

CHAPTER	PROVISION	ARTICLE	QUESTION	ANSWER (Each question is answered by choosing the answer from the drop-down menu)	EXPLANATION (fulfill only for questions that were answered with "NO" or "PARTIALLY")
1.	Cooperation	1.	The articles of association and/or other internal acts clearly define the powers of the supervisory board and management board.	YES	
1.	Cooperation	1.	The articles of association and/or other internal acts are available free of charge on the website of the company.	YES	
1.	Cooperation	2.	The supervisory board has adopted a decision in which it stated categories of decisions and legal transactions that require prior approval by the supervisory board and those decisions about which management board must consult with the supervisory board before making a decision, and a summary thereof is available free of charge on the website of the company.	PARTIALLY	The Supervisory Board adopted subject decisions within the Rules of Procedure of the Supervisory Board, which is not a publicly available document.
1.	Cooperation	2.	The articles of association and/or internal company acts provide for prior consent of the supervisory board for making important decisions that affect the strategy of the company, expenses, risk exposure and reputation.	YES	
1.	Cooperation	3.	The articles of association and/or internal company acts stipulate that the supervisory board and its committees have timely access to documents, premises and employees when necessary for the performance of their duties.	YES	
1.	Cooperation	4.	The articles of association and/or other internal company acts stipulate that the management board must report to the supervisory board at regular intervals on the operating results of the company, financial situation, substantial financial and non-financial risks and results of interaction with shareholders and other stakeholders.	YES	
1.	Cooperation	5.	Statutes and/or internal company documents stipulate that the president of the management board shall immediately notify the supervisory board if there is or is likely for an event to arise that has the potential to significantly affect the results, financial position or reputation of the company.	PARTIALLY	The Management Board informs about internal events that may significantly affect the company's financial position through internal regulations that prescribe the disclosure of inside information.
1.	Rules of conduct	6.	The supervisory board approved the code of conduct (or other internal act), which establishes rules of conduct to be followed by members of the management and supervisory board members, employees and others acting on behalf of the company, which also contains rules and measures to be taken in case of its violations.	PARTIALLY	The Management Board has adopted the Ordinances related to the conduct of management, and functions that may affect the business, concerning the prescribed and privileged information.
1.	Rules of conduct	6.	Code of Conduct (or other internal act) is available free of charge on the website of the company.	NO	Internal regulations are not publicly available documents.
2.	Conflict of interest	7.	For members of the management board and the supervisory board the prohibition of participation in decision-making in relation to which there are conflicts of interest is stipulated.	NO	Official policies in the form of an internal act are in the process of being adopted.
2.	Conflict of interest	7.	The supervisory board has given prior consent to the policy for managing conflicts of interest	NO	Official policies in the form of an internal act are in the process of being adopted.
2.	Conflict of interest	7.	The policy for managing conflicts of interest is available free of charge on the website of the company.	NO	Internal regulations are not publicly available documents.
2.	Conflict of interest	8.	Members of the supervisory board are obliged to inform the entire supervisory board that they are in an actual or potential conflict of interest.	YES	
2.	Conflict of interest	8.	Management board members have a duty to inform the president of the supervisory board and other members of the management board of an actual or potential conflict of interest.	YES	
2.	Conflict of interest	8.	The supervisory board keeps records of all notices pertaining to conflict of interest	YES	
2.	Conflict of interest	9.	Member of the management board or the supervisory board has an obligation to inform the President and/or Vice-President of that board if it considers that another member of management or supervisory board is in an actual or potential conflict of interest.	YES	
2.	Competition ban	10.	Members of the management board and the supervisory board who hold shares in the companies with which the company is in the competition, informed the secretary of the company of all the shares in such companies and the details of these shares are available free of charge on the website of the company.	YES	
2.	Competition ban	10.	Members of the management board and the supervisory board who hold shares in the companies with which the company is in the competition, informed the secretary of the company of all the shares in such companies and the details of these shares are available free of charge on the website of the company.	NO	There are no such shares
2.	Related party transactions	11.	No transactions between members of the management or supervisory board and the company (or a person affiliated with any party) can not be concluded without the prior consent of the supervisory board.	PARTIALLY	Transactions between the company and related parties are prescribed by the ZTD, and the decisions as well as their publication are fully harmonized with the legally defined value / percentage thresholds.
