Year	2025
Institution Code	CIAK Grupa d.d. for management of companies

Code of Corporate Governance Questionnaire for 2025		REPLY	EXPLANATION	LINK TO THE COMPANY'S WEBSITE
1. Leadership/Collaboration	The articles of association and/or other internal acts clearly define the powers of the supervisory board and management board, in accordance with the applicable laws and arrangements under which the management board and supervisory board cooperate?	YES		
1. Leadership/Collaboration	The articles of association and/or other internal acts are available free of charge on the website of the company.	YES		https://ciak.hr/investitori/objavljeni-dokumenti/
1. Leadership/Collaboration	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?	YES		
1. Leadership/Collaboration	A summary thereof is available free of charge on the website of the company?	NO	The Supervisory Board adopted the relevant decisions as part of the Rules of Procedure of the Supervisory Board, which is not a publicly available document.	
1. Leadership/Collaboration	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. Leadership/Collaboration	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. Leadership/Collaboration	The management board reported 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. Leadership/Collaboration	The management board and the supervisory board have agreed on the content, format, and frequency of these reports?	YES		
1. Leadership/Collaboration	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	Under internal regulations governing the disclosure of inside information, the Management Board provides information on events that may materially affect the Company's financial position.	
1. Leadership/Code of Conduct	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?	YES		
1. Leadership/Code of Conduct	The code of conduct (or other internal policy) contains provisions ensuring an inclusive work environment, equal opportunities for different genders, and the prohibition of all forms of discrimination, as well as rules of conduct and measures to be taken in case of their violation?	YES		
1. Leadership/Code of Conduct	Code of Conduct (or other internal act) is available free of charge on the website of the company?	NO	Internal acts are not publicly disclosed.	
1. Leadership/Code of Conduct	The supervisory board oversees the implementation and monitors the effectiveness of the Code of Conduct (or other internal policy)?	Partially	Newly introduced obligation as of 2025.	
1. Leadership/Code of Conduct	The Code of Conduct (and/or other internal policy) takes into account the recommendations for responsible business conduct as set out in the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the applicable OECD Due Diligence Guidance for Responsible Business Conduct?	Partially	The recommendations have been taken into account, but no due diligence has been conducted to date.	

2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	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?	Partially	There is no official policy in the form of an internal act currently in the process of adoption. The usual practice in such cases is to exclude individual members of the Management Board or Supervisory Board from voting, which is confirmed in the minutes of the Management Board or Supervisory Board meeting.	
2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	The company has adopted the policy for managing conflicts of interest?	Partially	There is no specific policy/specific act, but several acts regulate the issue of conflicts of interest.	
2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	The supervisory board has given prior consent to the policy for managing conflicts of interest?	Partially	There is no official policy in the form of an internal act currently in the process of adoption. The usual practice in such cases is to exclude individual members of the Management Board or Supervisory Board from voting, which is confirmed in the minutes of the Management Board or Supervisory Board meeting.	
2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	The policy for managing conflicts of interest is available free of charge on the website of the company?	Partially	No specific act has been adopted as such; instead, conflicts of interest are regulated through, for example, the Business Ethics Code.	
2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	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. Duties of Management Board Members and Supervisory Board / Conflict of Interest	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. Duties of Management Board Members and Supervisory Board / Conflict of Interest	The supervisory board is required to keep a record of all notifications related to an existing or potential conflict of interest, including a description of the actions taken and the outcome of those actions for each existing or potential conflict of interest?	Partially	As these matters are discussed at meetings and minutes are kept, records are maintained in the form of minutes and any attachments thereto.	

2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	Members of the management board or the supervisory board are obliged to inform the President of the supervisory board if they believe that another member of management or supervisory board is in an existing or potential conflict of interest that has not been reported; if the matter concerns the President of the Supervisory Board, they must inform the Vice-President instead?	Partially	This is not strictly prescribed as a separate obligation, given that each member of the Management Board and Supervisory Board is expected to act diligently in the interest of the Company, and may otherwise be held liable for their actions.	
2. Duties of Management Board Members and Supervisory Board/Non-Competition	Members of the supervisory board and management do not perform activities that compete with the business of the company, whether on their own behalf or on behalf of others?	YES		
2. Duties of Management Board Members and Supervisory Board/Non-Competition	Members of the supervisory board and management are not members of the management or supervisory boards of the companies that compete with the business of the company?	YES		
2. Duties of Management Board Members and Supervisory Board/Non-Competition	Members of the supervisory board and management do not hold significant stakes in companies that compete with the business of the company?	YES		
2. Duties of Management Board Members and Supervisory Board/Non-Competition	Members of the management board and the supervisory board who hold stakes in the companies with which the company is in the competition, informed the secretary of the company of all such stakes?	NO	None of the members of the Management Board or Supervisory Board holds such interests.	
2. Duties of Management Board Members and Supervisory Board/Non-Competition	The details of stakes of competing companies held by members of the management board and the supervisory board are available free of charge on the website of the company?	NO	None of the members of the Management Board or Supervisory Board holds such interests.	
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	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	It is not prescribed as a separate obligation; however, transactions between the Company and related parties are regulated by the Companies Act, and the decisions and their disclosure are fully aligned with the legally defined value/percentage thresholds.	
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	The fair value of each material transaction must be confirmed by an independent expert prior to any such transaction?	YES		

2. Duties of Members of the Management Board and NO/Transactions with Related Parties	The report of dependent expert has to be available free of charge on the website of the company?	NO	The fair value of each material transaction is confirmed by an independent expert; however, their reports are not publicly available documents.	
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	If the supervisory board, for the purpose of deciding on prior approval for the conclusion of transactions with related parties, has appointed a special committee in accordance with the law or authorized the audit committee, the members of such committee meet the independence requirements prescribed for members of the supervisory board?	Partially	The Supervisory Board has not appointed a separate committee; if such an issue arises, it would be addressed at a Supervisory Board meeting.	
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	If the supervisory board, for the purpose of deciding on prior approval for the conclusion of transactions with related parties, has appointed a special committee in accordance with the law or has authorized the audit committee, the members of such committee are independent with respect to the persons and transactions subject to prior approval?	Partially	The Supervisory Board has not appointed a separate committee; if such an issue arises, it would be addressed at a Supervisory Board meeting.	
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	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	A separate procedure has not been adopted as a standalone document because, as a company listed on the Zagreb Stock Exchange, the Company complies with the obligations regarding the public disclosure of material information.	
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	The audit committee annually assesses the effectiveness of these procedures?	Partially	There is no specific procedure, but the Audit Committee oversees publicly disclosed information.	
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	The company promptly publishes on its website information on transactions with related parties for which prior approval of the supervisory board is required, including transactions of the company and transactions of its subsidiaries with related parties of the parent company?	YES		https://ciak.hr/investitori/obavijesti/
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	A notice of a transaction with related parties contains at least information on the nature of the relationship with the related party, the names of the related parties, the date, and the value of the transaction?	YES		

