionals in the Company. The receipts policy is such that it dissuades the members of the Management Board from high-risk decisions that are unacceptable for the Company.

The fixed salaries of the President of the Management Board are determined in such a way as to reflect the value of the work and responsibilities that the President of the Management Board undertakes, but at the same time they are such that they ensure attractive employment conditions and thus make the Company a desirable employer. Given the above, politics contributes to the strategy and development of society.

The fixed salaries of the members of the Management Board are determined in such a way as to reflect the value of the work and responsibilities undertaken by the member of the Management Board, but at the same time they are such that they ensure attractive employment conditions and thus make the Company a desirable employer. Given the above, politics contributes to the strategy and development of society.

The contract with the member and the president of the Management Board is concluded for the entire term of office, it determines the rights and obligations of the member and the president of the Management Board,

and at the same time determines his receipts. All members of the Management Board have a fixed-term employment relationship with the Company.

The contract with a member of the Management Board may be terminated:

- a) by agreement of a member of the Management Board and the Company
- b) by recalling a member of the Management Board from office due to an important reason and by extraordinary termination of the contract
- c) cancellation by the Company without an important reason for revocation
- d) resignation and dismissal of a member of the Company's Management Board

Ad.a) If the contract with a member of the Management Board is terminated by agreement, then both contracting parties freely determine the terms of termination of the contract;

Ad.b) In the event that a member of the Management Board is dismissed from his position with an important reason for the dismissal, the Company terminates the employment contract by extraordinary notice without observing the notice period.

Ad.c) The company can cancel the contract for other important reasons. In this case, the Company is obliged to offer the Management Board member the conclusion of a work contract under modified conditions, on other jobs in accordance with his professional qualification, with the fact that the Management Board member has the right to choose, either to accept the offered contract for a new position or to refuse to conclude the offered contract on work, which terminates the employment relationship with the Company, in which case the Company is obliged to pay the member of the Management Board a severance payment in the amount of twelve contracted monthly salaries upon expiry of the notice period. The member of the Management Board has the obligation to declare the said choice to the Company within 8 days from the date of the Company's notification of the contract cancellation and the offer of a new contract.

If the Company cancels the contract without an important reason, and the member of the Management Board does not accept the new employment contract offered to him, the rights and obligations of the member of the Management Board determined by the contract cease within a notice period of 6 months from the date of delivery of the Decision on Contract Cancellation.

Ad.d) A member of the Management Board may cancel his contract and resign without giving a reason, with the obligation to perform the same duty until another person is appointed to the same position, and no longer than 3 months after the cancellation of the contract.

The resignation of a member of the Management Board before the end of the mandate is an important reason for extraordinary dismissal of the contract by the Company, without the obligation to comply with the notice period. In this case, the member of the Management Board is not entitled to severance pay.

If the member or the president of the Management Board is not reappointed after the end of the mandate, and the contract for the same position is not renewed, the Company is obliged to offer the member or the president of the Management Board an employment contract with changed conditions, 2 months before the end of the mandate, to perform other tasks at for an indefinite period of time in accordance with his professional qualification. If a member or the president of the board does not accept the offered contract, his employment ends at the end of his mandate, with the right to severance pay specified by the Labor Law.

Considering that all the members of the Management Board are employed by the Company, the Company pays contributions for pension and health insurance, with the fact that it is not obliged to supplement the pension experience of a member of the Management Board.

With the adoption of this decision, the Receipts Policy for members of the board of directors is invalidated as of August 30, 2021.

This Policy enters into force on the day it is approved by the General Assembly of the Company and is valid until August 26, 2026.

The receipts policy is determined by the Supervisory Board in such a way that it is compiled and submitted to the General Assembly for approval. The Supervisory Board is responsible for the implementation and supervision of the application of the Receipts Policy.

The decision of the General Assembly and the Receipts Policy will be published and made available free of charge for a period of ten years, immediately after the General Assembly, on the Company's website with an indication of the date of validity.

6,887,269 votes were cast for the decision (which represents 100% of the votes present at the general meeting).

Ad 4.

Decision on the approval of the Report on the receipts of members of the Supervisory Board and members of the Company's Management Board in 2021

Introductory remarks

The General Assembly of the Company held its session on August 30, 2021. adopted the Decision on the remuneration of members of the Supervisory Board and approved the Policy of remuneration for members of the Management Board.

The decision on the remuneration of members of the Supervisory Board, as well as the Policy of remuneration for members of the management board, were made in such a way as to promote objectivity and independence in the actions of both the members of the Supervisory Board and the members of the Management Board.

