



ILIRIJA
68
YEARS
OF ACTIVITY

ILIRIJA
25
YEARS OF BUSINESS
OPERATIONS IN MODERN
MARKET CONDITIONS

ILIRIJA d.d. (2000-2025)
**25 Years of Business Operations in New Private Property and
Market Conditions**

Economic and Social Aspects of Business Operations
Economic and Social Community Driver

Biograd na Moru, October 2025

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MESSAGE FROM THE PRESIDENT OF THE MANAGEMENT BOARD



Out of a total of 68 years of continuous activity and operation of ILIRIJA, we would like to take this opportunity to focus on and celebrate twenty-five years of existence of ILIRIJA d.d., from 2000 to today. Since 2000, ILIRIJA d.d. has been operating in modern, well-known private equity, or shareholder, and market conditions. Throughout this period, the Company was fully focused on creating and developing new tourism products and services, expanding and improving existing ones, raising the level and quality of products, and introducing new, modern and complementary tourism products into its business as a recognisable Croatian tourism company.

Throughout this period, the core goals of ILIRIJA d.d. included ensuring development and growth, at the same time increasing the level of competitiveness and business efficiency, as well as pursuing the interests and realising the balanced and reasonable expectations of all business stakeholders. Primarily, this relates to the shareholders, employees and guests of the Company, as well as suppliers and creditors, the state, regional and local community, and the preservation of natural and environmental resources of ILIRIJA, on which it is building its business and tourism strategy for the period to come.

At the same time, 2025 marks 25 years of operation of ILIRIJA d.d. in modern private equity and market conditions, and 10 years since the Company's first

successful recapitalisation and the strengthening of its capital position as a public company.

Since its establishment in 1957 until 1993, ILIRIJA operated as a socially-owned enterprise in a non-ownership (social ownership) regime, and then as a public limited company owned by the state, or state funds, once the conversion process was finalised in 1993. In 2000, after a successful privatisation process, ILIRIJA became almost entirely a public limited company majority privately owned by its shareholders. In modern equity and market conditions, now for more than 25 years, it has operated independently, ensuring long-term financial and capital stability and economic viability through its own business activities. At the same time, it evolved as a modern, transparent, corporate and public company, with shares listed on the Zagreb Stock Exchange since 2003, seeking to balance the interests of all key business stakeholders, including shareholders, guests, employees, the state, banks, suppliers and the local community. Since 2015, the successful recapitalisation and the inclusion of institutional shareholders in the ownership structure of ILIRIJA reinforced its capital and financial position and established the preconditions for further investments and development of the tourism offer with added value for the Company, its destinations and Croatian tourism as a whole.

MESSAGE FROM THE PRESIDENT OF THE MANAGEMENT BOARD

Throughout this period, ILIRIJA d.d. evolved from a strictly hospitality company to a modern tourism company with all key segments of the Mediterranean, or Adriatic, tourism offer: hotel, nautical and camping sectors and the destination management company, reinforced through the acquisition of the City Galleria Business and Shopping Centre.

Today, ILIRIJA d.d. is among the top fifteen tourism companies in Croatia, the seventh leading company in Dalmatia and one of the top three tourism companies in the Zadar County, at the same time retaining its transparency as a company listed on the Official Market of the Zagreb Stock Exchange.

The many years of success and recognition on the global tourism market are the result of growth aimed at creating a quality, sustainable and innovative tourism product delivering value not only for ILIRIJA d.d., but also for Croatian tourism in general. This position stems from the wide and diverse portfolio of business activities, our continuous focus on creating an integrated and complementary tourism product and the continuous improvement of standards and quality of services.

Year after year, we meet the strategic objective of successful development of year-round business operations in all of the Company's tourism sectors, with better results every time.

Throughout 2025, ILIRIJA d.d. continued to strengthen its competitive position based on product development and continuous update of sales and marketing practices. By reinforcing the Company's capital and financial position, we aim to conclude another successful business year. For many years, ILIRIJA d.d. has maintained its leading position in the Croatian tourism sector despite of the current suppressive effect of the global macroeconomic and geopolitical environment, unstable economy on key European outbound markets, the rapid recovery of competitive tourism destinations across the Mediterranean and rising skilled labour shortages on the domestic labour market. By adjusting our business model, we strengthened the financial stability and resilience of the Company, while improving competitiveness and delivering higher performance results.

MESSAGE FROM THE PRESIDENT OF THE MANAGEMENT BOARD

We are among the top tourism companies in terms of sustainable development and corporate social responsibility practices in Croatia. We recognise the fact that business performance is not measured only in financial results, but also requires the continuous balancing of the rights and interests of key business stakeholders, especially guests, employees, and the shareholders of the Company. Therefore, by creating value for the guests, employees and shareholders, we are also creating value for the wider community by providing employment to the local population, hiring local suppliers, and contributing to the community through environmental care and the corporate social responsibility system.

As a public company listed on the Official Market of the Zagreb Stock Exchange, we operate in accordance with principles and practices of good corporate governance, maintaining a high level of transparency and accountability in relation to all of our stakeholders. This allows us to preserve and safeguard our core values, identity and our vision of responsibility – to be an economically successful leading company which takes care of its employees as the key to success, provides exceptional experiences to its guests, at the same time taking care of the environment and the local community, including other institutions, associations and individuals to whom we provide continuous assistance.

ILIRIJA d.d. is dedicated to long-term sustainable development and the preservation and growth of Company values, producing prominent social and economic effects on the economy of the region and Croatia as a whole. The past 25 years of operation in modern market and equity conditions demonstrate that ILIRIJA d.d. is on its way to continue its competitive, financially successful and sustainable operation in the future.



GORAN RAŽNJEVIĆ
President of the
Management Board
Ilirija d.d.



HOTELS



NAUTICS



ILIRIJA TRAVEL



REAL ESTATE



CAMPING

BASIC DETAILS ON THE COMPANY

By developing a complementary and integrated product, we are focused on year-round business and creating added value.

ILIRIJA dioničko društvo za ugostiteljstvo i turizam
/ Joint stock company for hospitality and tourism

Tina Ujevića 7, Biograd na Moru

www.ilirijabiograd.com

Share capital: 30,420,000.00 EUR

Management Board: Goran Ražnjević, President

Supervisory Board:

Goran Medić, President

David Anthony Tudorović, Deputy President

Davor Tudorović, Member

Prof. Siniša Petrović, PhD, Member

Prof. Darko Prebežac, PhD, Member

PORTFOLIO:



HOTELS – 4 hotels, 435 rooms, 910 beds



NAUTICS – 805 berths, 2,000 persons



CAMPING – 1,130 pitches, 3,390 persons



DESTINATION MANAGEMENT COMPANY / DMC ILIRIJA TRAVEL –

A complementary and integrated product that enables year-round operations, in 2024 the organization of 295 special programs and events for 40.4 thousand guests



REAL-ESTATE – The City Galleria Business and Shopping Centre in Zadar, one of the two largest shopping centres in the Zadar region with the total gross area of over 28,500 m².

DESTINATIONS:

- Biograd na Moru
- Zadar
- Sv. Filip i Jakov
- Polača



Over **7.000 guests** stay daily in the properties of ILIRIJA d.d. in high season

EMPLOYMENT:

266 employees on a permanent basis

510 employees in high season

Over **1,000** people employed in our facilities based on business cooperation

BASIC DETAILS ON THE COMPANY

ILIRIJA d.d. bases its business on developing differentiated products, with a simultaneous orientation towards business stability and excellence.



From the establishment of the company:



ILIRIJA d.d. – holder of the Platinum Creditworthiness Certificate of Excellence (Dun & Bradstreet) for many years in a row (2015 to 2024)



No labour dispute



The account has never been blocked



Liabilities in respect of fiscal and parafiscal charges duly and timely settled

PARTICULARITIES OF ILIRIJA d.d.



ILIRIJA d.d. – Pioneer of nautical tourism development in Croatia having constructed the first purpose-built nautical tourism port with a building and operating permit (1976) and acquired the first charter fleet



Organization of the nautical fair **BIOGRAD BOAT SHOW**, one of the 36 most significant nautical fairs in the world, and one of the leading nautical fairs in Europe with over 450 exhibitors, 500 vessels and 25 vessel premieres



ARSENAL Zadar - Revitalization of the 16th century first-class cultural monument into a contemporary cultural and entertainment event venue



RAŽNJEVIĆA DVORI A.D. 1307 – The first diffuse hotel in Croatia, a modern tourist product created by the revitalization of a property with 7-century tradition



EVENT SHIP NADA - A unique multifunctional product intended for the organisation of events and day trips with a capacity of up to 140 people

The diverse tourism and real-estate portfolio of ILIRIJA d.d. is based on the region's resources and continuous investment in developing quality products.



CAPACITIES

HOTEL SECTOR – ILIRIJA HOTELS AND VILLAS

Ilirija Resort is a complex of three hotels located in the town of Biograd na Moru. The resort offers comfortable accommodation, local dishes, sports activities, indoor and outdoor pools, and tennis courts.

Guests can enjoy a range of entertainment and recreational programmes, activities for children, tours of natural and cultural attractions, as well as wellness and beauty treatments. Its seaside location, and proximity to the main town beaches and attractions, make it ideal for a relaxing or active holiday.