2.	Related party transactions	11.	The fair value of each material transaction must be confirmed by an independent expert prior to any such transaction, and his or her report has to be available free of charge on the website of the company.	PARTIALLY	The fair value of each material transaction is confirmed by an independent expert, but their reports are not publicly available documents.
2.	Related party transactions	12.	The company has adopted procedures for the approval and disclosure of transactions between members of the management or supervisory board and the company (or a person affiliated with any party).	PARTIALLY	The procedure as a separate document is in the process of adoption
2.	Related party transactions	12.	The audit committee annually assesses the effectiveness of these procedures	YES	
3.	The role of the supervisory board	13.	The supervisory board is responsible for appointing and dismissing members of the management board and making recommendations for candidates for members of the supervisory board to the general meeting.	YES	
3.	The role of the supervisory board	13.	The supervisory board has approved formal and transparent procedure for the appointment to both management and supervisory boards.	YES	
3.	The role of the supervisory board	14.	The supervisory board has set as a target percentage of female members of the supervisory board and the management board, which must be achieved in the next five years and adopted a plan for the implementation of this goal. Percentage on target and plan were published in the annual report.	PARTIALLY	The Supervisory Board set a target for the percentage of female members of the Supervisory Board and the Management Board.
3.	The role of the supervisory board	14.	A report explaining progress on the plan has been published in the annual report.	PARTIALLY	The Supervisory Board set a target for the percentage of female members of the Supervisory Board and the Management Board.
3.	The role of the nomination committee	15.	The nomination committee has all the tasks listed in Article 15 of the Code	PARTIALLY	The Nomination Committee has not been officially formed, but the tasks at the level of the Management Board, Supervisory Board and the Assembly are
3.	Election of supervisory board members by the general meeting	16.	When nominating candidates for the supervisory board to the general meeting for election the company provides information within the general meeting materials on the items requested by Article 16. of the Code.	PARTIALLY	Some information is available
3.	Election of supervisory board members by the general meeting	16.	Informations provided by Article 16 of the Code are freely available on the company's website	PARTIALLY	Part of the information is available on the website, all requested information is provided upon request
3.	Election of supervisory board members by the general meeting	17.	Materials for the general meeting contain all the information listed in Article 17 of the Code	YES	
3.	Election of supervisory board members by the general meeting	18.	The information referred to in Article 17 of the Code is available free of charge on the website of the company also in cases where workers' representative or another member of the supervisory board which is not elected by the shareholders at the general meeting is appointed.	YES	
4.	Responsibilities of the supervisory board	19.	The terms of reference of the supervisory board include all the responsibilities set in Article 19. of the Code.	YES	
4.	Composition	20.	The supervisory board has developed a supervisory board profile which specifies the minimum number of members and combination of skills, knowledge and education, as well as professional and practical experience that required in the supervisory board.	YES	
4.	Composition	21.	The supervisory board includes members of different gender, age, profile and experience to ensure a diversity perspective when making decisions.	YES	
4.	Composition	22.	Majority of the members of the supervisory board are independent in accordance with the definition set out in Appendix A of the Code.	PARTIALLY	Some members of the Supervisory Board perform additional duties within the Company.
4.	Composition	22.	The President or deputy president of the supervisory board are independent	YES	
4.	President	23.	The president of the supervisory board is responsible for the activities listed in Article 23. of the Code.	YES	
4.	Board committees	24.	Supervisory board established the nomination committee.	NO	An appointment committee has not been set up, but the Supervisory Board can quickly set it up if necessary in order to make the necessary decisions. The first year of official application of the Code, there is still no need.
4.	Board committees	24.	Supervisory board established the remuneration committee	NO	The Remuneration Committee has not been established, but the Supervisory Board can quickly set it up if necessary in order to make the necessary decisions. The first year of official application of the Code, there is still no need.
4.	Board committees	24.	Supervisory board established the audit committee	YES	
4.	Board committees	24.	The supervisory board stipulated the mandate and activities of each committee.	YES	
4.	Board committees	26.	Each committee of the supervisory board consists of members who have the necessary skills, knowledge and education, as well as professional and practical experience to carry out the committee responsibilities effectively	YES	
4.	Board committees	27.	Each committee of the supervisory board has at least three members	YES	
4.	Board committees	27.	Majority of the members of each committee of the supervisory board are independent (as defined in Appendix A of the Code).	PARTIALLY	Some members of the Supervisory Board perform additional duties within the Company.