2. Duties of Members of the Management Board and NO/Transactions with Related Parties	Such notices of transactions are publicly available on the company's website for at least five years?	YES		https://ciak.hr/investitori/obavijesti/
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	The management board prepares an annual report on transactions with related parties in the manner prescribed by the Company Act?	YES		https://ciak.hr/investitori/obavijesti/
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	The auditor has conducted an audit of the report on transactions with related parties and submitted its signed report to the company's management board?	YES		
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	The supervisory board has examined the report on transactions with related parties and taken a position on the audit findings, and has reported thereon to the general meeting in its report submitted to the general meeting?	Partially	The Supervisory Board submits its annual report to the General Assembly. There is no specific review of transactions, but there is a statement that the Management Board regularly reported in accordance with applicable regulations.	
3. Appointment of Management Board Members and Supervisory Board Roles	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. Appointment of Management Board Members and Supervisory Board Roles	The supervisory board has approved formal and transparent procedure for the appointment to both management and supervisory boards.	Partially	Formal requirements are prescribed by internal acts (the Articles of Association and the Rules of Procedure for the Management Board and Supervisory Board), while there are no specifically prescribed rules for senior management.	
3. Appointment of Management Board Members and Supervisory Board Roles	The supervisory board has adopted a succession plan?	NO	The Company is a relatively young listed company, having been listed in 2021, and to date has focused on establishing its organizational structure and securing its market position, while in the next five-year period its objectives will focus on the further development and maturation of the Company.	

3. Appointment of Management Board Members and Supervisory Board Roles	The procedures for the appointment of members of the management board and the supervisory board, and for the selection of senior management, contain objective criteria for appointment or selection, giving preference to the underrepresented gender under equal conditions?	NO	No preference is given, but the criteria are objective.	
3. Appointment of Management Board Members and Supervisory Board Roles	A prior assessment of the impact of the procedures for the appointment of members of the management board and the supervisory board, and for the selection of senior management, as well as of the succession plan, on gender equality has been carried out?	NO	No impact assessment has been conducted.	
3. Appointment of Management Board Members and Supervisory Board Roles	An assessment of the impact of the procedures for the appointment of members of the management board and the supervisory board, and for the selection of senior management, as well as of the succession plan, on gender equality is available on the website of the company?	NO	No impact assessment has been conducted.	
3. Appointment of Management Board Members and Supervisory Board Roles	A representation of at least 40% of members of the underrepresented gender in the supervisory board, or in the supervisory board and management board combined, has been ensured?	NO	The 40% target has not been achieved.	
3. Appointment of Management Board Members and Supervisory Board Roles	If a representation of at least 40% of members of the underrepresented gender has not been achieved, the company has taken measures to achieve the required representation and has adopted a plan and a deadline for its achievement, which may not exceed two years from the occurrence of the gender imbalance?	Partially	Measures have been taken to adopt the plan and deadline.	
3. Appointment of Management Board Members and Supervisory Board Roles	The company discloses in its annual report all measures it undertakes, the plan and timeframe for achieving the prescribed representation of the underrepresented gender, together with an explanation of why the target percentage has not been achieved?	NO	The measures have not been disclosed, but they have been implemented.	

3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	The nomination committee oversees the process of appointing members of the supervisory board and the management board to ensure that it is fair, transparent, and non-discriminatory, that it promotes diversity, inclusiveness, and equal opportunities, and that it achieves balanced representation of both genders?	NO	The Nomination Committee has not been established.	
3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	The nomination committee has developed role descriptions and candidate profiles for each vacant position in accordance with the profile of the management board or supervisory board, and has identified and recommended suitable candidates to the supervisory board?	NO	The Nomination Committee has not been established.	
3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	When seeking independent candidates for the supervisory board, the nomination committee has determined that the candidates are independent and has identified the criteria on the basis of which this determination was made (in accordance with the definition in Appendix A)?	NO	The Nomination Committee has not been established.	
3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	The nomination committee has prepared a succession plan for the reappointment or replacement of members of the supervisory board and the management board, in consultation with the president of the supervisory board or the management board, as applicable?	NO	The Nomination Committee has not been established.	
3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	The nomination committee has monitored progress towards achieving the target percentage of female members of the management board, supervisory board, and senior management?	NO	The Nomination Committee has not been established.	
3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	The nomination committee has monitored the management's policies regarding the selection and appointment of senior management?	NO	The Nomination Committee has not been established.	
3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	The nomination committee has monitored the implementation of the internal evaluation and the employee survey on perceptions of gender equality and equal opportunities within the company?	NO	The Nomination Committee has not been established.	

3. Appointment of Management Board Members and Supervisory Board Members/Election of Supervisory Board Members at the General Assembly	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 19. of the Code?	YES		https://ciak.hr/investitori/glavna-skupstina/
3. Appointment of Management Board Members and Supervisory Board Members/Election of Supervisory Board Members at the General Assembly	The proposal for the election of members of the supervisory board must, for each proposed member, also include information on whether the member is independent within the meaning of Article 255(6) of the Company Act, or the reasons why the supervisory board considers the candidate to be independent and the criteria applied from the Company Act/Corporate Governance Code?	YES		https://ciak.hr/investitori/glavna-skupstina/
3. Appointment of Management Board Members and Supervisory Board Members/Election of Supervisory Board Members at the General Assembly	If a current member of the supervisory board is proposed, the materials for the general meeting also contain all information referred to in Article 20 of the Code?	YES		https://ciak.hr/investitori/glavna-skupstina/
3. Appointment of Management Board Members and Supervisory Board Members/Election of Supervisory Board Members at the General Assembly	The information referred to in Articles 19 and 20 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		https://ciak.hr/investitori/glavna-skupstina/
4.NO and its Committees/Competence of the Supervisory Board	The duties of the supervisory board include: appointing and dismissing members of the management board and succession planning; contributing to the development of and approving the company’s strategy, business plan and budget; and overseeing the management board’s performance in achieving objectives and the manner in which it performs its duties, as well as its cooperation with shareholders and other stakeholders?	YES		