HOTEL ILIRIJA

Ilirija Hotel is located by the coast and features 157 rooms and apartments, all of which are air-conditioned and designed to meet high standards in terms of comfort.

Guests can use the board buffet restaurant, à la carte restaurant, bar with a terrace, conference halls with a capacity of up to 100 people, wellness and beauty centre, hair salon and heated indoor pool. The hotel is located right by the beach and only a few minutes' walk from the old town of Biograd and tennis courts, which makes it perfect for exploring local attractions.



HOTEL KORNATI

Kornati Hotel is located by the main promenade, not far from the centre of Biograd. Its central location near the beach, old town and other amenities in Biograd make it ideal for a family getaway or a trip with friends.

The hotel features 102 rooms and 4 apartments, all of which are double and offer free internet access. The distance from the hotel pebbly beach is 70 m, while the sandy beach is 400 m away. Guests can use tennis courts located 400 m away, and the hotel marina can accommodate vessels up to 8.5 m long.

CAPACITIES



HOTEL ADRIATIC

Hotel Adriatic is located right next to the hotel beach, just 50 meters from the center of Biograd na Moru. Set in a relaxing Mediterranean-style ambiance, enriched with the colors of lavender and the scent of pine trees, the hotel features 100 air-conditioned rooms, a conference center, buffet and à la carte restaurants, a playroom, and an outdoor heated pool with a whirlpool and a children's pool. Within the hotel, you'll also find the Lavender Lounge Bar, while the Beach Club Ilirija, offering additional facilities, is located right along the promenade.

All rooms are air-conditioned, and the hotel's facilities include a buffet restaurant, an à la carte restaurant, an outdoor heated pool with a whirlpool, an indoor pool, a wellness center, and tennis courts set in the heart of a pine forest. From June to September, the hotel offers daily and evening entertainment programs.

HOTEL VILLA DONAT

Villa Donat Hotel is located in the tourist resort of Sveti Filip i Jakov, about 150 meters from the main beach and a good jogging path. The hotel combines modern spaces with a vintage feel, and features a restaurant and a bar with a terrace surrounded by Mediterranean greenery.

It features 16 rooms in the main villa and 56 rooms in the annex, all of which are double and provide a relaxing stay. The aperitif bar with a terrace is the perfect spot to spend warm summer evenings, while indoor dining is available at the buffet restaurant.



CAPACITIES

NAUTICAL SECTOR – MARINA KORNATI



Marina Kornati consists of three interconnected areas: the central, western and southern waters. Marina Kornati is one of the largest charter bases on the Adriatic and a great starting point for exploring the Kornati archipelago.

At its 705 berths at sea and on land, it accommodates vessels up to 25 metres long, with a travel lift capacity of 50 tonnes. The marina has a total sea area exceeding 90,000 m² and a land area of 40,000 m², and features a car park for 700 cars. It is completely protected and provides a high level of security for its guests.

It is an important centre of nautical tourism in Biograd and the region as a whole. It hosts more than 40 regattas a year, including the largest nautical fair in this part of Europe – Biograd Boat Show, with more than 450 exhibitors and 500 vessels.

Besides Marina Kornati, the nautical sector of ILIRIJA d.d. also includes the Kornati Hotel Port, the first purpose-built nautical tourism port, which provided the basis for the development of nautical tourism in Croatia. Today, it features 100 berths for vessels up to 8.5 m long.

CAPACITIES

CAMPING SECTOR - “PARK SOLINE” CAMPSITE



The four-star “Park Soline” campsite is located in a pine forest by the coast, a few minutes’ walk from the old town of Biograd. It covers an area of 20.00 ha and includes 1,130 accommodation units with a total capacity for up to 3,390 persons. It is situated in an outstanding natural environment of a predominantly high pine forest which provides shade to 90% of the campsite. By adhering to the principles of sustainability and environmental protection and considering the natural features of the area by using indigenous plant species, the horticultural landscaping of the campsite has been completed to the level of an arboretum.

The campsite offers a range of different accommodation options, including pitches for tents, caravans, and campervans, as well as mobile and glamping homes for greater comfort. It is located by the coast dotted with numerous bays, pebbly and sandy beaches, and its pine trees provide shade perfect for families or staying active. Sports enthusiasts can enjoy cycling and hiking trails, fitness, sports grounds and a tennis centre with a tennis academy.

The campsite features five modern sanitary facilities, a laundry room and a store selling basic goods and fresh local produce, as well as a restaurant.

CAPACITIES

DMC ILIRIJA TRAVEL



RAŽNJEVIĆA DVORI A.D. 1307

Located in Polača, Ravni Kotari, Ražnjevića Dvori is the first diffuse hotel in Croatia. The historical estate has been converted into a hotel and agritourism complex blending traditional Dalmatian aesthetic with modern luxury.

The hotel includes indoor and outdoor areas for hosting celebrations, business gatherings, team-building exercises and weddings, providing full organisational and technical support. The estate provides luxury accommodation for up to 24 persons in elegantly furnished units. Guests can indulge in an exceptional culinary offer valuing local ingredients and traditional Dalmatian cuisine.



VILLA PRIMORJE

The luxurious renovated Villa Primorje from the early 20th century lies in a green park by the sea, a great option for private and business events. The spacious terrace and garden can accommodate up to 300 guests, and the villa itself has an accommodation capacity for 6+2 persons. It is possible to arrange additional equipment and adjustments to the space, together with catering services.

CAPACITIES



ARSENAL ZADAR

Arsenal Zadar is a modern multimedia facility located in a historical Venetian-style building from the 16th century in the very heart of the Zadar peninsula, close to the Sea Organ and Greeting to the Sun. The space blends a historical ambient with modern technology, offering a venue for different types of events, including conferences, concerts, exhibitions, fairs, private parties and weddings.

The main hall has a capacity of up to 2000 guests, and the facility is surrounded by other conference galleries, a bar and a restaurant. The space is adjustable depending on the needs of the organiser, including the seating arrangement, decorations and menu. The venue can be booked together with other locations managed by Ilirija, for example, hosting the welcome reception on the terrace with a view of the harbour or the “Nada” event boat.

Arsenal Zadar is an 1800 m² venue which offers full technical and multimedia support, providing flexibility and professional assistance for any type of event.

CAPACITIES



EVENT SHIP “NADA”

The “Nada” event ship can be used for hosting business and private events at sea. The space is adjustable to different types of events – from conferences and meetings to banquets and dinner events. Technical equipment is provided on board, as well as catering and serving drinks. There is a total capacity of 140 people, with 90 seating places on the main deck and 40 in the gallery. The boat is 35 metres long, 6.8 metres wide and reaches a speed of 16 knots. Mooring is possible at any port in the Croatian part of the Adriatic.

CAPACITIES

REAL-ESTATE SECTOR



CITY GALLERIA

The City Galleria Business and Shopping Centre, located in the heart of Zadar, is one of the two largest shopping centres in the Zadar region. The centre comprises an outdoor market, a supermarket, numerous specialised shops, restaurant facilities, beauty salons, a fitness centre and the only multiplex cinema theatre in Zadar.



The gross surface area of the centre is 28,500 m², spread over a total of six floors (two floors for a garage and four floors for retail), and consists of an underground garage with a total area of 10,863 m² with 410 parking spaces, 9,445.32 m² of net rentable area, as well as ancillary rooms and corridors.

CAPACITIES

CATERING FACILITIES



MARINA KORNATI RESTAURANT

The Marina Kornati Restaurant is frequented mainly by vessel owners and guests of the marina, and can be used as a venue for business meetings, weddings and private parties. Located next to the marina, it can seat more than 350 guests, and together with the Captain's Club with a capacity of 70 persons, it has a total capacity of 420 guests. With a view of the moored yachts and surrounding islands, it provides a natural and attractive backdrop for various events.

The marina houses a fully equipped conference hall and several smaller halls, suitable for different types of events. Different ceremony locations are available for hosting weddings, while the restaurant's Mediterranean and Dalmatian culinary offer is a great option for any type of event.

The restaurant is ideal for vessel owners and anyone looking to organise a business or private event at the marina, offering professional service and a functional setting.



PARK SOLINE RESTAURANT

The restaurant and café bar are located in the heart of a fragrant pine forest right by the coast, within the "Park Soline" campsite. This unique ambience is ideal for both private and business events. The restaurant has 70 indoor seating places and as many as 250 seating places on the spacious sea-view terrace, perfect for celebrations, banquets, receptions and meetings.

The culinary offer is inspired by Mediterranean cuisine, highlighting fresh and authentic flavours of Dalmatia. The restaurant also houses a traditional Dalmatian tavern with a fireplace, and a wine bar specially designed as a wine cellar. Guests can taste and buy premium wine made from indigenous Croatian grape varieties.

CAPACITIES



LAVENDER LOUNGE BAR

The Lavender Lounge Bar located within the Adriatic Hotel right by the beach, known for its Mediterranean design, fully adapted for relaxation, and with a beautiful view of the Pašman Channel, can be used as a venue for hosting a wide range of different events (MICE, weddings, banquets, cocktail bar, nightclub, etc.) with a capacity for up to 200 people.



BEACH FACILITY - BEACH CLUB ILIRIJA

The Beach Club Ilirija beach facility, with an outdoor saltwater swimming pool, a beach/sunbathing area surrounding the outdoor pool, and a catering facility, is located directly in front of the hotel complex in Biograd na Moru.

