

Security:	SUKC-R-A
ISIN:	HRSUKCRA0001
LEI:	7478000070X8LWJUBX45
Home member state:	Croatia
Market segment:	Official market

Zagreb, August 30, 2021

Zagreb Stock Exchange  
Croatian Financial Services Supervisory Agency  
Croatian News Agency  
ots@hina.hr  
Company WEB site

## Notice of adopted decisions of the General Assembly

In accordance with the Rules of the Zagreb Stock Exchange, Sunce hoteli dd, Trpinjska 9, Zagreb, OIB: 06916431329 ("**Sunce**" or the "**Company**"), hereby inform that today, August 30, 2021, at its headquarters, the Company held an extraordinary General Assembly.

The following Agenda was proposed:

1. Opening of the General Assembly, determination of the number of present and represented shareholders;
2. Decision on the remuneration of the Supervisory Board members;
3. Decision on approval of the Remuneration Policy for the Management Board members;
4. Decision on approval of the Report on the Remuneration of the Company Supervisory and Management Board Members in 2020;
5. Discussion on annual financial reports of the Company and the consolidated annual financial reports of the Group for 2020, the Annual Business Status Report of the Company and the Group for 2020, the Supervisory Board Report on the Supervision of the Company's Business Management in 2020, the Supervisory Board Report on relations with affiliated companies, and the adoption of decisions on (a) the covering of the 2020 losses; (b) the discharge of liability for the members of the Management Board for 2020 and (c) the discharge of liability for the members of the Supervisory Board for 2020;
6. Decision on the Appointment of New Audit Committee Members;
7. Decision on appointing the Company's auditor for the fiscal year 2021.

Shareholders were present at the General Assembly of the Company through their proxies, which together hold 5,693.327 shares, which represents 95,63% of the total number of voting shares.

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

Company name:  
SUNCE HOTELI d.d. za turizam i  
ugostiteljstvo, turistička agencija  
The abbreviated company name:  
SUNCE HOTELI d.d.  
Company name translated into English:  
SUNCE HOTELI Joint Stock Company,  
for tourism and hospitality, travel agency

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Share capital: HRK 595.458.500,00  
Total number of shares issued: 5.954.585  
Supervisory Board:  
Mohamed Ali Rashed Alabbar, Chairman  
Management Board:  
Hrvoje Veselko, president  
Ivan Potkrajčić, member.

**Agenda Item 2**

**Decision on the remuneration of the Supervisory Board members**

1. The Supervisory Board of the Company consists of five members. Pursuant to the Company's Articles of Association, four members of the Supervisory Board are elected by the General Assembly of the Company, while the fifth member is appointed by the shareholder Erste d.o.o. – društvo za upravljanje obveznim i dobrovoljnim mirovinskim fondovima / Erste d.o.o. Company for the management of compulsory and voluntary pension funds/.

The members of the Supervisory Board appointed by the General Assembly do not receive remuneration for their work in the Supervisory Board, while the member appointed by the shareholder is entitled to remuneration under the decision of the General Assembly.

2. In order to maintain the objectivity and independence of the members of the Supervisory Board, their remuneration does not depend on the Company's business results and is of a fixed amount. In determining the remuneration of the Supervisory Board members, the economic conditions and the position of the Company, the prevailing levels of salaries in the industry and the Company are all taken into account.

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

It is prohibited to include variable elements or other elements that are related with business results of the Company in the remuneration of the Supervisory Board members.

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

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

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

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

5. The members of the Supervisory Board and the Audit Committee are not entitled to variable remuneration or remuneration in the form of Company shares.

6. The Supervisory Board shall monitor on an annual basis whether the subject remuneration is in accordance with the principles set out in item 2 of this Decision and shall, if it is necessary to amend this Decision, submit to the General Assembly a new draft decision for approval. If the General Assembly does not approve the amended decision, the Company shall continue to pay remuneration to the members of the Supervisory Board and the Audit Committee in accordance with this decision.

7. By adopting this decision, the Decision on the remuneration of the Supervisory Board members made on 7th September 2020 is revoked.

8. This Decision shall enter into force upon adoption by the General Assembly and shall be valid for four years.

The decision was given 5.693.327 votes FOR (representing 100% of the votes present at the General Assembly).