4.NO and its Committees/Competence of the Supervisory Board	The duties of the supervisory board also include ensuring at least 40% representation of the underrepresented gender in the supervisory board, or in the supervisory board and management board combined?	YES		
4.NO and its Committees/Competence of the Supervisory Board	The supervisory board has developed a supervisory board profile which defines 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?	Partially	Defined by internal acts, but age and gender were not taken into account.	
4.NO and its Committees/Competence of the Supervisory Board	The supervisory board includes members of different gender, age, profile and experience to ensure a diversity perspective when making decisions and balanced representation of both genders.	YES		
4.NO and its Committees/Competence of the Supervisory Board	Majority of the members of the supervisory board are independent in accordance with the definition set out in Appendix A of the Code?	Partially	Part of the Supervisory Board members perform additional duties within the Company.	
4.NO and its Committees/Competence of the Supervisory Board	The President or deputy president of the supervisory board are independent?	YES		
4.NO and its Committees/Competence of the Supervisory Board	If a majority of the members of the supervisory board are not independent, the supervisory board has adopted measures, a plan, and a timeframe for achieving independence, which may not exceed two years from the date on which the majority of the members of the supervisory board ceased to be independent?	NO	No measures have been adopted to achieve independence.	
4.NO and its Committees/Competence of the Supervisory Board	The company discloses in its annual report all measures it undertakes to achieve the independence of the supervisory board, the plan and timeframe for achieving independence, together with an explanation of why independence has not been achieved?	NO	No measures have been adopted to achieve independence.	
4.NO and its Committees/Competence of the Supervisory Board	The president of the supervisory board is responsible for the activities listed in Article 26. of the Code?	YES		

4.NO and its Committees/Competence of the Supervisory Board	Supervisory board established the nomination committee.?	NO	The Nomination Committee has not been established, but the Supervisory Board may establish one promptly if necessary for the purpose of adopting the required decisions. Given the adopted and publicly disclosed Remuneration Policy for members of the Management Board and Supervisory Board, which regulates this area, there has been no need for such a committee to date.	
4.NO and its Committees/Competence of the Supervisory Board	Supervisory board established the renumeration committee?	NO	The Remuneration Committee has not been established, but the Supervisory Board may establish one promptly if necessary. Given the adopted and publicly disclosed Remuneration Policy for members of the Management Board and Supervisory Board, which regulates this area, there has been no need for such a committee to date.	
4.NO and its Committees/Competence of the Supervisory Board	Supervisory board established the audit committee	YES		
4.NO and its Committees/Competence of the Supervisory Board	The supervisory board stipulated the mandate and activities of each committee?	YES		
4.NO and its Committees/Competence of the Supervisory Board	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.NO and its Committees/Competence of the Supervisory Board	Each committee of the supervisory board has at least three members?	YES		
4.NO and its Committees/Competence of the Supervisory Board	Majority of the members of each committee of the supervisory board are independent (as defined in Appendix A of the Code)?	YES		
4.NO and its Committees/Competence of the Supervisory Board	Board members are prohibited to be members of the committee of the supervisory board?	YES		

4.NO and its Committees/Competence of the Supervisory Board	The independence of supervisory board committees is ensured through independent members of the supervisory board?	Partially	Of the aforementioned committees, only the Audit Committee has been established.	
4.NO and its Committees/Competence of the Supervisory Board	The terms of reference of each committee is made freely available on the company's website?	NO	Internal regulations are not publicly available documents.	
4.NO and its Committees/Competence of the Supervisory Board	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		https://ciak.hr/investitori/financijska-izvjesca/
4.NO and its committees/Time load	The minimum expected time commitment of each supervisory board member is specified on their appointment'	YES		
4.NO and its committees/Time load	The annual report includes record of attendance at the meetings for each member of the supervisory board and its committees?	Partially	Published in the annual questionnaires.	
4.NO and its committees/Time load	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	A regular list of memberships in the supervisory boards or management boards of other companies is maintained.	
4.NO and its committees/Frequency and manner of holding meetings	The supervisory board meets at least every three months?	YES		
4.NO and its committees/Frequency and manner of holding meetings	The supervisory board has adopted a workplan that includes time and agenda of future meetings?	YES		
4.NO and its committees/Frequency and manner of holding meetings	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.NO and its committees/Frequency and manner of holding meetings	The supervisory board can meet without the participation of the management board where it considers it appropriate?	YES		
4.NO and its committees/Frequency and manner of holding meetings	Members of the management board do not attend meetings at which the supervisory board discusses the performance and remuneration of the management board and its members?	YES		

4.NO and its committees/Frequency and manner of holding meetings	Non-Board committee members can participate in committee meeting only at the invitation of the committee?	YES		
4.NO and its committees/Support	The company has designated an individual to carry out the duties of a company secretary?	YES		
4.NO and its committees/Support	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.NO and its committees/Quality and timeliness of information	All materials required for a meeting of the supervisory board or its committees must be delivered to their members no later than one week before the meeting	YES		
4.NO and its committees/Quality and timeliness of information	The minutes of the meeting of the supervisory board are available to all members of the supervisory board?	YES		
4.NO and its committees/Quality and timeliness of information	Supervisory Board meeting minutes provide data on voting results including details of how individual members voted?	YES		
4.NO and its committees/Quality and timeliness of information	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 obtaining advice exists; however, no specific regulation/internal act has been adopted.	
4.NO and its committees/Training and development	All members of the supervisory board at the time of appointment received introduction training for their role?	YES		
4.NO and its committees/Training and development	All supervisory board members receive ongoing training and education to improve their sills and knowledge?	YES		