This year's extensive renovation and modernisation of the entire facility, aimed at significantly improving the quality of amenities and services as well as bringing them in line with current trends in the tourism and catering industry, made the facility an even more attractive destination to enjoy on the beach. In addition to the new range of catering services, the facility also offers various sports activities (swimming, water polo and other sports facilities), and it can be used as a venue for larger events (with a capacity of up to 1000 guests).

CAPACITIES

ADDITIONAL FACILITIES



BIOGRAD BOAT SHOW

The Biograd Boat Show is the largest international autumn nautical fair in the Republic of Croatia and the largest nautical fair held on water in Central Europe, bringing together all key representatives of the nautical industry and tourism.

Thanks to a partnership with all relevant entities, the Biograd Boat Show has united “5 fairs in one”: the Biograd Boat Show (exhibition fair), Biograd B2B (business fair), Days of Croatian Nautics by the Croatian Chamber of Economy (congress fair), Croatia Charter Expo (leading charter fair) and the Croatia Luxury and Adventure Travel Show (luxury and adventure tourism fair), thus bringing together all key segments of the nautical industry and tourism and continuously contributing to their further development and recognition.

CAPACITIES



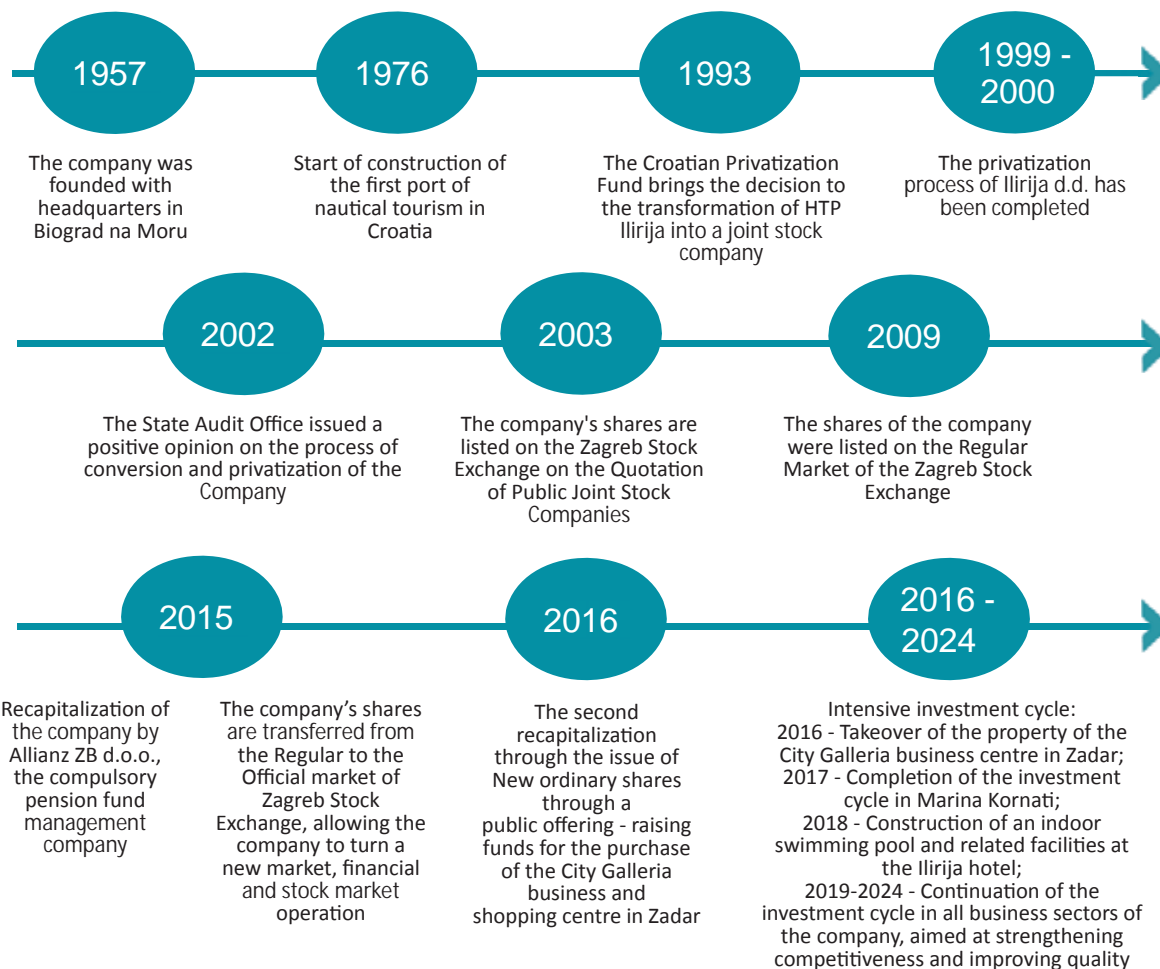
ILIRIJA TENNIS CENTRE

Located in the Soline pine forest near the old town centre, the Ilirija Tennis Centre covers an area of 48,000 m² and consists of 20 tennis courts and multi-purpose courts (14 ground and 6 artificial grass courts with ITF certification) with night lighting, auxiliary courts, a running track and the Tennis Academy with professional coaches and staff. The centre features a snack bar and a terrace suitable for smaller gatherings and dining.

DEVELOPMENT OF THE COMPANY



Cumulative 68-year experience enables us to maximize all human, market, economic and financial potentials and the sustainability of growth and development.



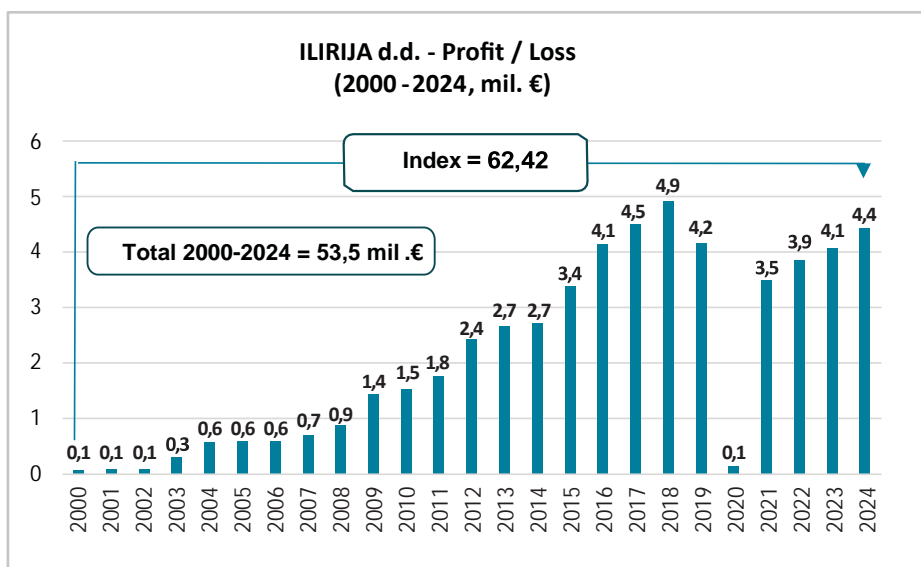
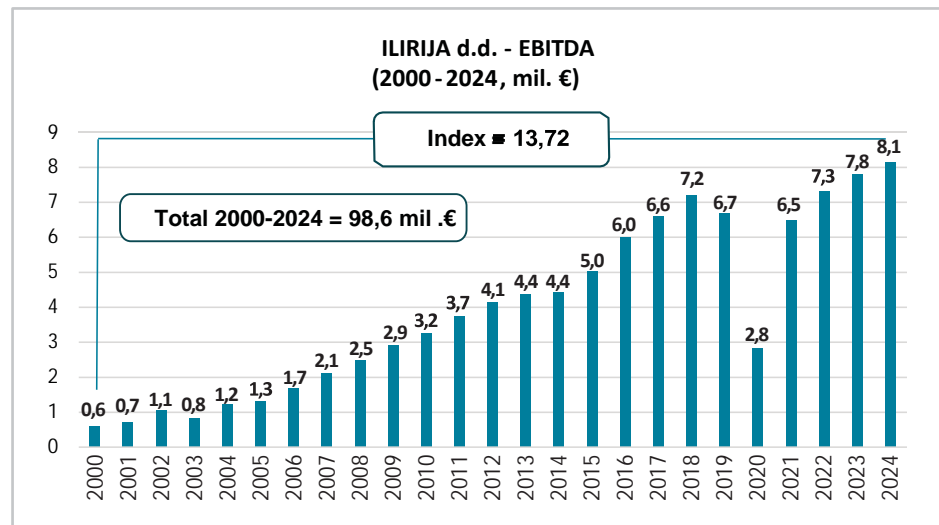
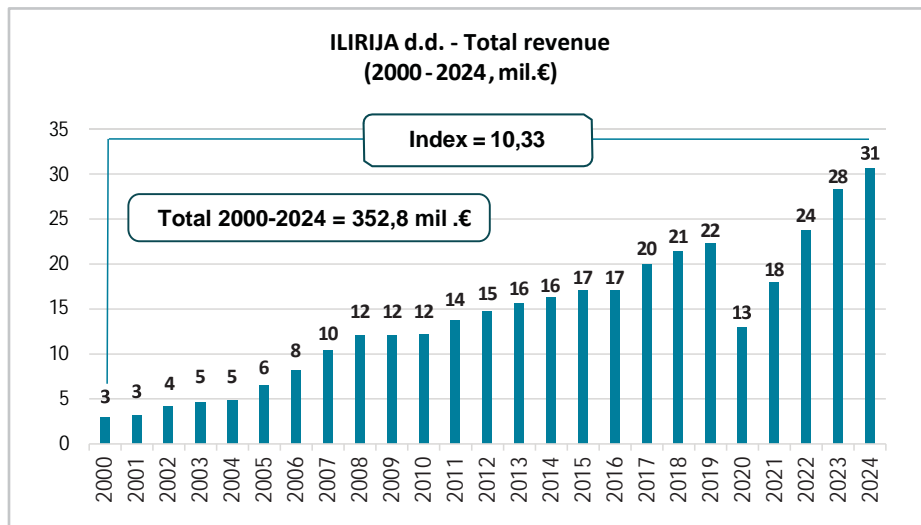
„We demonstrate our responsibility towards shareholders and other stakeholders through the sustainable growth and development of the company from its foundation until today.“



GORAN RAŽNJEVIĆ
 President of the Management Board
 Ilirija d.d.