### **Agenda Item 3**

#### **Decision on approval of the Remuneration Policy for the Management Board members**

The remuneration of the Company Management Board members is based on the principle of security of income as well as the retention of quality professionals in the Company. The remuneration policy is such as to discourage the Management Board members from making high-risk decisions that are unacceptable to the Company.

In 2020, the Company's business operations were impeded due to the COVID-19 pandemic and it exercised its right to use the Aid for Preservation of Employment in Activities Affected by Coronavirus (COVID-19) paid by the Croatian Employment Service.

According to the decision of the Croatian Employment Service, the aid beneficiary shall be obliged to repay the amount of aid received from May 2020 if, by 30th June 2022, among other things, it pays the Management Board members a bonus for the achieved results, if it awards own shares to the Management Board members, i.e. other persons authorised to manage the entire or a part of the business.

At the time of the adoption of this Policy, the Company had used the subject aid for about 700 employees for all months of the support, except for August of 2020. Total amount received is exceeding three million euros. Given the stated limitation in the variable remuneration that would be related to the achieved business results, until 30 June 2022 the Management Board members shall receive only fixed remuneration, i.e. the agreed gross salary.

Fixed remuneration of the Management Board members is determined in a manner that reflects the value of the work and responsibilities undertaken by the Management Board member, but is also such as to ensure good employment conditions and thus make the Company a desirable employer. Given the above, the subject policy contributes to the strategy and development of the Company.

The contract with the member and the President of the Management Board is concluded for the entire appointment period, and it defines the rights and obligations of the member and the President of the Management Board as well as their remuneration. All Management Board members have an employment relationship established for an indefinite period in the Company.

The contract with the Management Board member may be terminated:

- a) by agreement between the Management Board member and the Company
- b) by revoking the appointment of the Management Board member for good cause and by extraordinary termination of the contract
- c) cancellation by the Company without cause for revocation
- d) resignation and dismissal of the Management Board member

Ad a) If the contract with the Management Board member is terminated by agreement, then both parties are free to determine the conditions for the termination of the contract

Ad b) In the event that the appointment of the Management Board member is revoked, in addition to stating good cause for revocation, the Company terminates the employment contract by extraordinary notice without observing the notice period.

In case of dismissal due to good cause, the Management Board member shall not have the right to severance pay.

Ad.c) The Company may terminate the contract without good cause. In such case, the Company shall offer the Management Board member the option to conclude an employment contract under changed conditions in other jobs in accordance with their professional qualification, provided that the Management Board member has the right to choose whether they will accept the offered employment contract concerning a new position or refuse to conclude the

offered employment contract thereby terminating their employment relationship with the Company, in which case the Company is obligated to pay severance pay in the amount of twelve agreed monthly salaries to the Management Board member after the expiration of the notice period. The Management Board member shall inform the Company about their choice within 8 days from the date on which the Company informed them about the termination of the contract and offer of a new contract.

If the Company terminates the contract without good cause, and the Management Board member does not accept the new employment contract offered to them, the rights and obligations of the Management Board member under the contract shall cease within 6 months from the date of receiving the Decision on terminating the contract.

Ad d) The Management Board member may terminate their contract and resign without stating the reasons, with the obligation to hold the same function until the appointment of another person for the same function, and no longer than 3 months after the termination of the contract.

The resignation by the Management Board member prior to the expiration of their appointment represents good cause for extraordinary termination of the contract by the Company, without the obligation to observe the notice period. In that case, the Management Board member shall not be entitled to severance pay.

If a member or President of the Management Board is not reappointed after the expiration of the term, and the contract for the same position is not renewed, the Company is obliged to offer the Member or President of the Management Board an employment contract with amended conditions for an indefinite period, 2 months before the expiration of the term, in accordance with his professional qualification. If a Member or the President of the Management Board does not accept the offered contract, his employment shall terminate upon the expiration of his term of office, with the right to severance pay determined by the Labour Act.

Given that all Management Board members are employed by the Company, the Company pays their pension and health insurance contributions, provided that it has no obligation to purchase additional years of pensionable service for the Management Board member.