4.NO and its committees/Training and development	Continuous training of supervisory board members covers topics of business sustainability, responsible business conduct, and achieving balanced representation of both genders in the supervisory board, management board, and senior management?	Partially	As these are newly introduced obligations, not all of the topics listed could be incorporated in time.	
4.NO and its committees/Training and development	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.NO and its Committees/Evaluation of the Supervisory Board	The supervisory board evaluated its effectiveness in the past 12 months.	YES		
4.NO and its Committees/Evaluation of the Supervisory Board	The supervisory board evaluated its effectiveness and composition of its committees in the past 12 months?	YES		
4.NO and its Committees/Evaluation of the Supervisory Board	The supervisory board assessed the individual results of its members and members of its committees in the last 12 months?	NO	The Supervisory Board evaluates the results only at the Supervisory Board level.	
4.NO and its Committees/Evaluation of the Supervisory Board	The evaluation of the supervisory board was led by the president or deputy president, if president is not independent.	YES		
4.NO and its Committees/Evaluation of the Supervisory Board	The evaluation of the supervisory board included an assessment of all the matters specified in Article 43 of the Code?	YES		
4.NO and its Committees/Evaluation of the Supervisory Board	The evaluation of the supervisory board and its committees identifies whether there is a need for improvements in their functioning and in the preparation of committee meetings?	YES		
4.NO and its Committees/Evaluation of the Supervisory Board	The annual report includes a report on the evaluation of the supervisory board and its committees?	Partially	The report was prepared separately, not as part of the Annual Report.	
4.NO and its Committees/Evaluation of the Supervisory Board	The report on the evaluation of the supervisory board and its committees contains information on how the evaluation was conducted, whether external evaluators were engaged, and who was consulted during the process, as well as a summary of the actions taken or to be taken based on the evaluation results?	Partially	As a rule, the Report contains a summary of activities.	

5. Management/Duties of the Management Board	The duties of management board include all the activities listed in Article 45 of the Code?	YES		
5. Management/Duties of the Management Board	The management board has set a target for the representation of the underrepresented gender in senior management to be achieved within the next five years?	YES		
5. Management/Duties of the Management Board	The annual report discloses the target percentage for the representation of the underrepresented gender in senior management, together with an explanation of why it was selected, why the target has not been achieved (if applicable), the measures the company is taking to achieve it, as well as the plan and timeframe for its achievement, which may not exceed five years, and a statement of progress against the plan?	Partially	The achieved percentage has been disclosed, but the target percentage has not been disclosed.	
5. Management/Duties of the Management Board	The management board has adopted rules of procedure governing its work, defining the allocation of responsibilities and the manner of cooperation among its members, including procedures for holding meetings and making decisions?	YES		
5. Management/Duties of the Management Board	The rules of procedure of the management board must be approved by the supervisory board?	YES		
5. Management/Duties of the Management Board	In the case of a group, the management board of the parent company is obliged to ensure effective oversight over the activities of other companies in the group and appropriate level of cooperation within the group?	YES		
5. Management/Duties of the Management Board	In the case of a group, the management board of the parent company has established rules governing the scope of activities, responsibilities, and reporting procedures at the level of the parent company and its subsidiaries, as well as rules for preventing conflicts of interest?	YES		
5. Management/Duties of the Management Board	In the case of a group, information on the system of supervision and cooperation within the group, as well as the intra-group rules of operation, is available free of charge on the company’s website?	NO	The reason is that this partly constitutes a business secret in terms of revealing the organization of the business to competitors.	

5. Management/Duties of the Management Board	Where no management agreement has been concluded, the management board of the dependent company has prepared, within the first three months of the financial year, a report on the company's relations with affiliated companies?	YES		
5. Management/Duties of the Management Board	The report of the management board of the dependent company on relations with affiliated companies includes all legal transactions undertaken by the company in the previous year with the controlling company or its affiliated companies, or carried out on their instructions in their interest, as well as all other actions which the company, during the past year, has taken or failed to take on the instructions of those companies?	YES		
5. Management/Duties of the Management Board	The report of the management board of the dependent company on relations with affiliated companies includes, in respect of legal transactions and other actions, all information prescribed by Article 497(1) and (2) of the Company Act?	YES		
5. Management/Duties of the Management Board	The auditor has conducted an audit of the report of the management board of the dependent company on relations with affiliated companies and submitted its signed report to the company's management board?	NO	No audit is performed and no report on related-party transactions is disclosed.	
5. Management/Duties of the Management Board	The supervisory board has examined the report of the management board of the dependent company on relations with affiliated companies, taken a position on the audit findings, and reported thereon to the general meeting in its report submitted to the general meeting?	YES		https://ciak.hr/investitori/glavna-skupstina/
5. Management Board/Composition	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 taking into account age, gender, skills, knowledge and education, as well as professional and practical experience, ensuring balanced representation of both genders?	Partially	Age and gender were not taken into account.	

5. Management Board/President	The president of the management board is formally responsible for the activities listed in Article 49. of the Code?	YES		
5. Management/Limitations of other appointments	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. Management/Limitations of other appointments	Management board members do not hold more than two positions in the management or supervisory board of other such companies?	YES		
5. Management Board/Management Assessment	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. Management Board/Management Assessment	Results of the evaluation of arrangements for cooperation between the supervisory board and management are included in the annual report?	YES		https://ciak.hr/investitori/financijska-izvjesca/
5. Management Board/Management Assessment	The management board has assessed its own effectiveness and the effectiveness of individual members at least once a year, applying equal criteria and avoiding any form of discrimination?	YES		
5. Management Board/Management Assessment	The management board has reported the conclusions of the evaluations of its members to the supervisory board?	Partially	Yes, as part of regular quarterly and annual reporting on results achieved and objectives.	
6. Remuneration of members of the Management Board and Supervisory Board/Role of the remuneration committee	The remuneration committee recommends to the supervisory board at least every three years a remuneration policy for members of the management board, taking into account the level and structure of remuneration of senior management and employees as a whole, and has carried out a prior assessment of the impact of such policy on pay equality between genders for equal work and/or work of equal value?	NO	A separate Remuneration Committee has not been established.	