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Mubarak Al-Khalifa, predsjednik

I. Receipts of members of the Supervisory Board

In accordance with the Company's Statute, the Supervisory Board has up to seven members. The exact number of members in a particular mandate period is determined by the General Assembly by its decision. During 2021, members of the Supervisory Board were: Jako Andabak, Chairman of the Supervisory Board until 13/06/2021, Sanja Gagulić , Deputy Chairman of the Supervisory Board until 13/06/2021, Ružica Andabak, member of the Supervisory Board until 13/06/2021, Ana Volk , member of the Supervisory Board until 13/06/2021, Mohamed Ali Rashed Alabbar , member of the Supervisory Board from 14.6.2021, and chairman of the Supervisory Board from 25.6.2021, Frederick William Howdon Durie , member of the Supervisory Board from June 14, 2021. and Deputy Chairman of the Supervisory Board from 25.6.2021, Ping Low, member of the Supervisory Board from 14.6.2021, Mark Gordon Kirby , member of the Supervisory Board from 14.6.2021. until 19.7.2021. and a member appointed by the shareholders of Erste doo - a company for the management of mandatory and voluntary pension funds based on the Company's Statute, Ratimir Ivičić.

Members of the Supervisory Board whose duties ended on June 13, 2021, i.e. Jako Andabak, Ana Volk , Sanja Gagulić and Ružica Andabak, received a fixed monthly salary during 2021 based on the employment contracts concluded with the Company.

Members of the Supervisory Board who have been appointed since June 14, 2021, namely Mohamed Ali Rashed Alabbar , Frederick William Howdon Durie , Ping Low and Mark Gordon Kirby did not receive any remuneration for performing the said duties.

A member of the Supervisory Board who was appointed by the shareholders based on the Company's Statute, Ratimir Ivičić, receives a fixed fee for work in the Supervisory Board based on the decision of the General Assembly of the Company dated August 30, 2021.

a. In 2021, the Company paid the members of the Supervisory Board the following:

all amounts are in kuna:

Name and surname	Function	Paid gross receipts in 2021		
		Salary	Other	Total fixed receipts
Jako Andabak	President of the Supervisory Board until June 13, 2021.	59,181.82	9,765.00	68,946.82
Sanja Gagulić	Deputy chairman of the supervisory board until June 13, 2021.	344,877.07	56,904.71	401,781.78
Ana Volk	Member of the Supervisory Board until June 13, 2021.	278,523.47	45,956.37	324,479.84
Ružica Andabak	Member of the Supervisory Board until June 13, 2021.	150,419.42	24,819.21	175,238.63
Ratomir Ivičić	Member of the Supervisory Board until June 13, 2021, appointed member of the Supervisory Board on July 5, 2021.	120,907.68	9,068.05	129,975.73
Muhammad Ali Rashed Alabbar	Member of the Supervisory Board from June 14, 2021, and Chairman of the Supervisory Board from June 25, 2021.	0	0	0
Frederick William Howdon Durie	Member of the Supervisory Board from June 14, 2021, and Deputy Chairman of the Supervisory Board from June 25, 2021.	0	0	0
Ping Low	Member of the Supervisory Board from June 14, 2021.	0	0	0
Mark Gordon Kirby	Member of the Supervisory Board from June 14, 2021. until 19.7.2021.	0	0	0

In accordance with the Decision on the remuneration of members of the Supervisory Board, the members of the Supervisory Board did not receive variable remuneration for their work in the Supervisory Board in 2021, nor did they receive shares or stock options of the Company for their function. Members of the Supervisory Board who were appointed by the General Assembly of the Company and who were employed by the Company during 2021, also received a salary in kind for the use of a company car, which is included in the amount of gross salary receipts, i.e. compensation in the data presented.

Other receipts of members of the Supervisory Board include health contributions.

Apart from the aforementioned, the Company did not make any other salary payments to members of the Supervisory Board in 2021.

b. Audit Committee

The audit committee meets as a committee of the Supervisory Board and consists of three members. In 2021, the Audit Committee consisted of the following members:

Ivan Augustin	Chairman of the Audit Committee until August 30, 2021, member of the Audit Committee from August 30, 2021.
Sanja Gagulić	Member of the Audit Committee until June 13, 2021.
Ružica Andabak	Member of the Audit Committee until June 13, 2021.
Ali Al Frayhat	Member of the Audit Committee from 30.8.2021.
Mohamed Bitar	Member of the Audit Committee from 30.8.2021.

Members of the Audit Committee who were also members of the Supervisory Board in 2021 did not receive compensation for their work in the Audit Committee, while Audit Committee member Ivan Augustin, who is independent and expert in the field of accounting and auditing, received compensation for his work in the Audit Committee.