By adopting this decision, the Remuneration Policy for the Management Board Members adopted on 7th September 2020 is revoked.

This Policy shall enter into force on the date of its approval by the Company General Assembly and shall be valid until 30 June 2022.

The decision was given 5.693.327 votes FOR (representing 100% of the votes present at the General Assembly).

### Agenda Item 4

#### **Decision on approval of the Report on the Remuneration of the Company Supervisory and Management Board Members in 2020**

#### **Introductory remarks**

The Company General Assembly adopted in its meeting of 7 September 2020 a Decision on the remuneration of the Supervisory Board members and approved the Remuneration Policy concerning the Management Board members.

The Decision on remuneration of the Supervisory Board members and the Remuneration Policy concerning the Management Board members were adopted in such manner to promote objective and independent actions on part of both, the Supervisory Board members and the Management Board members.

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Share capital: HRK 595.458.500,00  
Total number of shares issued: 5.954.585  
Supervisory Board:  
Mohamed Ali Rashed Alabbar, Chairman  
Management Board:  
Hrvoje Veselko, president  
Ivan Potkrajčić, member.

### I. Remuneration of the Supervisory Board members

The Company Supervisory Board consists of five members. In 2020, the Supervisory Board members were: Jako Andabak, the President of the Supervisory Board, Sanja Gagulić, the Vice President of the Supervisory Board, Ružica Andabak, Supervisory Board member, Ana Volk, Supervisory Board member and Ratomir Ivičić, a member appointed by shareholders of Erste d.o.o. – *društvo za upravljanje obveznim i dobrovoljnim mirovinskim fondovima* (Erste d.o.o. Company for the management of compulsory and voluntary pension funds) pursuant to the Company's Articles of Association.

The Supervisory Board members appointed by the General Assembly, Jako Andabak, Ana Volk, Sanja Gagulić and Ružica Andabak, were receiving a fixed monthly salary in 2020 pursuant to their employment contracts concluded with the Company.

Ratomir Ivičić, Supervisory Board member, appointed by shareholders pursuant to the Company's Articles of Association, receives fixed remuneration for serving in Supervisory Board pursuant to the Decision of 7 September 2020 of the Company General Assembly.

#### a. The Company paid the following sums to the Supervisory Board members in 2020:

*The amounts are in thousands of kunas*

First and last name	Title	Gross remuneration paid in 2020		
		Salary (gross)	Other	Fixed remuneration in total
Jako Andabak	President of the Supervisory Board	149	27	176
Sanja Gagulić	Deputy President of the Supervisory Board	937	158	1.095
Ana Volk	Member of the Supervisory Board	705	121	826
Ružica Andabak	Member of the Supervisory Board	370	64	434

  

First and last name	Title	Gross remuneration paid in 2020		
		Salary (gross)	Other	Fixed remuneration in total
Ratomir Ivičić	Member of the Supervisory Board	171	13	184

In accordance with the Decision on the remuneration for the Supervisory Board members, the Supervisory Board members received neither variable remuneration for serving on the Supervisory Board nor any Company shares or share options in 2020.

#### b. Other remunerations of the Supervisory Board members

Supervisory Board members appointed by the Company General Assembly and employed in the Company in 2020 also received a salary in kind for the use of an official car.

#### c. Audit Committee

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Share capital: HRK 595.458.500,00  
Total number of shares issued: 5.954.585  
Supervisory Board:  
Mohamed Ali Rashed Alabbar, Chairman  
Management Board:  
Hrvoje Veselko, president  
Ivan Potkrajčić, member.



The Audit Committee meets as a committee of the Supervisory Board and consists of three members. During 2020 the Audit Committee consisted of the following members:

Ivan Augustin	President of the Audit Committee
Sanja Gagulić	Audit Committee member
Ružica Andabak	Audit Committee member

The members of the Audit Committee who are also members of the Supervisory Board received no remuneration for serving on the Audit Committee in 2020, while Ivan Augustin, Audit Committee member who is independent and has competence in accounting and auditing, received remuneration for serving on the Audit Committee.

In 2020, the Company paid remuneration for serving on the Audit Committee to the President of the Audit Committee Ivan Augustin in the gross amount of HRK 39,200.