6. Remuneration of members of the Management Board and Supervisory Board/Role of the remuneration committee	The remuneration committee has recommended to the supervisory board remuneration for members of the management board based on an assessment of the company's performance and their individual performance, taking into account pay equality between genders for equal work and/or work of equal value?	NO	A separate Remuneration Committee has not been established.	
6. Remuneration of members of the Management Board and Supervisory Board/Role of the remuneration committee	The remuneration committee has recommended to the supervisory board a remuneration policy for members of the supervisory board and has carried out a prior assessment of the impact of such policy on pay equality between genders for equal work and/or work of equal value, and such policy is submitted for approval to the general meeting?	NO	A separate Remuneration Committee has not been established.	
6. Remuneration of members of the Management Board and Supervisory Board/Role of the remuneration committee	The remuneration committee has monitored the level and structure of remuneration of senior management and employees as a whole, taking into account pay equality between genders for equal work and/or work of equal value, and has made recommendations to the management board regarding its policies?	NO	A separate Remuneration Committee has not been established.	
6. Remuneration of members of the Management Board and Supervisory Board/Role of the remuneration committee	The remuneration committee has monitored the preparation of the mandatory annual remuneration report required by law for approval by the supervisory board?	NO	A separate Remuneration Committee has not been established.	
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Management Board	The supervisory board has determined the annual remuneration of each member of the management board, based on the 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 based on the adopted and publicly disclosed Remuneration Policy for members of the Management Board and Supervisory Board, approved by the Company's General Assembly. In view of the above, there has been no need to establish a Committee.	

6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Management Board	The remuneration policy is non-discriminatory and aligned with sustainability objectives, and has been prepared in accordance with applicable legal requirements?	YES		
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Management Board	The level of remuneration of members of the management board takes into account the agreed strategy, risk appetite, the economic environment in which the company operates, the achievement of sustainability objectives, and the salaries and conditions of employees within the company?	YES		
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Management Board	The remuneration policy provides that a member of the management board may not dispose of shares awarded to them as part of their remuneration for at least two years from the date of their award?	YES		
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Management Board	The remuneration policy provides that a member of the management board may not exercise share options granted to them as part of their remuneration for at least two years from the date of their grant?	YES		
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Management Board	The remuneration policy includes provisions specifying the circumstances under which part of a member of the management board’s remuneration would be withheld or subject to refund?	Partially	The Policy stipulates that the Company may adopt relevant decisions.	
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Management Board	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 members of the Management Board and Supervisory Board/Remuneration of members of the Management Board	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 adopt relevant decisions.	
6. Remuneration of members of the Management Board and Supervisory	The company has adopted a remuneration policy for the supervisory board, the management board, and senior management?	YES		
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	The company has carried out an assessment of the impact of the remuneration policy on pay equality between genders?	YES		
6. Remuneration of members of the Management Board and Supervisory	Remuneration policy of the company was approved by shareholders at a general meeting?	YES		
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	The company has made freely available on its website its remuneration policy?	YES		https://ciak.hr/investitori/obavijesti/
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	The assessment of the impact of the remuneration policy on pay equality between genders is available free of charge on the company's website?	NO	There is one, but it has not been disclosed; it forms part of the internal acts.	
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	Annual report on remuneration includes data on remuneration of each individual member of the supervisory board as well as other information contained in Article 60 of the Code and the Company Act?	YES		

6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	The annual remuneration report contains information on how the remuneration policy for the management board is determined, the link between remuneration and the company's long-term performance, sustainability and resilience, the structure and parameters used for calculating management board remuneration, the alignment of management board remuneration with the remuneration of senior management and employees as a whole, and the reasons for any deviations from the application of the remuneration policy for the management board, where applicable?	YES		
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	The annual remuneration report contains information on the remuneration of each member of a supervisory board committee who is not a member of the supervisory board, where applicable?	NO	There is an Audit Committee as a subcommittee of the Supervisory Board, and its members are selected from among the members of the Supervisory Board.	
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	The annual remuneration report is available free of charge on the company's website?	YES		https://ciak.hr/investitori/glavna-skupstina/
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	The auditor's report on the examination of the annual remuneration report is available free of charge on the company's website?	YES		https://ciak.hr/investitori/glavna-skupstina/
7. Risks, internal control and audit/Role of the supervisory board and management	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	Partially	The Management Board has defined the level of existing risks, as well as the methodologies and instruments for managing them.	
7. Risks, internal control and audit/Role of the supervisory board and management	The risk management policy takes into account sustainability?	YES		

7. Risks, internal control and audit/Role of the supervisory board and management	The Articles of Association and/or the company’s internal acts provide that the management board is responsible for identifying significant financial, operational, and external risks related to the implementation of the strategy and the continuity of the company’s operations, as well as for maintaining an adequate risk management and internal control system to manage and mitigate such risks?	YES		
7. Risks, internal control and audit/Role of the supervisory board and management	The management board regularly reports to the supervisory board on the status of significant risks?	YES		
7. Risks, internal control and audit/Role of the audit committee	The audit committee oversees the accuracy and completeness of the financial statements, the company’s accounting policies, and other official announcements related to the company’s financial results?	YES		
7. Risks, internal control and audit/Role of the audit committee	The audit committee oversees the accuracy and completeness of sustainability reports and sustainability reporting policies, as well as other official announcements related to the company’s sustainability performance?	YES		
7. Risks, internal control and audit/Role of the audit committee	The audit committee oversees tax planning practices, including the allocation of corporate income tax arising from cross-border activities?	YES		
7. Risks, internal control and audit/Role of the audit committee	The audit committee oversees the effectiveness of the company’s internal financial controls?	YES		
7. Risks, internal control and audit/Role of the audit committee	The audit committee ensures the adequacy, independence, and effectiveness of the external audit function?	YES		
7. Risks, internal control and audit/Role of the audit committee	The audit committee ensures the independence and adequacy of the internal audit function?	YES		
7. Risks, internal control and audit/Role of the audit committee	The audit committee oversees the implementation of measures arising from external and internal audits and its own oversight activities?	YES		