In 2021, the Company paid compensation for work in the Audit Committee to the chairman of the Audit Committee, Ivan Augustin, in the gross amount of HRK 65,663.07.

Apart from the aforementioned payment, the Company did not pay any remuneration to the members for their work in the Audit Committee in 2021.

c. Compliance of paid receipts in 2021 with the Decision on the receipts of members of the Supervisory Board dated August 30, 2021.

The General Assembly of the Company at the session held on August 30, 2021. adopted the Decision on the remuneration of members of the Supervisory Board, which determined that the members of the Supervisory Board appointed by the General Assembly of the Company do not receive a reward for their work in the Supervisory Board, while a member appointed by shareholders has the right to a reward according to the decision of the General Assembly.

In the Decision on the remuneration of members of the Supervisory Board, it is also determined that a member of the Audit Committee who is an expert in the field of accounting and auditing is entitled to a reward for work in the Audit Committee, while the other two members do not receive a reward for work in the committee. Award for the work of an expert member of the Audit Committee is determined by the Supervisory Board by its decision and it is fixed and does not depend on the results of the Company's operations. The fee is determined in the monthly gross amount.

As a result of the above, the remunerations paid to the members of the Supervisory and Audit Board in 2021 are in accordance with the Decision on the remuneration of the members of the Supervisory Board dated August 30, 2021.

II Receipts of members of the Management Board

In accordance with the Statute, the Management Board of the Company consists of one to five members. The exact number of members of the Management Board in a particular mandate period is determined by the Supervisory Board by its decision. In 2021, the Company's Management Board consisted of the following members:

Hrvoje Veselko	President of the Management Board until 27.9.2021, member of the Management Board from 28.9.2021. until 19.1.2022.
Ivan Potkrajčić	Member of the Management Board until September 27, 2021.
Kristijan Gagulić	Member of the Management Board until April 26, 2021.
Shaikh Mubarak Ali Abdulla Hamad Alkhalifa	President of the Management Board from September 27, 2021.

a. In 2021, the Company paid the following amounts to the members of the Management Board:

all amounts are in kuna:

Name and surname	Function	Paid gross receipts in 2021		
		Salary	Other	Total fixed receipts
Hrvoje Veselko	President of the Management Board until 27.9.2021, member of the Management Board from 28.9.2021. until 19.1.2022.	871,114.45	143,733.84	1,014,848.29
Kristijan Gagulić	Member of the Management Board until April 26, 2021.	339,530.87	56,022.60	395,553.47
Ivan Potkrajčić	Member of the Management Board until September 27, 2021.	605,897.84	99,973.17	705,871.01
Shaikh Mubarak Ali Abdulla Hamad Alkhalifa	President of the Management Board from September 27, 2021.	0	0	0

Other receipts of the members of the Management Board, except for the President of the Management Board who was appointed on 27.9.2021, include contributions for healthcare.

Apart from the aforementioned, the Company did not pay any other receipts to the members of the Management Board in 2021.

In 2021, there were no payments or obligations to pay third parties to members of the Management Board in connection with the work they performed as the Management Board in 2021.

The members of the Management Board, in accordance with the Remuneration Policy for members of the Management Board dated 30.8.2021, did not receive variable compensation in 2021, nor did they receive shares or stock options of the Company for their function.

- b. The members of the Management Board were paid fixed monthly salary amounts based on the management contracts they concluded with the Company.

The contracts with the members and the president of the Management Board were concluded for the entire mandate period, they determine the rights and obligations of the members and the president of the Management Board, and at the same time determine their receipts. All members of the Management Board have a fixed-term employment relationship with the Company.

The contract with a member of the Management Board may be terminated:

- a) by agreement of a member of the Management Board and the Company
- b) by recalling a member of the Management Board from office due to an important reason and by extraordinary termination of the contract
- c) cancellation by the Company without an important reason for revocation
- d) resignation and dismissal of a member of the Company's Management Board

Ad.a) If the contract with a member of the Management Board is terminated by agreement, then both contracting parties freely determine the terms of termination of the contract.

Ad.b) In the event that a member of the Management Board is dismissed from his position with an important reason for the dismissal, the Company shall cancel the employment contract by extraordinary dismissal without observing the notice period. In case of dismissal for an important reason, the member of the Management Board does not exercise the right to severance pay.