4.	Board committees	27.	Board members are prohibited to be members of the committee of the supervisory board	YES	
4.	Board committees	28.	The terms of reference of each committee is made freely available on the company's website	NO	Internal regulations are not publicly disclosed documents.
4.	Board committees	28.	The Company's annual report includes a report on the work of each committee of the supervisory board as well as information on the number of meetings held and the members of the committee.	YES	
4.	Time commitment	29.	The minimum expected time commitment of each supervisory board member is specified on their appointment.	YES	
4.	Time commitment	29.	The annual report includes record of attendance at the meetings for each member of the supervisory board and its committees.	PARTIALLY	It was published in annual questionnaires
4.	Time commitment	30.	The articles of association and/or internal company acts stipulate the obligation of the supervisory board member to inform the secretary of the company about their membership in the supervisory board or the management board of other companies.	PARTIALLY	There is a regular list of memberships in the Supervisory Board or the management of other companies
4.	Frequency and format of meetings	31.	The supervisory board meets at least every three months	YES	

4.	Frequency and format of meetings	31.	The supervisory board has adopted a workplan that includes time and agenda of future meetings.	YES	
4.	Frequency and format of meetings	31.	Committees of the supervisory board shall meet as often as necessary for the effective discharge of their duties, and regularly report to the supervisory board on its activities.	YES	
4.	Frequency and format of meetings	32.	The supervisory board can meet without the participation of the management board where it considers it appropriate.	YES	
4.	Frequency and format of meetings	32.	Non-Board committee members can participate in committee meeting only at the invitation of the committee.	YES	
4.	Support	33.	The company has designated an individual to carry out the duties of a company secretary.	YES	
4.	Support	33.	According to the company's internal acts, the person carrying out the duties of a company secretary is responsible for ensuring that supervisory board procedures are complied with, advising the supervisory board on governance matters, supporting the president of the supervisory board and helping the supervisory board and committees to function efficiently.	YES	
4.	Quality and timeliness of information	34.	The board terms of reference and/or internal acts require the materials for supervisory board meetings to be provided to all its members at least one week before the meeting.	YES	
4.	Quality and timeliness of information	34.	The board committee terms of reference and/or internal acts require the materials for board committee meetings to be provided to all its members at least one week before the meeting.	YES	
4.	Quality and timeliness of information	35.	The articles of association and/or internal company acts anticipate that the minutes of the meeting of the supervisory board must be available to all members of the supervisory board.	YES	
4.	Quality and timeliness of information	35.	Supervisory Board meeting minutes provide data on voting results including details of how individual members voted.	YES	
4.	Quality and timeliness of information	36.	The supervisory board has the right to receive information and advice from people outside the company at the expense of the company if it considers it necessary to successfully carry out its duties, provided that the procedure for it is specified in the internal documents of the company issued by the management board with the consent of the supervisory board.	PARTIALLY	The possibility of consultation exists, a special rulebook / internal act has not been adopted.
4.	Training and development	37.	All members of the supervisory board at the time of appointment received introduction training for their role.	YES	
4.	Training and development	37.	All supervisory board members receive ongoing training and education to improve their skills and knowledge.	YES	
4.	Training and development	38.	The supervisory board members receive regular updates and briefings from the management board and experts on matters relevant to the company and to their duties.	YES	
4.	Supervisory board evaluation	39.	The supervisory board evaluated its effectiveness in the past 12 months	NO	The first year of official application of the Code.
4.	Supervisory board evaluation	39.	The supervisory board assessed the individual results of its members in the last 12 months	NO	The first year of official application of the Code.
4.	Supervisory board evaluation	39.	The evaluation of the supervisory board was led by the president or deputy president.	NO	The first year of official application of the Code.
4.	Supervisory board evaluation	40.	The evaluation of the supervisory board included an assessment of all the matters specified in Article 40 of the Code	NO	The first year of official application of the Code.
4.	Supervisory board evaluation	41.	The annual report includes the assessment report of the supervisory board and its committees in which they assessed all the circumstances set out in Article 41 of the Code.	NO	The first year of official application of the Code.
