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## Independent limited assurance report on Remuneration Report for the year 2021

To the Management board and Supervisory board of Arena Hospitality Group d.d.

We have been engaged by the Management board of Arena Hospitality Group d.d. ("the Company"), in order to perform, on the basis of the provisions of Article 272r, paragraph 3 of the Companies Act, an engagement expressing a limited assurance on the attached Remuneration Report for the year ended 31 December 2021 ("Remuneration Report") prepared by the Company's Management board and Supervisory board.

Our task, based on the procedures performed and the evidence gathered, is to express a conclusion in the form of an independent report expressing a limited assurance on the examination of the Remuneration Report.

### *Underlying Subject Matter and Applicable Criteria*

The limited assurance engagement relates to the following subject matter on which the following applicable criteria are applied:

- Remuneration Report prepared by the Company for the year ended 31 December 2021 contains data in accordance with the Article 272r, paragraphs 1 and 2 of the Companies Act.

The applicable reporting criteria for identifying the individuals to be included in the Remuneration Report and the disclosure requirements of their remuneration are contained in the provisions of Article 272r, paragraphs 1 and 2 of the Companies Act.

### *Management board and Supervisory board Responsibilities*

The Company's Management board and Supervisory board are responsible for:

- preparing the Remuneration Report for the year 2021 in accordance with the disclosure requirements of Article 272r, paragraphs 1 and 2 of the Companies Act,
- identifying the individuals to be included in the Remuneration Report in accordance with Article 272r, paragraph 1 of the Companies Act,
- selecting and applying appropriate remuneration policies as well as making judgments and estimates that are reasonable in relation to the data disclosed in the Remuneration Report,
- measurement of remunerations for the year ended 31 December 2021 in accordance with the provisions of Article 272r, paragraphs 1 and 2 of the Companies Act, and
- publishing the Remuneration Report on the Company's website in accordance with the provisions of Article 272r, paragraph 4 of the Companies Act.

The Company's Management board and Supervisory board are responsible for the design, implementation and maintenance of the internal control system which reasonably ensures that the previously described data do not contain material errors, whether due to fraud or error. In addition, the Company's Management board and Supervisory board are responsible for ensuring that the documentation provided to us is complete and accurate.



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### ***Our Responsibilities***

We conducted our assurance engagement in accordance with the requirements of Article 272r, paragraph 3 of the Companies Act, and in accordance with International Standards for Assurance Engagements (ISAE) 3000 (revised) - Engagements to perform assurance engagements other than audits or reviews of historical financial information. These regulations require that we comply with ethical standards and plan and perform our assurance engagement to form a conclusion based on the evidence gathered as to whether the report contains the information required in accordance with the relevant legal requirements.

We apply International Standard on Quality Control 1 (ISQC 1), and accordingly, we maintain a robust system of quality control, including policies and procedures documenting compliance with relevant ethical and professional standards and requirements in law or regulation.

We comply with the independence and other ethical requirements of the IESBA Code of Ethics for Professional Accountants, which establishes the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

The nature and extent of our procedures were determined based on our risk assessment and our professional judgment in order to obtain limited assurance.

In respect of the subject matter, we have performed the following procedures:

- inquired members of the Management board and Supervisory board and other persons within the Company, to gain understanding of remuneration policies and the process applied in preparing the Remuneration Report;
- received from the Company a list of all members of the Company's Management board and Supervisory board during 2021 and checked whether their remunerations are disclosed in the Remuneration Report;
- reconciled the remuneration data presented in the Remuneration Report with the Company's accounting records (general ledger and subledgers) for the year ended 31 December 2021
- reviewed, on a sample basis, the relevant documentation of the Company (contracts and payments) related to the remuneration data presented in the Remuneration Report; and
- checked whether the Remuneration Report contains all the data required by the provisions of Article 272r, paragraphs 1 and 2 of the Companies Act.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited conclusion.