Ad.c) The company can cancel the contract for other important reasons. In this case, the Company is obliged to offer the Management Board member the conclusion of a work contract under modified conditions, on other jobs in accordance with his professional qualification, with the fact that the Management Board member has the right to choose, either to accept the offered contract for a new position or to refuse to conclude the offered contract on work, which terminates the employment relationship with the Company, in which case the Company is obliged to pay the member of the Management Board a severance payment in the amount of twelve contracted monthly salaries upon expiry of the notice period. The member of the

Management Board has the obligation to declare the said choice to the Company within 8 days from the date of the Company's notification of the contract cancellation and the offer of a new contract.

If the Company cancels the contract without an important reason, and the member of the Management Board does not accept the new employment contract offered to him, the rights and obligations of the member of the Management Board determined by the contract cease within a notice period of 6 months from the date of delivery of the Decision on Contract Cancellation.

Ad.d) A member of the Management Board can cancel his contract and submit his resignation without giving a reason, with the obligation to perform the same duty until another person is appointed to the same position, and no longer than 3 months after the cancellation of the contract.

The resignation of a member of the Management Board before the end of the mandate is an important reason for the extraordinary termination of the contract by the Company, without the obligation to comply with the notice period. In this case, the member of the Management Board is not entitled to severance pay.

c. Compliance of paid receipts in 2021 with the Policy of Receipts for Board Members from August 30, 2021.

The General Assembly of the Company approved the Receipts Policy for members of the management board at the session on August 30, 2021. by which it was determined that the members of the company's Management Board will receive only fixed receipts, i.e. the contracted gross salary, until June 30, 2022, i.e. until the approved Remuneration Policy is valid, all due to the obligations prescribed by the Croatian Employment Service in the Terms and Methods of Using Funds for implementation of the Support measure for the preservation of jobs in activities affected by the Coronavirus (COVID-19).

As a result of the above, the receipts paid to the members of the Management Board in 2021 are in accordance with the Receipts Policy for the members of the Management Board as of August 30, 2021.

III Comparative presentation of trends in income, profit, annual income per employee

all amounts are in thousands of kuna:

Year	Total income	Net profit	Average number of employees	Average gross receipts per worker
2017	387.323	20,609	950	136
2018	434,975	30,044	1.179	126
2019	452.516	6.017	1.278	115
2020	149,419	(35,737)	820	115
2021	329,733	(249)	985	125

For the sake of comparability, the presented data is based on consolidated data of Sunce hoteli dd Group (previously Sunce concern dd Group). The average number of employees is based on the total number of employees in the Group, and the average gross income per employee is based on the total cost of employees in a particular year.

6,887,269 votes were cast for the decision (which represents 100% of the votes present at the general meeting).

Ad. 5.

a) Decision on the use of profits from 2021.

The Company's profit realized in 2021 in the amount of HRK 2,049,066.58 will be used to cover the loss carried forward from previous years.

6,887,269 votes were cast for the decision (which represents 100% of the votes present at the general meeting).

b) Decision on granting discharge to the members of the Management Board for the business year 2021.

Dismissal is given to the members of the Company's Management Board for the business year 2021.

6,887,269 votes were cast for the decision (which represents 100% of the votes present at the general meeting).

c) Decision on granting discharge to the members of the Supervisory Board of the Company for the business year 2021:

The members of the Supervisory Board are hereby dismissed for the business year 2021.

6,887,269 votes were cast for the decision (which represents 100% of the votes present at the general meeting).

Ad. 6.

Decision on the election of members of the Company's audit committee

Two members of the Audit Committee of the Company are appointed for a period of one year:

1. Ali Al Frayhat – Sadiyaat Island, Villa No. 6, Abu Dhabi , UAE
2. Mohamed Bitar – Reem Island, Kite Residence , Unit 2503, Abu Dhabi , UAE

6,887,269 votes were cast for the decision (which represents 100% of the votes present at the general meeting).

Ad. 7.

Decision on the appointment of the Company's auditor for the business year 2022

The Company's audit services and the audit of the Group's consolidated financial statements for the business year 2022 are entrusted to the company Ernst & Young, doo za revisioni, Zagreb, Radnička cesta 50, OIB: 58960122779.

6,887,269 votes were cast for the decision (which represents 100% of the votes present at the general meeting).

Ad 8.

Decision on the election of a member of the Supervisory Board of the Company

A Decision is made on the election of a member of the Supervisory Board of the Company, whose mandate begins on the day the Decision is passed and lasts until July 1, 2023.

As a member of the Supervisory Board of SUNCE HOTELI dd, dipl. oec. Rosa Mijailović, OIB: 45958082815, Braće Radovanovića 19/37, Belgrade, Serbia.

6,887,269 votes were cast for the decision (which represents 100% of the votes present at the general meeting).

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