7. Risks, internal control and audit/Role of the audit committee	The supervisory board (or a special committee of the supervisory board or the audit committee) carries out activities to monitor the effectiveness of the company's overall internal control system and risk management system?	YES		
7. Risks, internal control and audit/Role of the audit committee	The supervisory board (or a special committee of the supervisory board or the audit committee) oversees the implementation of procedures for reporting breaches of laws or the company's internal rules of conduct?	YES		
7. Risks, Internal Control and Audit/External Auditor Relations	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. Risks, Internal Control and Audit/External Auditor Relations	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?	YES		
7. Risks, Internal Control and Audit/External Auditor Relations	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. Risks, Internal Control and Audit/External Auditor Relations	The audit committee is responsible for monitoring the independence and objective of external auditor?	YES		
7. Risks, Internal Control and Audit/External Auditor Relations	The audit committee approved a policy on permitted non-audit services provided by the external auditor?	YES		
7. Risks, Internal Control and Audit/Risk Management and Internal Control	The audit committee evaluated the effectiveness of risk management and internal control system as a whole at least once a year?	YES		
7. Risks, Internal Control and Audit/Risk Management and Internal Control	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. Risks, Internal Control and Audit/Risk Management and Internal Control	The company has stated in its annual report how the supervisory board carried out oversight in relation to the effectiveness of risk management and the internal control system?	YES		https://ciak.hr/investitori/financijska-izvjesca/
7. Risks, Internal Control and Audit/Risk Management and Internal Control	The company has disclosed in its annual report which significant internal controls were not effective, as well as the measures and actions taken or proposed to improve them?	NO	It has not been disclosed which measures are ineffective or what activities are undertaken to improve them.	
7. Risks, Internal Control and Audit/Risk Management and Internal Control	The company maintains an effective risk management system that ensures reliable identification, measurement, response to, reporting, and monitoring of risks?	YES		
7. Risks, Internal Control and Audit/Risk Management and Internal Control	The risk management system covers all risks the company faces or may face, including climate and environmental risks, health crises, supply chain disruptions, geopolitical tensions, tax risks, risks related to cybersecurity and the use of digital technologies, as well as financial and operational risks?	YES		
7. Risks, Internal Control and Audit/Risk Management and Internal Control	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. Risks, Internal Control and Audit/Risk Management and Internal Control	The company has established an internal audit function responsible for monitoring the effectiveness of internal control systems, including risk management?	YES		
7. Risks, Internal Control and Audit/Risk Management and Internal Control	The audit committee approved the internal audit plan in the last 12 months?	YES		
7. Risks, Internal Control and Audit/Risk Management and Internal Control	The audit committee receives reports of internal auditors and monitors the implementation of its recommendations?	YES		
7. Risks, Internal Control and Audit/Risk Management and Internal Control	The audit committee shall recommend to the supervisory board the appointment or dismissal of the heads of the internal audit function?	YES		

7. Risks, Internal Control and Audit/Risk Management and Internal Control	If the company des not have internal audit function, the audit committee has once in the last 12 months evaluated the need for this function as part of its assessment of internal control systems?	YES		
7. Risks, internal control and audit/Reporting of irregularities	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?	YES		
7. Risks, internal control and audit/Reporting of irregularities	The procedures ensure that employees or external stakeholders do not suffer adverse consequences for reporting suspected misconduct and that the identity of whistleblowers remains protected?	YES		
7. Risks, internal control and audit/Reporting of irregularities	The procedures are aligned with whistleblower protection regulations, gender equality requirements, protection against all forms of harassment, and anti-discrimination rules?	YES		
7. Risks, internal control and audit/Reporting of irregularities	Details of the procedure for registration are available free of charge on the website of the company?	Partially	The internal act itself has not been publicly disclosed, but it is available to the Company's employees.	
7. Risks, internal control and audit/Reporting of irregularities	The management board has appointed a person responsible for handling reported irregularities?	YES		
7. Risks, internal control and audit/Reporting of irregularities	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. Risks, internal control and audit/Reporting of irregularities	The Articles of Association and/or the company's internal acts provide that the management board has duty to inform the whistleblower about the results of the implemented measures, unless otherwise provided by the applicable regulations?	YES		
7. Risks, internal control and audit/Reporting of irregularities	The Articles of Association and/or the company's internal acts provide that the management board has a duty to ensure the protection of the whistleblower's identity and protection against possible retaliation?	YES		
7. Risks, internal control and audit/Reporting of irregularities	The audit committee evaluated the effectiveness of the procedure and its application in the last 12 months.	YES		

8. Disclosure and transparency/Use of the Company's website	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. Disclosure and transparency/Use of the Company's website	The company's website is easily accessible, user-friendly, and allows end users to find information in a clear and simple manner?	YES		
8. Disclosure and transparency/Use of the Company's website	The company's annual report is available on the company's website?	YES		
8. Disclosure and transparency/Use of the Company's website	The company's half-year and quarterly reports, as well as other required financial information, are available on the company's website?	YES		https://ciak.hr/investitori/financijska-izvjesca/
8. Disclosure and transparency/Use of the Company's website	Sustainability-related information that can reasonably be expected to influence an investor's assessment of the company's value or its investment or voting decisions is available on the company's website?	YES		https://ciak.hr/investitori/financijska-izvjesca/
8. Disclosure and transparency/Use of the Company's website	Information on the rules of operation, composition and members of the supervisory board and its committees, as well as the management board, including information on the independence of each individual board member and the criteria for their independence, is available on the company's website?	Partially	Information on the composition of the Management Board and Supervisory Board has been disclosed.	
8. Disclosure and transparency/Use of the Company's website	The company's Articles of Association and other internal acts in accordance with this Code are available on the company's website?	YES		https://ciak.hr/investitori/glavna-skupstina/
8. Disclosure and transparency/Use of the Company's website	The company's policies on social impact and environmental impact, human rights (including children's rights), working conditions, bribery and corruption, and discrimination are available on the company's website?	Partially	There is an Ethics Code that covers the relevant topics, but it has not been disclosed.	
8. Disclosure and transparency/Use of the Company's website	The company's internal rules and the procedure for reporting irregularities are available on the company's website?	Partially	Certain internal acts are not publicly available.	

8. Disclosure and transparency/Use of the Company's website	An organizational chart showing the company's position within the group, where the company is part of a group, including intra-group policies, is available on the company's website?	YES		https://ciak.hr/
8. Disclosure and transparency/Use of the Company's website	Information on reciprocal shareholdings involving the company is available on the company's website?	YES		https://ciak.hr/investitori/financijska-izvjesca/
8. Disclosure and transparency/Use of the Company's website	The corporate income tax information report is available on the company's website?	NO	We are not subject to this obligation.	
8. Disclosure and transparency/Use of the Company's website	The report on transactions with related parties is available on the company's website?	YES		https://ciak.hr/investitori/
8. Disclosure and transparency/Use of the Company's website	The report on the company's relations with affiliated companies is available on the company's website?	YES		https://ciak.hr/investitori/
8. Disclosure and transparency/Use of the Company's website	Information on shareholder agreements entered into by the company, including information on the contracting parties, the main purpose of the agreement and how it is achieved, as required by law, is available on the company's website?	NO	There are no such agreements.	
8. Disclosure and transparency/Use of the Company's website	Details of changes in shareholdings of members of the supervisory board and management board, other persons discharging managerial responsibilities and persons closely associated with them, which must be disclosed under applicable laws and regulations, as well as transactions with related parties, are available on the company's website?	YES		https://ciak.hr/investitori/obavijesti/
8. Disclosure and transparency/Use of the Company's website	The remuneration policy for members of the supervisory board, management board, and senior management, as well as the annual remuneration report, are available on the company's website?	YES		https://ciak.hr/investitori/glavna-skupstina/
8. Disclosure and transparency/Use of the Company's website	The company's dividend policy is available on the company's website?	NO	The Dividend Policy forms part of the internal acts.	
8. Disclosure and transparency/Use of the Company's website	The company's risk management policy, including information on the nature and effectiveness of related due diligence procedures and measures, is available on the company's website?	Partially	The policy has not been disclosed; however, the Annual Report published by the Company, including on its website, describes risk management.	