### ***Limited assurance conclusion***

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that Remuneration Report for the year ended 2021 prepared by Arena Hospitality Group d.d. does not contain data, in all material respects, in accordance with the Article 272r, paragraphs 1 and 2 of the Companies Act.



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***Restrictions on the use of our Report***

Our report is intended solely for the Company's Management board and Supervisory board for the purpose of reporting on the Remuneration Report prepared by the Company for the year ended 31 December 2021 in accordance with Article 272r of the Companies Act. Our report is not, nor does it represent, a legal opinion on compliance with Article 272r of the Companies Act.

In the case of additional information or data provided to us, or in the case of misleading oral or written statements or explanations, our findings, interpretations or conclusions in our independent limited assurance report may be incomplete or may result in the need for additional procedures not included in the scope of this engagement.

To the fullest extent permitted by law, we do not accept responsibility and do not agree to any obligations to any party other than the Company's Management board and Supervisory board, in connection with our work or this independent limited assurance report or the conclusions we have reached.

Filip Hitrec, Associate Partner and certified auditor

27 April 2022

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Attachment: Remuneration report for 2021.

Pursuant to Article 272.r. of the Companies Act ("Official Gazette", No. 111/93, 34/99, 121/99, 52/00, 118/03, 107/07, 146/08, 137/09, 125/11, 152/11, 111/12, 68/13, 110/15, 40/19, hereinafter: the „Companies Act“) and the relevant provisions of the Corporate Governance Code of the Zagreb Stock Exchange the Management Board and the Supervisory Board of Arena Hospitality Group d.d. (hereinafter: „the „Company“) at the meetings both held on 27 April 2022 adopted the following

## REPORT ON REMUNERATION OF MANAGEMENT BOARD AND SUPERVISORY BOARD MEMBERS FOR 2021

### 1. INTRODUCTION

Arena Hospitality Group is one of the most dynamic hospitality groups in Central and Eastern Europe currently offering a portfolio of 29 owned, co-owned, leased and managed properties with more than 10,000 rooms and accommodation units in Croatia, Germany, Austria, Hungary and Serbia. The Company remains committed to its core strategy of developing its brand in the CEE region and maintains its international outlook with a view to balance the business seasonality and mitigate risks.

Due to ongoing Covid-19 pandemic situation, the year 2021 was also quite challenging for the Company. However, the Company's performance and ability to manage the business throughout the constant changes in restrictions reflects its resilience and the commitment of all its employees as well as the members of the Management Board and the Supervisory Board to the wellbeing of the Company. By joint efforts of all the relevant stakeholders, the Company managed to preserve its market position, ensure continuity of its business model and maintain the level of employment of its employees, while at the same time acting as responsible and benevolent member of the local community. In 2021, despite of the continuance of the overall exposure to COVID-19 pandemic, the Company has demonstrated strong business recovery and continuance of strategic investments in properties, technology, sales and marketing. For more information on Company's performance in 2021 we refer to our Annual report available on the following link: <https://www.arenahospitalitygroup.com/datastore/filestore/90/Annual-Report-2021.pdf>.

### 2. REMUNERATION BASIS

In 2020, the Supervisory Board of the Company adopted and the General Assembly of the Company approved the Management Board Remuneration Policy ("Policy") that introduced the framework for the remuneration of Company's members of the Management Board and that applies as of January 2021. The Policy ensures that the Company applies performance-based remuneration that will reward its Management Board members for their commitment to Company's strategy in an understandable, transparent and clear manner.

The remuneration of the Supervisory Board members has been determined by the decision of the General Assembly adopted on 30 August 2017.

### 3. REMUNERATION OF THE MANAGEMENT BOARD

The Management Board of the Company consists of min. two and max. five members appointed by the Supervisory Board for the mandate of up to five years. As at 31 December 2021 and at the day of issuance of this Report, the members of the Management Board are: Reuel Israel Gavriel Slonim (President), Devansh Bakshi, Manuela Kraljević and Edmond Pinto (members). Supervisory Board reappointed the members of the Management Board of the Company for another two-year mandate, starting with 6<sup>th</sup> September 2021.