ILIRIJA d.d. IN FIGURES

Our business results indicate a stable and sustainable revenue and operational profitability growth since the company's establishment.



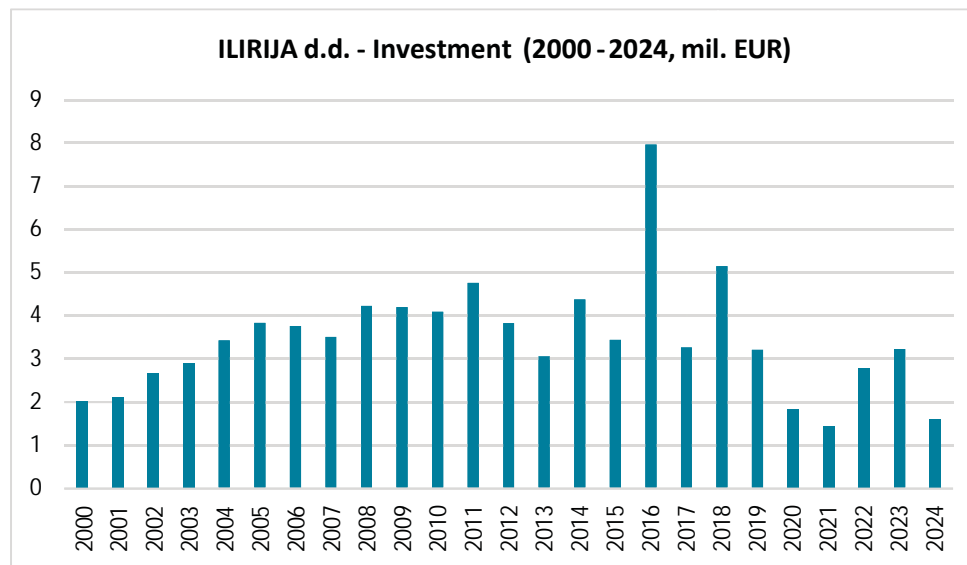
Total of **207,8 million EUR** total added value during the period of 25 years (2000-2024)

ILIRIJA d.d. IN FIGURES

Continuous investment in the development and upgrading of products is the basis of the business and development policy of ILIRIJA d.d.

In the construction, reconstruction, expansion, extension, renovation and adaptation of the company's accommodation facilities and facilities to raise the quality, improve the overall service and standards in all its sectors, develop new products, improve and increase the categorization of accommodation facilities and nautical facilities, expanding catering facilities to create a high-quality, recognizable and competitive tourist product, as well as increase the quality of the offer of the destination itself and the purchase of the City Galleria Business and Shopping Center, until **31.12.2024**, the company invested **92,762,435.31 EUR** which resulted in the growth of total revenues and added value in the mentioned period in the amount of **182,869,201.93 EUR**.

Four-year investment plan of ILIRIJA d.d. for the period 2025-2028 amounts to 24,5 million EUR.

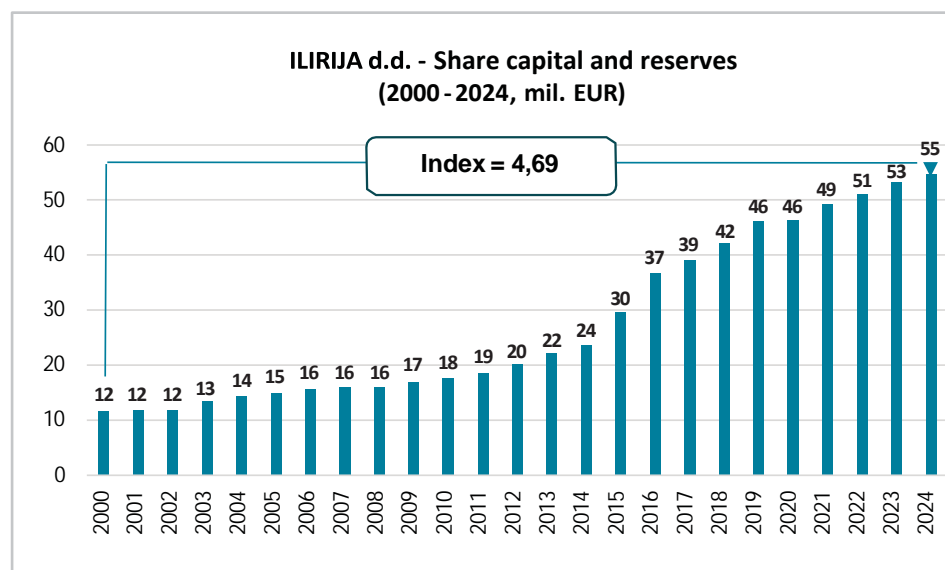
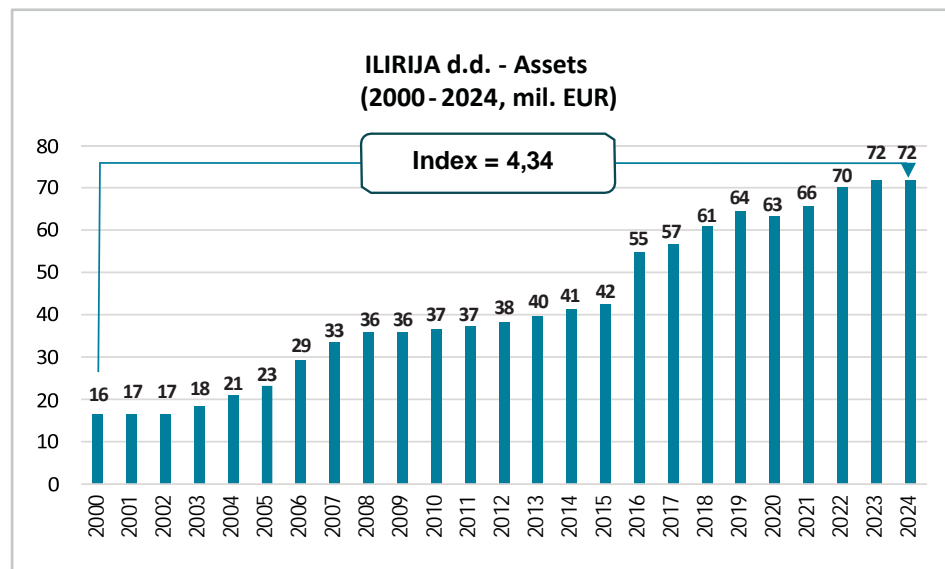


Total investment
92,8 mil. EUR
during the period
of 25 years

24,5 mil. EUR
investment plan
for next 4 years

ILIRIJA d.d. IN FIGURES

Continuous investment in the development and upgrading of products is the basis of the increase in the value of the company's assets and capital.



ILIRIJA IN FIGURES – OVERVIEW OF KEY PERFORMANCE INDICATORS IN 2024 compared to 2023

In 2024, ILIRIJA d.d. achieved further continuous growth of key operating indicators, which was reflected in the business results.