8. Disclosure and transparency/Use of the Company's website	A calendar of events for the next twelve months, including the dates of the general meeting, publication of financial results, dividend payments, and investor conferences, is available on the company’s website?	YES		https://ciak.hr/kalendar/
8. Disclosure and transparency/Use of the Company's website	All materials related to general meetings, including resolutions adopted at the meetings, are available on the company’s website?	YES		https://ciak.hr/investitori/glavna-skupstina/
8. Disclosure and transparency/Use of the Company's website	The names and contact details of persons responsible for investor relations are available on the company’s website?	YES		https://ciak.hr/investitori/
8. Disclosure and transparency/Use of the Company's website	The company has ensured that the information on its website is up to date and published within the deadlines prescribed by law and regulations?	YES		
8. Disclosure and transparency/Use of the Company's website	All information on the company’s website is available free of charge, unconditionally, and in the Croatian language?	YES		
8. Disclosure and transparency/Use of the Company's website	All information on the company’s website is available free of charge, unconditionally, and in the English language?	YES		
8. Disclosure and Transparency/Annual Report	The company’s annual report includes a record of the number of meetings held by the supervisory board and its committees, as well as the attendance of each member at those meetings?	YES		
8. Disclosure and Transparency/Annual Report	The company’s annual report includes information on all shares and other financial instruments of the company held by members of the supervisory board and management board and senior management that are subject to disclosure obligations under applicable laws and regulations, as well as their holdings in other companies engaged in business activities competing with the company’s business?	NO	There are no members of the Management Board, Supervisory Board or senior management who hold shares and/or other financial instruments of competing companies.	
8. Disclosure and Transparency/Annual Report	The company’s annual report includes information on all contracts and agreements concluded between members of the management board or supervisory board and the company (or persons related to either party)?	NO	There are no such contracts/agreements.	

8. Disclosure and Transparency/Annual Report	The company’s annual report includes the results of the supervisory board’s evaluation of its effectiveness and the effectiveness of arrangements for cooperation with the management board?	YES		
8. Disclosure and Transparency/Annual Report	The company’s annual report includes a report on the work of each committee of the supervisory board, including information on the number of meetings held, the committee members, and records of their attendance?	YES		
8. Disclosure and Transparency/Annual Report	The company’s annual report includes information on shareholder agreements entered into by the company, including information on the contracting parties, the main purpose of the agreement, and how it is achieved, as required by law?	NO	There are no such contracts/agreements.	
8. Disclosure and Transparency/Annual Report	The company’s annual report includes a gender equality report, covering compliance with requirements on balanced representation of both genders in the supervisory board, management board, and senior management, together with explanations where such requirements are not met?	NO	A gender equality report has not been published together with an explanation.	
8. Disclosure and Transparency/Annual Report	The company’s annual report includes information on compliance with the requirements regarding the independence of supervisory board members and the criteria for their independence?	NO	The requirements regarding the independence of Supervisory Board members have not been fulfilled.	
8. Disclosure and Transparency/Annual Report	The company’s annual report includes a description of the sustainability-related objectives set by the company and a report on their achievement?	YES		
8. Disclosure and Transparency/Annual Report	The annual report includes information on issued bonds and debt agreements, including information on obligations assumed by the company under such agreements under which, in the event of a breach of their terms, the rights of the management and shareholders may be restricted or changes in the company’s operations may be required, as well as information on the likelihood of such events occurring?	YES		
8. Disclosure and Transparency/Annual Report	The corporate governance code compliance report is included in the company’s annual report?	YES		

8. Disclosure and Transparency/Annual Report	The corporate governance code compliance report includes all information required by the Accounting Act?	YES		
8. Disclosure and Transparency/Annual Report	The company has 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. Shareholders and General Meeting/Shareholder Relations	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?	YES		
9. Shareholders and General Meeting/Shareholder Relations	Information on the formal mechanisms that enable minority shareholders to ask questions directly to the chief executive officer and the president of the supervisory board is available free of charge on the company's website?	YES		https://ciak.hr/investitori/glavna-skupstina/
9. Shareholders and General Meeting/Shareholder Relations	The company has appointed a person who will act as the contact person for investor relations with all shareholders, whose duties include responding promptly to requests for information?	YES		
9. Shareholders and General Meeting/Shareholder Relations Assembly/General Assembly	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. Shareholders and General Meeting/Shareholder Relations Assembly/General Assembly	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. Shareholders and General Meeting/Shareholder Relations Assembly/General Assembly	The articles of association and/or internal company documents allow shareholders the opportunity to exercise their right to vote electronically without restrictions?	YES		
9. Shareholders and General Meeting/Shareholder Relations Assembly/General Assembly	Explanation of other ways in which shareholders can exercise its right to vote are set out in the documents for the general meeting?	YES		