All members of the Management Board are in an employment relationship with the Company. Their individual entitlement to remuneration is determined in their employment contracts and other relevant Company's acts.

Remuneration of members of the Management Board, that is in line with the purpose and main principles as identified in the Policy consist of:

- a) **Fixed remuneration** – the purpose of fixed remuneration is to attract and retain individuals with the required level of knowledge, skills and experience to lead the Company's businesses. Fixed remuneration consists of base annual salary expressed in gross amount as agreed in the contract entered between the member of the Management Board and the Company. In determining the fixed remuneration, the internal organization of the Company and the systematization of jobs are considered, as well as the complexity of the work performed by the members of the Management Board, as well as market conditions and the economic environment in which the Company and its majority shareholder operates. The fixed remuneration does not depend on the performance or on the fulfilment of the set goals, nor does it contain elements of incentive effects in terms of risk-taking.
- b) **Variable remuneration in cash and in shares**
- as per the Policy, the variable remuneration in cash depends on the assessment of the performance of the members of the Management Board in combination with the overall financial and operational result of the Company on an annual basis. As key performance indicators of success to determine the exact amount of the variable remuneration, the following factors shall be considered: (i) operational, strategic and development business of the Company in the business year concerned and (ii) Fulfilment of targets relative to the budget and/or to the prior results and may contain a performance range to incentivise outperformance. Related to the variable remuneration the Supervisory Board determines upfront for each year (or during a year if a member of the Management Board gets appointed during a year) specific key indicators which may be based on the Company's revenues, the Company's operating profit, the Company's gross profit, return on capital, etc, what percentage of the total amount of variable remuneration refers to which of the key indicators from the previous point, whereby the Supervisory Board takes into account Company's growth ambitions, market expectations and the circumstances and relative performance at the time to reflect successful outcomes for the business based on its strategic objectives for the specific year and the multiple of monthly fixed remuneration (i.e. 1/12 of annual fixed remuneration) that can be paid out to the Management Board as variable part of remuneration for one year, which cannot exceed 12 (twelve).
  - In relation to the variable remuneration in shares, as per the Policy, the Supervisory Board may decide to provide the members of the Management Board with Company's shares as part of the long-term incentive scheme under the conditions and in accordance with the valid Share Award Plan of the Company and the provisions of the Corporate Governance Code applied by the Company.
- c) **Other remuneration / benefits** - in addition to fixed and variable remuneration, members of the Management Board receive remuneration / benefits that are not related to work performance and are determined by the agreement entered between the member of the Management Board and the Company. The following remuneration / benefits may thus be granted to members of the Management Board, particularly taking into consideration the international background and experience of the members of the Management Board:
- all-day use of a suitable personal vehicle for official and private purposes at the expense of the Company;
  - all-day use of telephone, smartphone, tablet, laptop at the expense of the Company;

- Insurance benefits: life insurance, supplementary medical insurance or expenses, accident insurance policy, personal liability insurance policy, private pension insurance or third pension pillar for voluntary pension insurance;
- accommodation or coverage of accommodation expenses where necessary to effectively perform duties;
- annual preventive health examination;
- compensation of tuition costs for the children of the member of the Management Board;
- travel expenses to the homeland and relocation expenses;
- other payments and benefits provided in the Collective Agreement of the Company limited to non-taxable amounts.