Besides the payment mentioned, the Company paid no other remunerations to the Audit Committee members for serving on the Committee in 2020.

d. The comparative overview of the movement of the Company revenues, profit, the annual remuneration per employee and the remuneration of the Supervisory Board and Audit Committee members.

*The amounts are in thousands of kunas*

Year	Total revenue	Net profit	Average number of employees	Average gross remuneration per worker
2016.	340.328	36.549	908	117
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	69

Besides those previously mentioned, the Company paid out no other remuneration to the Supervisory Board members in 2020.

e. The compliance of the remuneration paid in 2020 with the Decision on the remuneration of the Supervisory Board members of 7 September 2020.

In its meeting of 7 September 2020, the General Assembly of the Company adopted the Decision on the remuneration of the Supervisory Board members according to which the Supervisory Board members appointed by the General Assembly of the Company shall not receive remuneration for serving on the Supervisory Board, but shall have an employment contract concluded with the Company for performing other tasks instead, while the member appointed by shareholder shall be entitled to remuneration pursuant to the Decision by the General Assembly.

The said Decision also stipulates that the Supervisory Board shall determine the remuneration for the Audit Committee member with professional competence by way of its decision, which is fixed and independent of Company's operating results. The remuneration shall be determined in the monthly gross amount.

Therefore, the remuneration paid to the members of the Supervisory Board and the Audit Committee in 2020 is in accordance with the Decision on the remuneration of the Supervisory Board members of 7 September 2020.

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Share capital: HRK 595.458.500,00  
Total number of shares issued: 5.954.585  
Supervisory Board:  
Mohamed Ali Rashed Alabbar, Chairman  
Management Board:  
Hrvoje Veselko, president  
Ivan Potkrajić, member.

### II. Remuneration of the Management Board members

The Company Management Board consists of three members. In 2020, the Company Management Board consisted of the following members:

Tonči Boras	President of the Management Board	until 31 July 2020
Hrvoje Veselko	President of the Management Board	from 1 August 2020
Ivan Potkrajčić	Management Board member	
Kristijan Gagulić	Management Board member	

#### a. The Company paid the following sums to the Management Board members in 2020:

*The amounts are in thousands of kunas*

Name and last name	Title	Gross remuneration paid in 2020		
		Salary (gross)	Other	Fixed remuneration in total
Tonči Boras	President of the Management Board until 31 <sup>st</sup> July 2020.	410	74	483
Hrvoje Veselko	President of the Management Board from 1 <sup>st</sup> August 2020.	362	61	423
Kristijan Gagulić	Member of the Management Board	797	134	931
Ivan Potkrajčić	Member of the Management Board	651	24	675

#### b. Other remunerations of the Management Board members

The Management Board members also received a salary in kind for the use of an official car in 2020.

#### c. The comparative overview of the movement of the Company revenue, profit, the annual remuneration per employee and the remuneration of the Management Board members.

*The amounts are in thousands of kunas*

Year	Total revenue	Net profit	Average number of employees	Average gross remuneration per worker
2016.	340.328	36.549	908	117
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	69

Besides those previously mentioned, the Company paid out no other remuneration to the Management Board members in 2020.

In 2020, there were no payments and no payment obligations by third parties towards Management Board members concerning tasks they performed in their capacity as the Management Board in 2020.

In accordance with the Remuneration Policy concerning the Management Board members, they received neither variable remuneration nor any Company shares or share options for their position in 2020.

d. The Management Board members received fixed monthly salaries pursuant to their managerial contracts concluded with the Company.

Contracts with the Management Board President and members have been concluded for the entire term of office, they regulate the rights and obligations of the Management Board President and members and determine their remuneration at the same time. All members of the Management Board took up employment of indefinite duration.

The contract with the Management Board member may be terminated:

- a) by agreement between the Management Board member and the Company
- b) by revoking the appointment of the Management Board member for good cause and by extraordinary termination of the contract
- c) cancellation by the Company without cause for revocation
- d) resignation and dismissal of the Management Board member

Ad a) If the contract with the Management Board member is terminated by agreement, then both parties are free to determine the conditions for the termination of the contract

Ad b) In the event that the appointment of the Management Board member is revoked, in addition to stating good cause for revocation, the Company terminates the employment contract by extraordinary notice without observing the notice period.