30,7M / TOTAL REVENUE (EUR)
+8,48%

16,9M / TOTAL LIABILITIES (EUR)
-8,58%

4,4M / PROFIT BEFORE TAX (EUR)
+8,93%

3,6M / NET PROFIT (EUR)
+9,05%

8,1M / EBITDA (EUR)
+4,17%

54,7M / CAPITAL (EUR)
+2,97%

0,54M / NET DEBT (EUR)
-83,13%

72,4M / MARKET CAPITALIZATION (EUR)
+16,28%

27,66€ / AV. SHARE VALUE (EUR)
+11,40%

ILIRIJA IN FIGURES

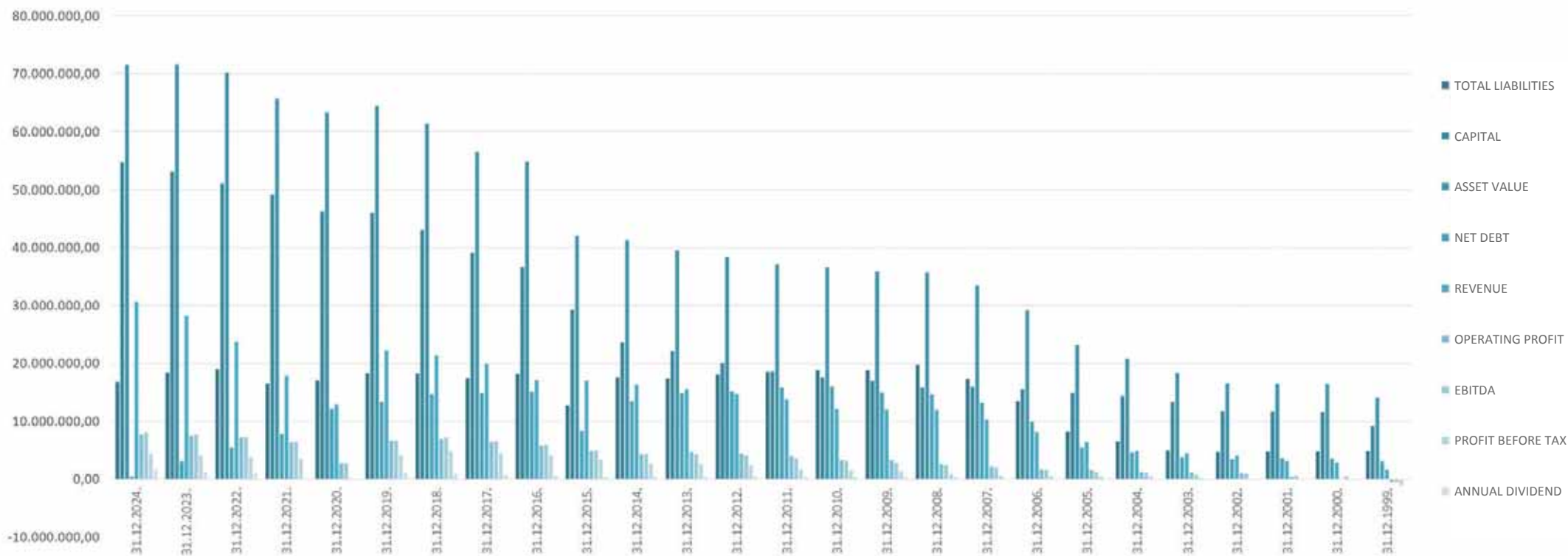
ILIRIJA d.d. has continuously achieved growth of its business results and asset performance indicators over the long term period.

CUMULATIVE COMPARATIVE OVERVIEW

of key indicators on the state of assets, capital, liabilities and business results of Ilirija d.d. on 31/12/2024 and for the period 1999-2023 (in EUR)

YEAR	TOTAL LIABILITIES	CAPITAL	VALUE OF ASSETS	NET DEBT	REVENUES	OPERATING PROFIT	EBITDA	PROFIT BEFORE TAX	ANNUAL DIVIDEND
1	2	3	4	5	6	7	8	9	10
31.12.2024.	16,862,887.68	54,693,348.46	71,556,236.14	539,116.87	30,685,992.57	7,786,212.12	8,120,672.86	4,434,043.96	1,685,911.50
31.12.2023.	18,445,923.49	53,114,266.63	71,560,190.12	3,195,369.06	28,286,740.07	7,556,885.16	7,795,816.56	4,070,417.58	1,323,708.10
31.12.2022.	19,048,576.06	51,066,316.12	70,114,892.18	5,575,375.89	23,778,484.20	7,230,778.62	7,277,922.67	3,859,197.39	1,117,498.51
31.12.2021.	16,544,966.56	49,139,955.35	65,684,921.91	7,934,616.50	17,895,165.96	6,427,688.79	6,475,518.77	3,498,505.01	0.00
31.12.2020.	17,067,825.35	46,197,162.06	63,264,987.41	12,150,023.98	12,972,030.50	2,813,417.71	2,826,319.08	135,626.72	0.00
31.12.2019.	18,381,407.73	46,026,063.36	64,407,471.09	13,447,107.96	22,270,562.99	6,665,952.18	6,677,318.23	4,158,725.02	1,117,255.56
31.12.2018.	18,317,937.20	43,052,015.80	61,369,953.01	14,714,843.61	21,374,859.65	6,988,849.85	7,195,733.52	4,915,411.40	958,423.25
31.12.2017.	17,498,318.16	39,049,198.30	56,547,516.46	14,887,261.26	19,971,687.23	6,455,124.95	6,582,689.11	4,497,416.49	798,532.09
31.12.2016.	18,249,686.18	36,589,542.50	54,839,228.69	15,164,970.71	17,123,764.99	5,786,616.54	5,976,127.08	4,146,366.29	655,272.15
31.12.2015.	12,835,159.60	29,245,909.73	42,081,069.34	8,397,336.65	17,007,961.86	4,948,296.21	5,012,569.79	3,385,830.45	496,488.15
31.12.2014.	17,659,249.67	23,605,908.24	41,265,157.91	13,575,242.08	16,308,149.46	4,373,925.04	4,407,875.41	2,705,569.73	496,488.15
31.12.2013.	17,412,577.18	22,146,312.86	39,558,890.04	14,832,637.08	15,571,093.86	4,732,486.40	4,359,638.89	2,671,601.82	496,488.15
31.12.2012.	18,122,806.54	20,159,986.25	38,282,792.79	15,270,486.88	14,750,127.11	4,489,540.43	4,135,329.45	2,422,872.00	496,488.15
31.12.2011.	18,571,544.36	18,615,998.74	37,187,543.10	15,931,056.77	13,768,030.92	3,983,539.19	3,720,233.24	1,758,535.19	496,488.15
31.12.2010.	18,887,538.02	17,679,004.53	36,566,542.55	16,062,675.62	12,126,212.03	3,333,028.49	3,235,558.64	1,528,005.69	496,488.15
31.12.2009.	18,845,314.51	16,967,921.01	35,813,235.52	15,025,255.07	12,055,580.88	3,318,253.95	2,896,955.81	1,435,873.63	496,488.15
31.12.2008.	19,797,341.83	15,926,869.09	35,724,210.92	14,668,418.63	12,017,756.58	2,656,044.10	2,470,618.64	874,807.44	496,488.15
31.12.2007.	17,376,112.63	16,071,226.64	33,447,339.27	13,256,567.76	10,408,860.18	2,195,930.22	2,107,121.86	696,519.49	0.00
31.12.2006.	13,574,003.84	15,571,767.58	29,145,771.42	9,960,018.48	8,147,435.36	1,727,621.32	1,662,082.28	598,368.06	0.00
31.12.2005.	8,245,386.86	14,999,483.09	23,244,869.95	5,570,862.18	6,457,427.84	1,614,296.98	1,304,592.88	585,174.07	0.00
31.12.2004.	6,519,759.85	14,385,734.75	20,905,494.59	4,655,328.36	4,893,918.98	1,347,466.67	1,201,610.56	566,977.05	0.00
31.12.2003.	5,031,899.37	13,383,705.12	18,415,604.49	3,879,176.31	4,587,796.38	1,329,787.33	823,512.71	295,506.46	0.00
31.12.2002.	4,729,137.16	11,841,901.75	16,571,038.91	3,532,628.31	4,124,838.59	1,104,955.65	1,059,971.74	96,197.98	0.00
31.12.2001.	4,772,581.19	11,745,703.77	16,518,284.96	3,710,275.65	3,226,985.43	507,998.76	688,376.79	89,524.98	0.00
31.12.2000.	4,823,944.24	11,656,178.79	16,480,123.03	3,601,927.89	2,969,893.04	12,112.34	591,825.20	70,966.42	0.00
31.12.1999.	4,870,075.96	9,256,359.70	14,126,435.66	3,199,032.01	1,677,332.01	-407,916.78	-407,827.19	-1,008,340.57	0.00

ILIRIJA IN FIGURES



ILIRIJA IN FIGURES

Operating results in 2024 prove the stable market and financial position of ILIRIJA d.d. through sustainable growth of success indicators of all sectors.

ILIRIJA d.d. - NAUTICAL SECTOR	2024	2023	2024 / 2023
Physical results:			
Vessels on berth contract	754	747	0.9%
Number of overnights (vessels on transit berths)	7,179	8,127	-11.7%
Number of executed service operations	4,000	3,817	4.8%
Financial results:			
Total operating revenue of nautical sector	9,117,404.00 €	8,383,127.00 €	8.8%
GOP margin	56.0%	55.9%	0.1%
GOP per berth	6,339.89 €	5,821.35 €	8.9%
Capital investments	115,745.00 €	409,021.46 €	-71.7%

REAL-ESTATE SECTOR: CITY GALLERIA	2024	2023	2024 / 2023
Operating results:			
Business premises - number of current contracts	36	35	2.9%
Common expenses - number of current contracts	34	33	3.0%
Common areas - number of current contracts	24	26	-7.7%
Advertising spaces - number of current contracts	8	8	0.0%
Garage - number of parking spaces	410	410	0.0%
Garage - vehicules traffic	734,990	729,225	0.8%
Financial results:			
Average realized monthly rental fee per sq.m. of business premises (AMR)	11.50 €	10.72 €	7.3%
Average realized rental fee per sq.m. of business premises for the period	138.00 €	128.64 €	7.3%
Average garage revenue per parking place for the period	475.95 €	434.74 €	9.5%
Total operating revenue	2,159,072.06 €	2,056,050.86 €	5.0%
GOP margin	50.01%	50.20%	-0.4%
Capital investments	83,264.40 €	62,956.42 €	32.3%

ILIRIJA IN FIGURES

Operating results in 2024 prove the stable market and financial position of ILIRIJA d.d. through sustainable growth of success indicators of all sectors.