### 3.1. Remuneration of the Management Board members in 2021

The members of the Management Board received the following payments in gross amounts in Kunas (HRK):

MB Member	FIXED REMUNERATION N*	%	VARIABLE REMUNERATION **	%	BENEFIT IN KIND ***	%	TAX FREE PAYMENT S ****	%	TOTAL INCOME	%
Reli Slonim	2.537.047,79	89,22%	-	0,00%	300.208,99	10,56%	6.327,05	0,22%	2.843.583,83	100,00
Devansh Bakshi	1.379.157,70	93,46%	-	0,00%	90.806,77	6,15%	5.648,00	0,38%	1.475.612,47	100,00
Edi Pinto	1.379.157,70	72,91%	-	0,00%	509.912,83	26,96%	2.510,16	0,13%	1.891.580,69	100,00
Manuela Kraljević	830.500,00	93,36%	-	0,00%	52.241,77	5,87%	6.861,92	0,77%	889.603,69	100,00

\* **Fixed remuneration** – the Management Board members voluntarily agreed to reduce their fixed salary for the first five months of 2021. The reduction was done in certain percentage ranging from 10 to 20% of the agreed base salary, depending on the relevant month. They have thus contributed to the preservation of the Company's good standing. The amounts of fixed remuneration paid out to the Management Board members also include the pension contributions that according to the Croatian contribution system are mandatory and considered as part of the gross salary. The Management Board members are at this point not entitled to any separate (private, voluntary) pension schemes.

\*\* **Variable remuneration** was not paid in 2021 due to COVID-19 pandemic circumstances still ongoing. Also, the Company has in 2020 and 2021 received state subsidies for the preservation of the workplaces in relation to pandemic, which prohibited it to pay out any bonuses to its management. The Supervisory Board will consider the circumstances in relation to the recovery and return of certainty in course of 2022 and will make its decision on the payment of variable remuneration to the members of the Management Board in line with developments and progress of market recovery. The Company has not requested any repayment of the variable remuneration paid to the Management Board members in previous periods.

\*\*\* **Benefits in kind** refer to other remuneration benefits as agreed in individual employment contracts between the Company and the Managements Board members: use of company car for private purposes, tuition payments, insurance costs, accommodation costs and travel expenses.

\*\*\*\* **Tax free payments** refer to the payments to which the Board members are entitled to under the Collective Agreement applicable in the Company.

All payments done to the Management Board members during 2021 were done in compliance with the applicable Policy of the Company and thus complying with the principles laid down in the Policy.

### 3.2. Variable remuneration in shares in 2021

In 2021 no new share options were awarded to the members of the Management Board. For the information on share options awarded in 2020, please refer to the Remuneration report published for that year.

### 3.3. Deferred reward plan

Starting from April 2020 certain employees of the Company, including the members of the Management Board, due to the specific circumstances in which the Company operated amid COVID-19 pandemic outbreak, voluntarily agreed to the salary reduction of up to 20%. In this way, Company was able to achieve significant savings in salary and successfully mitigate business risks related to pandemic.

To compensate the employees for the consequences of such voluntary reduction, the Management Board of the Company and the president of the Supervisory Board adopted the decision to guarantee to the employees listed therein, including the members of the Management Board, the payment in the amount of three contracted (unreduced) gross monthly salaries at the time of termination of their employment with the Company. The members of the Management Board are therefore entitled to such payment together with their last salary if / when leaving the Company as a good leaver.

The decision to include the members of the Management Board into the above-described scheme was adopted by the president of the Supervisory Board, after the consultation with the Nomination and Remuneration Committee of the Company.

### 3.4. Remuneration awarded from other group entities

Mr Reuel Israel Gavriel Slonim and Mr Devansh Bakshi are appointed as directors throughout the Company's group entities (consolidated by the Company). As a rule, they are not entitled to receive any additional remuneration from such entities.