5.	Responsibilities of the management board	42.	The duties of management board include all the activities listed in Article 42 of the Code.	YES	
5.	Responsibilities of the management board	43.	The supervisory board has approved internal rules of procedure adopted by the management board that define the matters specified in Article 43. of the Code.	YES	
5.	Responsibilities of the management board	44.	In the case of groups, the management board of the parent company is obliged to ensure effective oversight over the activities of other companies in the group.	YES	
5.	Responsibilities of the management board	44.	The articles of association and/or internal company acts contain rules governing responsibilities and reporting procedures at the level of the parent company and subsidiaries.	YES	
5.	Composition	45.	The supervisory board ensures that management maintains a profile of the management board which determines the minimum number of members and a combination of members who possess the skills, knowledge and education, as well as professional and practical experience that are required for management board.	YES	
5.	The president	46.	The president of the management board is formally responsible for the activities listed in Article 46. of the Code.	YES	
5.	Limits on other appointments	47.	Internal company documents provide that the members of the management board must obtain the prior consent of the supervisory board before accepting appointment to the management board or supervisory board which is not part of the same group.	PARTIALLY	Defined by other acts
5.	Limits on other appointments	47.	Internal documents of the company provide that board members are prohibited from holding more	PARTIALLY	Defined by other acts
5.	Board evaluation	48.	The supervisory board in the last 12 months, evaluated the effectiveness of arrangements for cooperation between the supervisory board and the management board, as well as the adequacy of support and information received from the management board.	YES	
5.	Board evaluation	48.	Results of the evaluation of arrangements for cooperation between the supervisory board and management are included in the annual report.	YES	
5.	Board evaluation	49.	The management board has evaluated its own effectiveness and that of its individual members in the last 12 months.	YES	Effectiveness is assessed on a monthly basis, according to the achievement of business / individual goals. The first year of official application of the Code.
5.	Board evaluation	49.	The management board has reported the conclusions of the evaluations of its members to the supervisory board.	PARTIALLY	Yes, as part of regular reporting of quarterly and annual results and achieved goals. The first year of official application of the Code.
6.	Role of remuneration committee	50.	The duties of the remuneration board include all the activities listed in Article 50 of the Code	NO	The Remuneration Committee has not been established, but the Supervisory Board can quickly set it up if necessary in order to make the necessary decisions. The first year of official application of the Code, there is still no need.
6.	Remuneration of management board members	51.	The supervisory board determines the annual remuneration of each member of the management board, based on recommendations of the remuneration committee and in accordance with the approved remuneration policy.	PARTIALLY	The Supervisory Board determines the annual remuneration of each member of the Management Board. The Remuneration Committee has not been established, but the Supervisory Board can quickly set it up if necessary in order to make the necessary decisions. The first year of official application of the Code, there is still no need.
6.	Remuneration of management board members	52.	The level of receipts of members of the management board takes into account the agreed strategy, risk appetite, the economic environment in which the company operates as well as wages and conditions of workers within companies.	YES	
6.	Remuneration of management board members	53.	Remuneration policy provides that a management board member may not dispose of the shares assigned to it as part of the remuneration at least two years from the date on which the shares were assigned to him or her.	YES	The policy stipulates that the Company may independently determine such a period of time.
6.	Remuneration of management board members	53.	Remuneration policy provides that a management board member may not make use of stock options assigned to him or her as part of the remuneration for at least two years from the date on which stock options were assigned to him or her.	YES	The policy stipulates that the Company may independently determine such a period of time.
6.	Remuneration of management board members	53.	Remuneration policy includes provisions that closely define the circumstances in which a portion of the remuneration of management board member was put on hold or to was asked to be returned.	PARTIALLY	The policy stipulates that the Company may make relevant decisions.
6.	Remuneration of supervisory board members	54.	Remuneration level for the president of the supervisory board and of other members of the supervisory board reflects the time commitment and responsibilities, including the time commitment and responsibilities in the committees of the supervisory board.	YES	
6.	Remuneration of supervisory board members	55.	Remuneration policy and/or internal company documents prohibit the inclusion of variable elements or other elements related to performance in the remuneration of the supervisory board.	PARTIALLY	The policy stipulates that the Company may make relevant decisions.