ILIRIJA d.d. - HOTEL SECTOR	2024	2023	2024 / 2023
Physical results:			
Accommodation units occupancy based on operating period	57.38%	54.97%	4.4%
Financial results:			
Total operating revenue of hotel sector	9,797,346.04 €	9,021,921.78 €	8.6%
Average Daily Rate (ADR) based on revenue from board service	134.44 €	126.50 €	6.3%
Total Revenue par Available Room (TRevPAR)	22,522.63 €	20,740.05 €	8.6%
GOP margin	23.6%	23.5%	0.4%
GOP per accommodation unit	5,318.47 €	4,881.69 €	8.9%
Capital investments	335,087.44 €	855,035.16 €	-60.8%

ILIRIJA d.d. - CAMPING SECTOR	2024	2023	2024 / 2023
Physical results:			
Camp units occupancy based on operating period	58.71%	60.76%	-3.4%
Financial results:			
Total operating revenue of camping sector	7,728,416.08 €	7,485,683.10 €	3.2%
Average Daily Rate of camp unit (ADR)	53.89 €	49.31 €	9.3%
Accommodation revenue per camp unit (RevPAR) based on operating period	31.64 €	29.96 €	5.6%
Total annual revenue per camp unit (TRevPAR)	6,839.31 €	6,624.50 €	3.2%
GOP margin	50.3%	52.4%	-4.1%
GOP per accommodation unit	3,438.52 €	3,473.62 €	-1.0%
Capital investments	630,529.09 €	1,594,320.76 €	-60.5%



ILIRIJA IN FIGURES

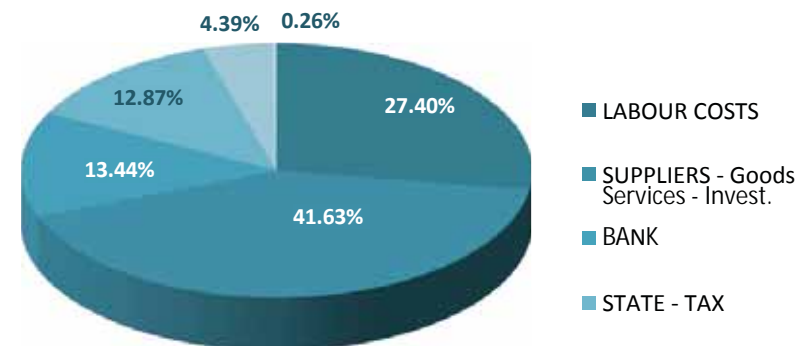
12.87% outflow from the cash flow of ILIRIJA d.d. refers to tax and contributions paid to the state.

ILIRIJA d.d. Cash Flow for the period from 1/1 to 31/12/2024

INFLOW OF FUNDS	12/2023	12/2024	Structure
OPERATING ACTIVITIES	33,333,585.80 €	36,160,461.25 €	94.98%
BANK	800,000.00 €	1,400,000.00 €	3.68%
OTHER	357,527.32 €	511,706.38 €	1.34%
TOTAL	34,491,113.12 €	38,072,167.63 €	100.00%

OUTFLOW OF FUNDS	12/2023	12/2024	Structure
LABOUR COSTS	9,144,863.74 €	10,505,024.28 €	27.40%
SUPPLIERS-Goods-Services-Invest.	14,656,452.26 €	15,958,837.08 €	41.63%
BANK	3,714,766.76 €	5,152,875.67 €	13.44%
STATE - TAX	4,651,790.82 €	4,933,943.24 €	12.87%
SHAREHOLDERS	1,319,600.51 €	1,684,805.99 €	4.39%
OTHER	138,267.54 €	99,124.06 €	0.26%
TOTAL	33,625,741.63 €	38,334,610.32 €	100.00%

ILIRIJA d.d. - OUTFLOW OF FUNDS 2024



ILIRIJA d.d. - CONTRIBUTION TO THE STATE THROUGH TAXES AND PUBLIC CONTRIBUTIONS

Based on the economically successful business, ILIRIJA d.d. contributes significantly to the state through taxes and contributions.

In the period from 1/1 to 31/12/2024, ILIRIJA d.d. has paid total **taxes and contributions** in the amount of **8,350,564.09 EUR**.

ILIRIJA d.d. Taxes and public contributions in 2024		Share
Value added tax	3,271,706.02 €	39.2%
Profit tax	866,727.95 €	10.4%
Payroll taxes and contributions from and on the salary	3,460,776.26 €	41.4%
Sojourn tax	447,202.50 €	5.4%
Concession fee (for nautical marina, hotel harbour, pool and hotel beach)	229,617.32 €	2.7%
Contribution to the Tourist Board and consumption tax	74,534.04 €	0.9%
TOTAL	8,350,564.09 €	100.0%

ILIRIJA d.d. - CORE VALUES OF THE COMPANY

Integrating core values into everyday operations and responsible, growing and profitable operations of ILIRIJA d.d. creates the foundations for its role as an economic driver and philanthropic role in the community.

Core Values:



Respect and integrity - Equality of treatment and relations towards all our stakeholders are the core values of our company's business.



Quality - top product - the quality of the services provided is continuously improved, and a top quality product, professional service, the introduction and implementation of standards aimed at achieving excellence in our services, as well as an individual approach to clients constitute the basis of our relationship towards our guests, who are at the heart of the company's service.



Innovation – To be the initiator and creator of the innovation of tourist products and services that contribute to the satisfaction of end consumers and consequently to better results for the company, the destination and Croatian tourism.



Sustainability and responsibility - In business, investment, relationship with our employees, business partners, clients (guests), local and regional community, shareholders and daily operations through the integration of economic, social and environmental aspects in the company's decision-making processes and corporate strategy. Balancing these aspects is the basis of the company's success and sustainable development.



Transparency - In business operations and communication with all company stakeholders while respecting the principle of timely and truthful information is a prerequisite for strengthening the company's market position and further growth.

ILIRIJA d.d. - ACTIVE ROLE IN BUSINESS ASSOCIATIONS AND INSTITUTIONS

With an active approach to the environment, we contribute to developing the profession, the tourism sector, and Croatia's economy. We also undertake lively communication with the state and local community.



Member of 14 business and industry associations



Active promotion of the interests and development of the tourism industry through active contribution to regulations of special importance and interest for tourism



Promoting socially responsible and sustainable business activities



4 codes / charters / initiatives

Business associations:

- Croatian Chamber of Commerce (HGK)
- Croatian Marina Association
- Community for Corporate Social responsibility
- Community for Environmental Protection
- Chamber of Commerce of the Croatian Chamber of Commerce of Zadar County
- Croatian employers association (HUP)
- Croatian Business Council for Sustainable Development (HR PSOR)

The President of the Management Board of Ilirija d.d. in the person of Mr. Goran Ražnjević is a member of the following bodies of business and industry associations:

- Assembly of the Croatian Chamber of Commerce
- Tourist Council of the Tourist Board of the Zadar County
- Member of Assembly of the Croatian Business Council for Sustainable Development (HR PSOR)

Industry associations:

- Association of Employers in Croatian Hospitality (UPUHH)
- Croatian Tourism Association (HUT)
- Croatian Camping Association (KUH)
- Top Camping Pool
- Croatian Association of Travel Agents (UHPA)
- Croatian Association of Independent Travel Agents (UNHPA)
- Croatian Association of Congress Tourism Professionals
- Tourist boards at regional and local level
- International Federation of Boat Show Organisers (IFSBO)
- Association Lijepa naša
- LAG LAURA

Charters, codes, and initiatives applied by the Company:

- Corporate governance code of the Croatian Financial Services Supervisory Agency and Zagreb Stock Exchange
- Code of Ethics in the business of the Croatian Chamber of Commerce
- Diversity Charter Croatia
- Alliance for Gender Equality

Mr. Goran Ražnjević, President of the Management Board of Ilirija d.d., is one of 5 Ambassadors of Diversity Charter in the Republic of Croatia.

QUALITY - ACHIEVED STANDARDS AND CERTIFICATES

High quality and standard of service, their continuous upgrading and improvement, care for the safety and health of guests and employees, meeting the needs and expectations of customers, competitiveness and sustainability of products, constant improvement of operational processes and continuous education of employees, as well as environmental protection and preservation of biodiversity are fundamental commitments of Ilirija. They are achieved by implementing domestic and international standards in its operations.



An integral quality and environmental management system has been implemented through the standards ISO 9001:2015 (quality management) and ISO 14001:2015 (environmental management).



ILIRIJA d.d. has a certified HACCP system that guarantees a high level of control during the production and distribution of food products, and enables the identification and assessment of all possible hazards, their prevention and control, and ensures the implementation of measures for an effective way of working.



ILIRIJA d.d. uses "green" electricity and is a user of the ZelEn certificate, which guarantees that the electricity comes from renewable sources.



The Green Key is a certification program for accommodation facilities that reduces negative effects on the environment through optimization of energy consumption, waste management, and education of guests and employees about the most important aspects of sustainable development and environmental protection. Camp "Park Soline" has been a certificate holder since 2013.