In case of dismissal due to good cause, the Management Board member shall not have the right to severance pay.

Ad.c) The Company may terminate the contract without good cause. In such case, the Company shall offer the Management Board member the option to conclude an employment contract under changed conditions in other jobs in accordance with their professional qualification, provided that the Management Board member has the right to choose whether they will accept the offered employment contract concerning a new position or refuse to conclude the offered employment contract thereby terminating their employment relationship with the Company, in which case the Company is obligated to pay severance pay in the amount of twelve agreed monthly salaries to the Management Board member after the expiration of the notice period. The Management Board member shall inform the Company about their choice within 8 days from the date on which the Company informed them about the termination of the contract and offer of a new contract.

If the Company terminates the contract without good cause, and the Management Board member does not accept the new employment contract offered to them, the rights and obligations of the Management Board member under the contract shall cease within 6 months from the date of receiving the Decision on terminating the contract.

Ad d) The Management Board member may terminate their contract and resign without stating the reasons, with the obligation to hold the same function until the appointment of another person for the same function, and no longer than 3 months after the termination of the contract.



The resignation by the Management Board member prior to the expiration of their appointment represents good cause for extraordinary termination of the contract by the Company, without the obligation to observe the notice period. In that case, the Management Board member shall not be entitled to severance pay.

Mr Tonči Boras resigned as the President of the Management Board. The Company and Mr Tonči Boras concluded an agreement on the termination of the Managerial Contract which stipulates that the Company is under no obligation to pay the severance allowance under the Managerial Contract. Mr Tonči Boras concluded with the Company an employment contract of indefinite duration for the performance of other tasks in accordance with his professional qualifications.

e. Compliance of the remuneration paid in 2020 with the Remuneration Policy concerning Management Board members of 7 September 2020.

The General Assembly of the Company approved the Remuneration Policy concerning the Management Board members in its meeting of 7 September 2020 according to which the members of the Company Management Board shall receive only fixed remuneration or the contracted gross salary until 31 December 2021 or until the validity of the Remuneration Policy due to the obligations prescribed by the Croatian Employment Service in the Conditions and manner of the use of funds for the implementation of Aid for Preservation of Employment in Activities Affected by Coronavirus (COVID-19).

Therefore, the remunerations paid to the Management Board members in 2020 are in accordance with the Remuneration Policy concerning the Management Board members of 7 September 2020.

The decision was given 5.693.327 votes FOR (representing 100% of the votes present at the General Assembly).

### Agenda Item 5

#### a) Decision on Covering the 2020 Loss

The Company loss of 2020 in the amount of HRK 33,121,111.14 shall be distributed to the accumulated loss that shall be covered by the future business operations of the Company.

The decision was given 5.693.327 votes FOR (representing 100% of the votes present at the General Assembly).

#### b) Decision to Discharge the Members of the Management Board from Liability for 2020

The members of the Company's Management shall be discharged from liability for 2020.

The decision was given 5.693.327 votes FOR (representing 100% of the votes present at the General Assembly).

#### c) Decision to Discharge the Members of the Supervisory Board from Liability for 2020

The members of the Supervisory Board shall be discharged from liability for 2020.

The decision was given 5.693.327 votes FOR (representing 100% of the votes present at the General Assembly).

### **Agenda Item 6**

#### **Decision on the Appointment of New Audit Committee Members**

The Decision is hereby adopted on the appointment of the following Audit Committee members 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

The decision was given 5.693.327 votes FOR (representing 100% of the votes present at the General Assembly).

### **Agenda Item 7**

#### **Decision on appointing the Company`s auditor for the fiscal year 2021**

The audit of the Company and the consolidated financial reports of the Group for 2021 shall be entrusted to the auditing company Ernst & Young, d.o.o., from Zagreb, Radnička cesta 50, PIN (“OIB”): 58960122779

The decision was given 5.693.327 votes FOR (representing 100% of the votes present at the General Assembly).

**SUNCE HOTELI d.d.**  
Investor Relations

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Management Board:  
Hrvoje Veselko, president  
Ivan Potkrajčić, member.