9. Shareholders and General Meeting/Shareholder Relations Assembly/General Assembly	The Articles of Association or a resolution of the management board provide for the possibility of holding a hybrid general meeting?	YES		
9. Shareholders and General Meeting/Shareholder Relations Assembly/General Assembly	The Articles of Association or a resolution of the management board provide that shareholders who do not participate in the general meeting may, after the publication of the notice of the general meeting and before it is held, cast their votes in writing or by electronic means (postal voting)?	YES		
9. Shareholders and General Meeting/Shareholder Relations Assembly/General Assembly	Notice of the general meeting is published no later than 30 days before it is held?	YES		
9. Shareholders and General Meeting/Shareholder Relations Assembly/General Assembly	The agenda, decisions and all other materials required for the general meeting are available free of charge on the website of the company?	YES		https://ciak.hr/investitori/glavna-skupstina/
9. Shareholders and General Meeting/Shareholder Relations Assembly/General Assembly	All documents are available in English and Croatian language?	Partially	All prescribed materials that are published bilingually are published/made available in both languages.	
9. Shareholders and General Meeting/Shareholder Relations Assembly/General Assembly	The company has published on its website how shareholders may participate in the general meeting and exercise their voting rights, in particular when this is done by electronic means, as well as how the company has ensured the legally prescribed conditions for the use of electronic communication?	YES		
9. Shareholders and General Meeting/Shareholder Relations Assembly/General Assembly	The president and vice-president of the supervisory board, the presidents of the supervisory board committees, and all members of the management board were present at the general meeting within the last twelve months?	YES		
9. Shareholders and General Meeting/Shareholder Relations	The external auditor was present at the general meeting where financial statements are presented?	YES		
9. Shareholders and General Meeting/Shareholder Relations	The company has made the resolutions of the general meeting available free of charge on its website?	YES		https://ciak.hr/investitori/glavna-skupstina/
9. Shareholders and General Meeting/Shareholder Relations	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		https://ciak.hr/investitori/glavna-skupstina/

10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	The supervisory board and the management board have agreed upon and adopted policies regarding the assessment of the impact of the company's activities on the environment and the community, as well as the management of related risks throughout the entire value chain?	Partially	Policies and internal acts related to the Company's impact on the environment and community exist and are gradually being improved in line with regulatory requirements and the development of the ESG framework. Certain elements have not yet been formalized through a single policy framework covering the entire value chain.	
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	The supervisory board and the management board have agreed upon and adopted policies on the protection of human rights, children's rights, and workers' rights, in particular the rights of persons with disabilities, throughout the entire value chain?	Partially	Defined by the Labour Regulations, but it is not a publicly available document.	
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	The supervisory board and the management board have agreed upon and adopted policies on creating an inclusive working environment, in particular for persons with disabilities?	Partially	Defined by the Labour Regulations, but it is not a publicly available document.	
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	The supervisory board and the management board have agreed upon and adopted policies on achieving a work–life balance for employees?	Partially	Defined by the Labour Regulations, but it is not a publicly available document.	
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	The supervisory board and the management board have agreed upon and adopted policies on ensuring equal pay for equal work and/or work of equal value regardless of gender?	Partially	Defined by the Labour Regulations, but it is not a publicly available document.	
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	The supervisory board and the management board have agreed upon and adopted policies on preventing and sanctioning all forms of discrimination, in particular on the grounds of gender and disability, as well as on the protection of whistleblowers reporting discrimination?	Partially	There is a Decision on the appointment of a person responsible for the protection of employees' dignity, but it is not a publicly available document.	
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	The supervisory board and the management board have agreed upon and adopted policies on the prevention and sanctioning of bribery and corruption, as well as on the protection of whistleblowers?	Partially	Defined by the Regulation on the Procedure for Internal Reporting of Irregularities and the Appointment of a Confidential Person and by the Decision on the Appointment of a Confidential Person; however, it is not a publicly available document.	

10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	The supervisory board and the management board have agreed upon and adopted policies on tax planning that ensure that the majority of taxes are paid in the countries where activities are carried out and income is generated?	NO	The Company operates in accordance with the applicable tax regulations of the countries in which it operates; however, no separate formal tax planning policy has been adopted.	
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	The supervisory board and the management board have agreed upon and adopted policies on communication between the company and its key stakeholders?	YES		https://ciak.hr/investitori/
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	The supervisory board and the management board have agreed upon and adopted policies on the implementation of due diligence procedures and measures within the company, its subsidiaries, and, where applicable, its direct and indirect business partners?	Partially	There are internal procedures and practices related to risk management, compliance, occupational health and safety, and supplier relations; however, a single formalized due diligence policy covering the entire value chain has not yet been fully established.	
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	When agreeing upon and adopting the policies referred to in Article 88 of the Code, the supervisory board and the management board were guided by the recommendations on responsible business conduct as set out in the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the applicable OECD Due Diligence Guidance for Responsible Business Conduct?	Partially	When developing internal policies and the ESG framework, the Company takes into account relevant regulatory requirements, principles of responsible business conduct and ESG standards, including ESRS requirements and sustainability principles. Formal reference to the OECD Guidelines has not been implemented across all policies.	
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	All policies referred to in Article 88 of the Code are available free of charge on the company’s website?	NO	Certain policies and internal acts have not been publicly disclosed and are available internally or upon request.	
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	The supervisory board and the management board have ensured periodic monitoring of the implementation and effectiveness of all policies agreed upon and adopted in accordance with Article 88 of the Code?	Partially	In practice, relevant documentation and a justification of the business rationale are provided together with decisions; however, formal linkage to all policies referred to in Article 88 has not been standardized across all processes.	
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	When the management board requests prior approval from the supervisory board for decisions, the accompanying documents explain how the proposed measure is in line with the policies set out in Article 88 of the Code?	Partially	In practice, relevant documentation and a justification of the business rationale are provided together with decisions; however, formal linkage to all policies referred to in Article 88 has not been standardized across all processes.	

10. Stakeholders, sustainability and resilience/Stakeholder involvement	The supervisory board and management board jointly identified which are considered key stakeholders in relation to company?	YES		
10. Stakeholders, sustainability and resilience/Stakeholder involvement	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. Stakeholders, sustainability and resilience/Stakeholder involvement	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. Stakeholders, sustainability and resilience/Stakeholder involvement	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		
10. Stakeholders, sustainability and resilience/Internal education	The company provides continuous training for the supervisory board, the management board, and all employees on gender equality, inclusion of persons with disabilities, and children's rights, in particular when there are significant changes in the workforce structure or material amendments to the applicable regulations in these areas?	Partially	The Company provides various employee training sessions in the areas of occupational health and safety, compliance and labour rights, while training in the areas of gender equality, inclusion and children's rights has not been conducted.	
10. Stakeholders, sustainability and resilience/Internal education	The training is organised in cooperation with competent institutions, civil society organisations, or experts dealing with these issues in the field of employment and labour?	NO	Certain training sessions are conducted with the support of external experts and authorized partners; however, there is no continuous formalized cooperation programme specifically focused on gender equality, inclusion of persons with disabilities and children's rights.	