QUALITY – ACHIEVED STANDARDS AND CERTIFICATIONS



The Blue Flag is an international ecological program for the protection of the environment, the sea and the coast, which aims at sustainable management and management of the sea and the coastal zone. Marina Kornati has been a holder of the Blue Flag since 2004.



By becoming a member of the Ecocamping network, which consists of over 240 campsites from seven European countries, the company is committed to further promoting ecology, sustainable development and socially responsible business with a special emphasis on efficient energy management (water, electricity), waste sorting and recycling, nature conservation and biological diversity, etc. The "Ecocamping" international certificate was awarded to the "Park Soline" camp in 2015.



Camp "Park Soline" joined the "CAMPING in PARKS" project, which connects national parks and nature parks with camps in their immediate vicinity.



The "Health Friendly Company" certificate was awarded to Ilirija in 2018 by the Croatian Institute of Public Health for promoting health in the workplace and working environment, enabling employees to adopt healthy lifestyle habits and showing concern for the health of employees.

AWARDS AND ACKNOWLEDGEMENTS

Over the past 25 years, ILIRIJA d.d. has received numerous awards and acknowledgements, including:



The 2024 Annual Award handed out by the Town of Biograd na Moru for its outstanding contribution to the development of tourism in the Town of Biograd na Moru as a company which, through its work and dedication, made Biograd na Moru a recognisable tourist destination and, in general, for all of its contributions to the economy, tourism and the development of the Town of Biograd na Moru.

The annual award handed out by the Zadar County Tourist Board for its “Contribution to nautical tourism and for having been organising the Biograd Boat Show for 25 years”, which was awarded in 2023 for the creation and development of the destination’s additional offer and the contribution to its branding through the growth of nautical tourism and longstanding organisation of the Biograd Boat Show.

Recognitions by the Jutarnji list Nautical Patrol for the best organisation and greatest contribution of Marina Kornati to Croatian nautical tourism during the COVID-19 pandemic.

ADAC awarded the “Park Soline” campsite with a 4-star rating and the special TIPP recommendation for 2022 for accommodation awarded to high-quality campsites with a rating of at least 4 stars.

In 2021, the “Park Soline” campsite was named one of the top five campsites in Croatia by the reputable German magazine Wohnmobil Tourguide.

In 2021, the Croatian Association for Tourism and Rural Development presented the Golden Charter in the category “Traditional (Rural) Households” to the diffuse hotel Ražnjevića Dvori AD 1307.

Recognition by the Jutarnji list Nautical Patrol in 2021 for the outstanding contribution of Marina Kornati to the development of nautical tourism during the COVID-19 pandemic.

In 2019, the Zadar County Tourist Board presented an award to the “Park Soline” campsite for implementing principles of sustainable development and corporate social responsibility in its business and operational processes.



AWARDS AND ACKNOWLEDGEMENTS

For many years in a row, from 2012 to 2019, Marina Kornati received the “Tourism Flower – Quality for Croatia” awarded by the Croatian Chamber of Economy and Croatian Radiotelevision in the “Large Marina” category.

The "Anton Štifanić" Award, presented by the Croatian National Tourist Board and the Croatian Chamber of Economy, was awarded in 2018 to Ilirija d.d. in the category of companies, institutions and associations, for the organisation of the Biograd Boat Show nautical fair.

In 2018, the Jutarnji list Nautical Patrol awarded a recognition to Ilirija d.d. for the Marina Kornati, for the greatest progress achieved in the tourist season and an exceptional contribution to the development of Croatian nautical tourism.

In 2018, the Croatian Chamber of Economy – Zadar County Chamber awarded Ilirija d.d. the “Golden marten” plaque for the most successful company in 2017, in the category of large companies in the Zadar County.

At the 1st edition of the World Camping Congress, the International Camping and Caravanning Federation chose the “Park Soline” campsite as one of the top 10 campsites in Croatia, and one of the top 100 campsites in Europe.

For many years in a row, from 2010 to 2024, the “Park Soline” campsite was named Croatia’s Best Campsite by the Croatian Camping Union, a recognition for campsites who maintain a high quality of facilities and service.

The Zadar County Tourist Board presented DMC Ilirija Travel with an annual award recognising its contribution to developing special-interest programmes and crafting experiences, activities aimed at creating and developing the destination’s additional offer and contribution to its branding in 2016.

Arsenal won the “Smiling Sun” Award presented by the City of Zadar in cooperation with the Chamber of Trades and Crafts of Zadar County for its outstanding contribution to a successful tourist season in the City of Zadar in 2016.

In December 2015, Ilirija d.d. received a recognition by the Ministry of the Sea, Transport and Infrastructure for promoting maritime culture through the organisation of the Biograd Boat Show nautical fair.



AWARDS AND ACKNOWLEDGEMENTS

The “Golden Coat of Arms” presented by the Municipality of Sveti Filip i Jakov for outstanding contribution to its development due to numerous donations and generous cooperation in realising its projects.

The Corporate Social Responsibility Index (CSR Index) Award for 2011 and 2012 for corporate social responsibility in the category of medium-sized companies, presented by the Croatian Chamber of Economy and the Croatian Business Council for Sustainable Development.

Special award by the Municipality of Sveti Filip i Jakov for outstanding contribution to the development and promotion of tourism and raising the quality of the tourist economy in Sveti Filip i Jakov for 2007.

Annual award by the Zadar County Assembly in 2006 for the results achieved during 2005 and the exceptional and lasting contribution to the tourist economy of the Biograd Riviera.

Group award by the Town of Biograd na Moru for exceptional results achieved during 2005 and the major contribution to the economic and tourism development of the Town of Biograd na Moru.

The “Golden marten” plaque by the Croatian Chamber of Economy – Zadar County Chamber for the most successful company in the category of medium-sized companies in Zadar County in 2004.

For many years, Ilirija d.d. has been the holder of the Platinum Creditworthiness Certificate of Excellence awarded by the international company Dun & Bradstreet to companies with the highest rating of creditworthiness excellence for three years in a row.



RISKS AND RISKS MANAGEMENT

The company assesses risks at the macro and micro levels for each business sector, evaluating them according to the probability of risk occurrence and the consequences, i.e., the impact of each risk on its business processes and system.

Types of risks



Economic and financial risks



Regulatory risks



Risks of tourism industry



Global risks and macroeconomic environment

The risk management process includes the following essential steps:

1 Identification of potential risks

2 Assessment of the occurrence of the risk

5 Exchange of information on the undertaken activities

3 Assigning responsibilities and taking actions

4 Monitoring and reassessment of risks



LOCAL PRESENCE AND ACTIVITIES OF ILIRIJA d.d. AND ITS CONTRIBUTION TO THE COMMUNITY

ILIRIJA d.d., as an integrative part of the Croatian economy and a prominent business entity in tourism, creates the foundations of its business and development through its contribution to employment and the economy, primarily at the local, regional and national levels.



During its 68 years of operation, Ilirija d.d. has grown into a leading economic entity at the local level. It is one of the three leading tourism companies in Zadar County and among the 15 leading tourism companies and the 200 best companies in the Republic of Croatia.

The company's most significant indirect economic impact on the region is reflected in the employment of the local population. Of the total number of employees, 32% are from the city of Biograd na Moru. As many as 93% of our employees are from the regional community of Zadar County.

Additionally, in terms of procurement, 95% of our suppliers are based in Croatia, thereby stimulating the national economy.

As the leading tourist economic system in Biograd na Moru, we encourage the development of the city's overall tourist offer and its surroundings.

LOCAL PRESENCE AND ACTIVITIES OF ILIRIJA d.d. AND ITS CONTRIBUTION TO THE COMMUNITY

In 68 years of its operation, ILIRIJA d.d. has developed into a leading economic entity that continuously creates value for the community through:



EMPLOYEES OF ILIRIJA d.d. - THE KEY TO SUCCESS

Recognising that people are the key to success in tourism, we provide all our employees with the opportunity for personal and professional development, thereby enhancing the quality of service and the satisfaction of our guests.



We know that employees are key to the quality of service in tourism and guest satisfaction. They are the best promoters of our values, destinations and services, thus contributing to our market competitiveness, recognition and business success. Starting from the fact that employees are the bearers of the entire business process, we maintain the optimal number of employees through an active human resources policy. This involves improving the material position and rights of employees, enhancing their competencies through continuous education, and hiring young, highly educated, and professional employees.