However, due to applicable local rules, Mr Reuel Israel Gavriel Slonim and Mr Devansh Bakshi entered into management agreements with the Company's Serbian affiliated company Arena 88 Rooms d.o.o. Mr. Slonim and Mr Bakshi are not entitled to receive any net payment based on signed agreements, but the company pays out the local personal income tax and social contributions arising from such relationships. Personal income tax paid in 2021 amounted to HRK 4.633,00 per director, and the total contributions paid in 2021. amounted to HRK 8.293,00 per director.<sup>1</sup>

### 3.5. Comparative overview of the changes of the revenues / profit of the Company and the remuneration of the employees and the members of the Management Board

YEAR	TOTAL REVENUES (in thousands HRK)	NET PROFIT in thousands HRK)	AVERAGE GROSS REMUNERATION PER EMPLOYEE	AVERAGE GROSS REMUNERATION PER MANAGEMENT BOARD MEMBER
2017	497.480	68.824	136,035.84	3.664.018,74
2018	517.267	66.550	147,116.13	4.143.910,26
2019	542.178	124.460	153,604.81	3.267.784,77
2020	174.764	-103.172	150,205.78	2.224.963,70
2021	416.576	45.617	146.649,78	1.775.095,17

<sup>1</sup> Calculated from Serbian dinar (RSD) based on the monthly Exchange rate list for other currencies published by the Croatian National Bank for 2021.

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In the above overview, the revenue and profit trends are stated as achieved for each relevant year and the average remuneration figures for both the employees and the Management Board members are stated as paid out in the relevant year.

For the purpose of the calculation of average gross remuneration per employee, the following inputs were taken into account: all fixed and variable parts of employees' salaries (such as basic salary, stimulation, past work related allowance, allowance for shift work etc.), occasional remuneration and benefits in kind and all other payments to the employees based on Collective Agreement of the Company and other applicable acts (such as severance payment, holiday bonus, Christmas bonus, per diems, jubilee awards etc.). Average number of employees per relevant year was calculated taking into account the annual working hours' fund and the total number of hours worked in a given year.

The average gross remuneration per Management Board member was calculated taking into account the fixed remuneration, variable remuneration, benefits in kind and tax-free amounts awarded to the Management Board members in a given year. The total number of the members of the Management Board varied throughout the years presented in the overview.

Total gross remuneration of the Management Board members from 2017 until 2021 is stated below individually for each member of the Management Board (taking into consideration that not all of them had a mandate in that entire period):

BOARD MEMBER	2017	2018	2019	2020	2021
Reuel Israel Gavriel Slonim	4.773.531,76	6.708.484,11	6.239.847,11	3.888.936,94	2.843.583,83
Devansh Bakshi	0,00	0,00	1.368.876,04	1.914.577,91	1.475.612,47
Manuela Kraljević	0,00	231.042,97	1.231.157,64	1.176.256,44	889.603,69
Edmond Pinto	0,00	0,00	0,00	1.276.938,23	1.891.580,69

### 3.6. Other information

No third person (except for the group entities, as presented above) paid or undertook obligation to pay to any of the members of the Management Board any remuneration in connection to the activities performed by the members for the Company.

Neither the Company nor its group entities gave any loans or advances or guarantees in favour of the members of the Management Board members nor any gifts, services or other benefits of significant value.

In 2021 no payments were made to any Management Board member due to his / her early termination of the mandate nor any changes were made in relation to such potential obligation of the Company. The Management Board members have the following entitlement in case of early termination of their mandate (except due to misconduct):

- Mr Reuel Israel Gavriel Slonim – 6 months of payment of the basis salary and severance in the amount of one basis monthly salary for each completed years of employment with the Company;
- Mr Devansh Bakshi - 6 months of payment of the basis salary;
- Mr Edmond Pinto - 6 months of payment of the basis salary;
- Mrs Manuela Kraljević – 6 months of payment of the basis salary.

In accordance with the valid contracts entered into between the Company and the Management Board members the members of the Management Board are entitled the following payments in case of regular



termination of their mandate in the Management Board (i.e. expiry of the mandate) and no continuation of employment within the Company:

- Mr Reuel Israel Gavriel Slonim – 6 months of payment of the basis salary and severance in the amount of one basis monthly salary for each completed years of employment with the Company;
- Mr Devansh Bakshi - 6 months of payment of the basis salary;
- Mr Edmond Pinto - 6 months of payment of the basis salary;
- Mrs Manuela Kraljević – 6 months of payment of the basis salary.