6.	Reporting on remuneration	56.	Remuneration policy of the company was approved by shareholders at a general meeting.	YES	
6.	Reporting on remuneration	56.	The company has made freely available on its website its remuneration policy, as approved by the shareholders.	YES	
6.	Reporting on remuneration	57.	Annual report on remuneration includes data on remuneration of each individual member of the supervisory board as well as other information contained in Article 57 of the Code.	YES	
7.	Roles of the supervisory and management boards	58.	Management board, with the prior approval of the supervisory board, adopted a policy that determines the nature and extent of risk that company needs and that is willing to take in order to achieve all the long-term strategic objectives ("risk appetite").	PARTIALLY	Management has defined the level of existing risks and methodologies and instruments in their management.
7.	Roles of the supervisory and management boards	59.	The management board is formally responsible for the activities listed in Article 59 of the Code.	YES	
7.	Role of the audit committee	60.	Terms of reference of the audit committee includes all activities listed in Article 60 of the Code.	YES	
7.	Role of the audit committee	61.	The audit committee, the supervisory board or one of its committees, undertook the activities referred to in Article 61 of the Code.	YES	
7.	Role of the audit committee	62.	The audit committee oversees the process of selection and appointment of external auditors in accordance with the legal requirements and makes recommendations to the supervisory board for the selection of the external auditor and conditions for their appointment.	YES	
7.	Relations with the external auditor	63.	The audit committee in the last 12 months approved the work plan of the external auditors, which includes the scope and content of the activities to be audited.	PARTIALLY	Audit Committee established after the adoption of the auditor for 2020. The first year of official application of the Code, there is still no need.
7.	Relations with the external auditor	63.	The audit committee shall meet as necessary with the external auditors to discuss the issues that have been identified during the audit and to oversee the quality of services provided.	YES	
7.	Relations with the external auditor	64.	The audit committee is responsible for monitoring the independence and objective of external auditor.	YES	
7.	Relations with the external auditor	64.	The audit committee approved a policy on permitted non-audit services provided by the external auditor.	NO	The official policy has not been adopted for 2020, the first year of application of the Code.
7.	Risk management and internal control	65.	The audit committee evaluated the effectiveness of risk management and internal control system as a whole at least once a year.	YES	
7.	Risk management and internal control	65.	The audit committee, where appropriate, makes recommendations to the supervisory board and management board regarding the effectiveness of risk management and internal control systems.	YES	
7.	Risk management and internal control	66.	The company maintains an effective risk management system that provides reliable identification of risk measurement, answers, reporting and supervision.	YES	
7.	Risk management and internal control	66.	The company has determined clear internal responsibilities for the maintenance of the risk management system and a clear procedure for maintaining contact between persons responsible and the audit committee.	YES	
7.	Risk management and internal control	67.	The company has established an internal audit function responsible for monitoring the effectiveness of internal control systems, including risk management.	PARTIALLY	Internal audit has been established in key parts of the business.
7.	Risk management and internal control	67.	The audit committee approved the internal audit plan in the last 12 months.	NO	The audit plan is worked on at shorter intervals and is executed operationally.
7.	Risk management and internal control	67.	The audit committee receives reports of internal auditors and monitors the implementation of its recommendations.	NO	The Management Board receives relevant reports on internal controls.
7.	Risk management and internal control	68.	The audit committee shall recommend to the supervisory board the appointment or dismissal of the heads of the internal audit function.	NO	The management board is responsible for the same.
7.	Risk management and internal control	68.	If the company does not have internal audit function, the audit committee has once in the last 12	YES	

7.	Whistle-blowing	69.	Management board, with the prior approval of the supervisory board, adopted a procedure for reporting violations of laws or internal rules of the company, actual or in the case of suspected violation.	PARTIALLY	The management board adopted the procedure.
7.	Whistle-blowing	69.	The procedure ensures that workers and external stakeholders do not suffer negative consequences if they report suspicious behavior.	YES	
7.	Whistle-blowing	69.	Details of the procedure for registration are available free of charge on the website of the company	NO	Internal regulations are not publicly disclosed documents.