266
permanent
employees



510
employees in
the high season

1.000 people employed in
our facilities based on
business cooperation

Owing to the attention focused on human resource development, since the privatisation process, i.e. since 2000 until today, **ILIRIJA d.d. has not been involved in any labour dispute.**

EMPLOYEES OF ILIRIJA d.d. - THE KEY TO SUCCESS

The company's diversity policy is based on the following values:



Equal opportunities in the workplace for all employees



Zero tolerance for any form of discrimination



Motivating and stimulating business environment



Diversity of knowledge and experience



Equal pay for the same job

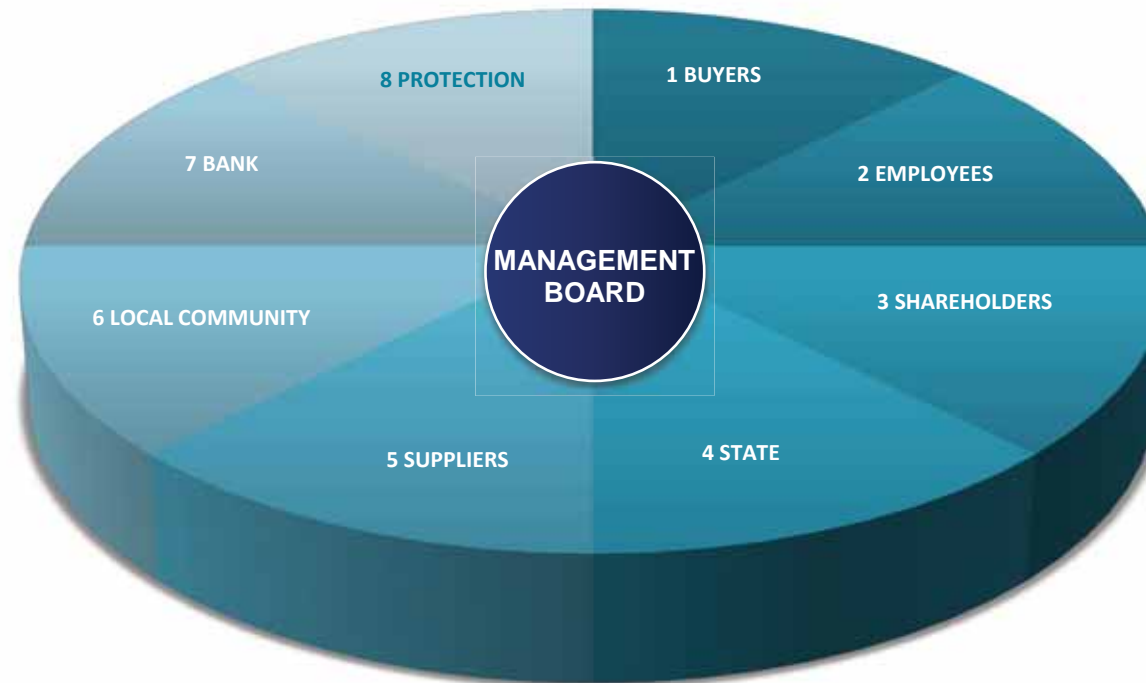
As a responsible business, we nurture a diversity policy as one of our fundamental values, and we have devoted exceptional attention to improving the financial position of our employees, ensuring health and safety in the workplace, providing employee training, and creating a stimulating work environment.

As a public company and a responsible business system, ILIRIJA d.d. bases its corporate values on a policy of diversity by hiring employees of different nationalities, races, religions, genders, educational backgrounds, ages, knowledge, and experiences, who together form the key to the company's success. Equality in all rights, diversity of knowledge and expertise, protection of personal and business integrity and dignity in the workplace are the values on which ILIRIJA d.d. has been basing its business for decades.

As a signatory to the Charter of Diversity, ILIRIJA d.d. is recognised as a company that promotes diversity as one of its core values. The company's CEO, Mr. Goran Ražnjević, was named one of the Diversity Ambassadors in Croatia. In 2020, ILIRIJA also joined the Alliance for Gender Equality, which further strengthened the company's direction in developing its corporate values based on the principles of diversity and inclusiveness, and laid the groundwork for what ILIRIJA d.d. is today. This modern and responsible corporate company values each individual exclusively through work and commitment, with full respect for all fundamental values and zero tolerance for any form of discrimination.

RESPONSIBLE AND SUSTAINABLE OPERATION – FUNDAMENTAL DETERMINATION OF ILIRIJA d.d.

We are balancing the long-term sustainability of the rights, obligations, and interests of all participants in the business process with the simultaneous sustainability of business growth and the company's development in creating ILIRIJA d.d. as a material, humanistic, and socially acceptable socio-economic entity.



- 1 BUYERS - value for money - market
- 2 EMPLOYEES - business processes, knowledge society
- 3 SHAREHOLDERS - owners of capital
- 4 STATE - tax and legislative framework
- 5 SUPPLIERS - goods and services
- 6 LOCAL COMMUNITY - development of the community in which we operate
- 7 BANK - additional sources of financing
- 8 PROTECTION - protection and preservation of nature, environment, health and human life

RESPONSIBLE AND SUSTAINABLE OPERATION – FUNDAMENTAL DETERMINATION OF ILIRIJA d.d.

Long-term mutual trust, mutual respect and reasoning, timely decision making, responsible, conscientious and lawful business operations, are the key to the common success of ILIRIJA d.d.



RESPONSIBLE AND SUSTAINABLE OPERATION – FUNDAMENTAL DETERMINATION OF ILIRIJA d.d.

The sustainable business strategy of ILIRIJA d.d. consists of four main areas:



Responsible and sustainable operation



Social community



Responsible and ethical management



Environmental protection

ILIRIJA d.d. AND THE KEY STAKEHOLDERS

Through socially responsible business practices and transparent, interactive communication with stakeholders and the environment, we lay the foundations for sustainable development and growth in the company's value.



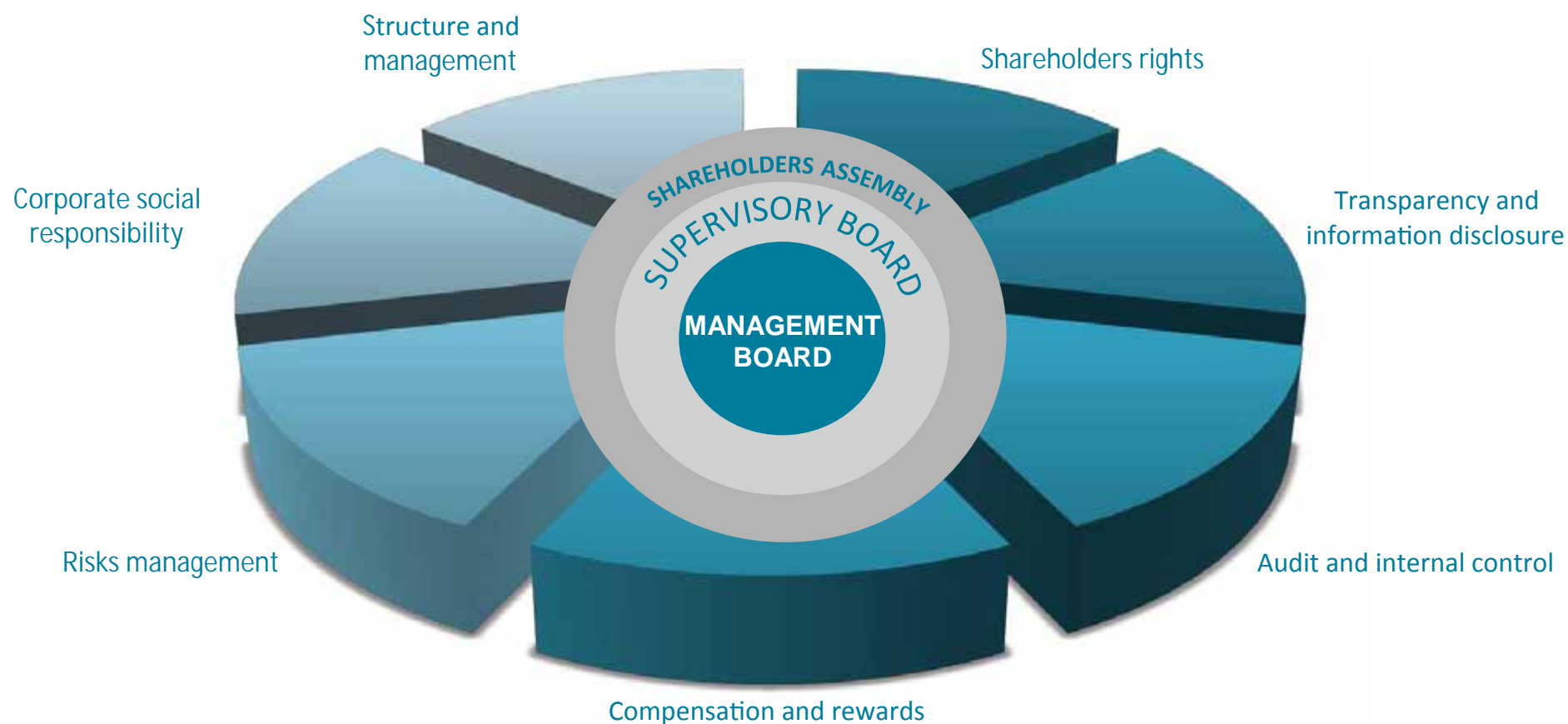
A sustainable, continuous and balanced investment that guarantees permanent growth and development of the company, as well as long-term business stability and market competitiveness, is one of the fundamental principles of the business philosophy of ILIRIJA d.d.

We have incorporated responsible and sustainable business principles into our core values, which we communicate daily to all stakeholders, both internally within the company and externally in the broader environment.

In this way, we ensure the future for generations to come.

SEVEN PILLARS OF CORPORATE GOVERNANCE

Through socially responsible business practices and transparent, interactive communication with stakeholders and the environment, we lay the foundations for sustainable development and growth in the company's value.



ILIRIJA d.d. AND ITS CONTRIBUTION TO THE GLOBAL SUSTAINABLE DEVELOPMENT GOALS





Ilirija d.d.
BIOGRAD NA MORU

HOTELS | MARINA | CAMPING

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