The General Assembly in 2021 adopted the Report on remuneration of the Management Board and Supervisory Board members for 2020 together with the auditor's report.

## 4. REMUNERATION OF THE SUPERVISORY BOARD

### 4.1. Remuneration of the Supervisory Board members in 2021

The Supervisory Board of the Company consists of seven members, whereof six members are elected by the General Assembly of the Company and one member may be appointed by the Company's employees' council. Under the Company's Articles of Association, the mandate of Supervisory Board members is up to four years. The current members of the Supervisory Board have been elected and appointed for the mandate from 31 August 2020 until closing of the General Assembly meeting to decide upon granting discharge to members of the Supervisory Board for their work in 2021.

The members of the Supervisory Board in 2021 were: Boris Ernest Ivesha (Chairman), Yoav Arie Papouchado (Vice-Chairman), Kevin Michael McAuliffe, Marino Derossi, Amra Pende, Lorena Škuflić and Goran Nikolić.

The General Assembly of the Company adopted on 30 August 2017 the decision on the amount of remuneration for the Supervisory Board members. According to this decision, each member of the Supervisory Board is entitled to a payment of 1,200 EUR net per month (payable in Kuna counter value, if required).

To help the Company sustain through another challenging year the Supervisory Board members continued to request 10-20% lower monthly remuneration throughout the first months of 2021, in line with the reductions done on the Management Board level.

The Company thus made the following payments to its Supervisory Board members:

SB Member	Fixed remuneration	Benefit in kind	Other remuneration	Total remuneration
Boris Ernest Ivesha	137.912,99	158.392,16	-	296.305,15
Yoav Arie Papouchado	137.912,99	5.143,75	-	143.056,74
Kevin Michael McAuliffe	137.912,99	-	-	137.912,99
Marino Derossi	142.178,31	-	-	142.178,31
Amra Pende	142.178,31	-	-	142.178,31
Lorena Škuflić	144.411,46	-	-	144.411,46
Goran Nikolić (workers' representative, SB Member as of 1.1.2021)	131.818,32	-	-	131.818,32
Damir Lučić (workers' representative, SB member until 31.12.2020)	12.949,99 *	-	-	12.949,99

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\* This amount represents payments done to Mr. Lučić in 2021 for his activities as a Supervisory Board Member in 2020 paid in 2021.

#### 4.2. Remuneration awarded from other group entities

No Supervisory board members of the Company receive any remuneration from any entity controlled by the Company.

#### 4.3. Other information

No third person (except for the group entities, as presented above) paid or undertook obligation to pay to any of the members of the Supervisory Board any remuneration in connection to the activities performed by the Supervisory Board members with the Company.

Neither the Company nor its group entities controlled by the Company gave any loans or advances or guarantees in favour of the members of the Supervisory Board members nor any gifts, services or other benefits of significant value.

#### 5. CONCLUSION

The Management Board and the Supervisory Board thus submit this Remuneration Report for 2021 to the General Assembly's review and approval.

# ARENA


HOSPITALITY GROUP

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**For the Management Board:**



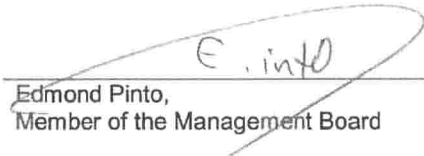
Reuel Israel Gavriel Slonim,  
President of the Management Board



Devansh Bakshi  
Member of the Management Board



Manuela Kraljević,  
Member of the Management Board



Edmond Pinto,  
Member of the Management Board

**For the Supervisory Board:**



Boris Ivesha  
President of the Supervisory Board

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