7.	Whistle-blowing	70.	Statute and/or internal company documents stipulate the duty of the management board to inform the supervisory board of any irregularities and to agree on measures that must be implemented.	YES	
7.	Whistle-blowing	70.	The audit committee evaluated the effectiveness of the procedure and its application in the last 12 months.	NO	Audit Committee established in H2 / 2020. The first year of official application of the Code, there is still no need.
8.	Use of the company website	71.	All information that the company is required to disclose in accordance with the law, rules on the listing, the Code and its own Articles of Association are available free of charge on the website of the company	YES	
8.	Use of the company website	72.	The company makes freely available and easily accessible on the website all the information requested by Article 72 of the Code.	YES	
8.	Use of the company website	73.	The company ensures that the information on the website is kept up to date and published in accordance with time limits prescribed in law and regulations.	YES	
8.	Use of the company website	73.	All data on the website are freely available in both Croatian and English.	YES	
8.	Annual report	74.	The annual report contains all the information referred to in Article 74 of the Code.	YES	
9.	Relations with shareholders	75.	The Company ensured that all shareholders, regardless of the number or type of shares they hold, have equal access to information about the company and about the way they can carry and protect their rights.	YES	
9.	Relations with shareholders	76.	The Company has established an effective formal mechanisms to ensure minority shareholders the possibility of asking questions directly to president of the management board and president of the supervisory board, and the details of the functioning of these mechanisms are available free of charge on the website of the company.	YES	
9.	Relations with shareholders	77.	The Company has selected a person that will for all shareholders be the person to contact in relations with investors, and contact of this person is available free of charge on the website of the company.	YES	
9.	General meeting	78.	The articles of association and/or internal rules of the company do not in any way limit the ability of shareholders to call a general meeting, to participate in it or to add items to the agenda.	YES	
9.	General meeting	79.	The articles of association and/or internal company documents allow shareholders the opportunity to exercise their right to vote by proxy without restriction.	YES	
9.	General meeting	79.	The articles of association and/or internal company documents allow shareholders the opportunity to exercise their right to vote electronically without restrictions.	YES	
9.	General meeting	79.	Explanation of other ways in which shareholders can exercise their right to vote are set out in the documents for the general meeting.	YES	
9.	General meeting	80.	Notice of the general meeting is published no later than 30 days before it is held.	YES	
9.	General meeting	80.	The agenda, decisions and all other materials required for the general meeting are available free of charge on the website of the company.	YES	
9.	General meeting	80.	All documents are available in English and Croatian language.	PARTIALLY	All prescribed materials that are published bilingually are published / available in this way.
9.	General meeting	81.	All persons referred to in Article 81 of the Code were present at the general meeting in the past 12 months.	YES	
9.	General meeting	81.	The external auditor was present at the general meeting where financial statements are presented.	YES	
9.	General meeting	82.	The company has made the decisions of a general meeting freely available on its website without delay.	YES	
9.	General meeting	82.	Within 30 days from the date of the general meeting the company has made available on its website free of charge answers to questions raised at the general meeting.	YES	
10.	Corporate social responsibility	83.	The supervisory and management boards have agreed and adopted policies listed in Article 83 of the Code.	PARTIALLY	Official policies in the form of an internal act are in the process of adoption.
10.	Corporate social responsibility	83.	These policies are available free of charge on the company's website.	NO	Internal regulations are not publicly disclosed documents.
10.	Corporate social responsibility	84.	When the management board asks prior consent from the supervisory board for the decisions, accompanying documents explain how the recommended measure is in line with the policies associated with the impact assessment of company's activities on the environment and the community, with the policies associated with the preservation of human rights and workers' rights and the measures associated with prevention and sanctioning of corruption and bribery.	YES	
10.	Stakeholder engagement	85.	The supervisory board and management board jointly identified which are considered key stakeholders in relation to company.	YES	
10.	Stakeholder engagement	85.	Management board has ensured the existence of effective mechanisms for regular interaction with key stakeholders, as well as to inform the supervisory board about the results of these communications.	YES	
10.	Stakeholder engagement	86.	The supervisory board is authorized, subject to prior notification to the president of the management board, to organize meetings with external stakeholders when it deems it necessary.	YES	
10.	Stakeholder engagement	87.	In the mandate of every committee of the supervisory board it is provided for what purpose president of the committee may communicate directly with stakeholders and what procedure to follow.	YES	