COMPLIANCE QUESTIONNAIRE FOR ISSUERS OF SHARES

for 2025

Čakovečki mlinovi d.d.

Year	2025
Institution code	1214 Čakovečki mlinovi d.d.

Code chapter	No.	Question	Answer	Explanation	Link
1. Leadership/ Cooperation	1.	The company's articles of association and/or other internal regulations set out clearly the authorities of the supervisory and management boards in accordance with the relevant legislation and the arrangements by which the two boards cooperate?	**YES**		
1. Leadership/ Cooperation	2.	The company's articles of association (and/or other internal regulations) are freely available on the company's website?	**YES**		https://cak-mlinovi.hr/wp-content/uploads/2025/02/Statut_Cakovecki-mlinovi-d.d._15_1_2025.pdf
1. Leadership/ Cooperation	3.	The supervisory board adopted a decision setting out the categories of decisions and legal transactions that require the supervisory board's prior approval and those decisions regarding which the management board is required to consult with the supervisory board before making a decision?	**NO**	The relevant categories are governed by the Company's Articles of Association and the Rules of Procedure of the Management Board, which are available on the Company's website.	
1. Leadership/ Cooperation	4.	The summary of the decision is freely available on the company's website?	**NO**	The decisions and legal transactions requiring the prior consent of, or consultation with, the Supervisory Board are governed by the Company's Articles of Association and the Rules of Procedure of the Management Board, which are available on the Company's website.	
1. Leadership/ Cooperation	5.	The company's articles of association and/or internal regulations provide for the supervisory board's prior approval when making major decisions	**YES**		
1. Leadership/ Cooperation	6.	The company's articles of association and/or internal regulations stipulate that the supervisory board and its committees have timely access to documents, premises, senior management and employees when necessary for the performance of their duties?	**YES**		
1. Leadership/ Cooperation	7.	The management board reported to the supervisory board at regular intervals on the company's operating performance, financial situation, major financial and other risks, its resilience and the results of its engagements with shareholders and other stakeholders?	**YES**		
1. Leadership/ Cooperation	8.	The management and supervisory boards agreed on the content, format and frequency of these reports?	**YES**		

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1. Leadership/ Cooperation	9.	The articles of association and/or internal regulations stipulate that the president of the management board must notify the supervisory board if an event occurs or seems likely to occur that has the potential to affect the company's performance, financial position or reputation?	**YES**		
1. Leadership/Rules of conduct	10.	The supervisory board approved the code of conduct (or other internal regulation) that establishes the rules of conduct to be followed by members of the management and supervisory boards, employees and others acting on behalf of the company?	**NO**	A separate Code of Conduct has not been deemed necessary to date, and therefore no such document has been submitted to the Supervisory Board for approval.	
1. Leadership/Rules of conduct	11.	The code of conduct (or other internal regulation) contains provisions that ensure an inclusive work environment, equal opportunities for different genders and the prohibition of any form of discrimination, as well as the rules of conduct and measures to be taken if they are breached?	**PARTIALLY**	Certain elements are regulated by internal acts; however, the internal acts do not comprehensively cover all the elements set out in the recommendation.	
1. Leadership/Rules of conduct	12.	The code of conduct (or other internal regulation) is freely available on the company's website?	**NO**	The internal acts partially regulating the rules of conduct have not been published on the Company's website.	
1. Leadership/Rules of conduct	13.	The supervisory board oversees the implementation and monitors the effectiveness of the code of conduct (or other internal regulation)?	**NO**	The internal acts do not specifically regulate the aforementioned obligation of the Supervisory Board.	
1. Leadership/Rules of conduct	14.	The code of conduct (and/or other internal regulation) takes into account recommendations on responsible business conduct as set out in the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the applicable implementing OECD Due Diligence Guidance for Responsible Business Conduct?	**NO**	The Company's internal acts have not been aligned with the aforementioned OECD Guidelines.	
2. Duties of board members/Conflict of interest	15.	Members of the management and supervisory boards are prohibited from participating in decisionmaking where they have a conflict of interest?	**YES**		
2. Duties of board members/Conflict of interest	16.	The company adopted a policy for managing conflicts of interest?	**NO**	The Company has not adopted a separate conflict of interest management policy; however, certain rules for the prevention and management of conflicts of interest are regulated by the Company's internal acts.	
2. Duties of board members/Conflict of interest	17.	The supervisory board gave prior approval to the policy for managing conflicts of interest?	**NO**	The Company has not adopted a separate conflict of interest management policy.	
2. Duties of board members/Conflict of interest	18.	The policy for managing conflicts of interest is freely available on the company's website?	**NO**	The Company has not adopted a separate conflict of interest management policy.	
2. Duties of board members/Conflict of interest	19.	Members of the supervisory board are obliged to inform the entire supervisory board that they are in an existing or potential conflict of interest?	**YES**		
2. Duties of board members/Conflict of interest	20.	Members of the management board are obliged to inform the president of the supervisory board and other members of the management board of an existing or potential conflict of interest?	**YES**		
2. Duties of board members/Conflict of interest	21.	The supervisory board is obliged to keep a record of all notifications relating to an existing or potential conflict of interest, including the description of the actions taken and the outcome of the actions taken as regards any existing or potential conflict of interest?	**NO**	A separate register is not prescribed by the internal acts; however, the Supervisory Board, with the support of the relevant department of the Company, retains documentation relating to reported conflicts of interest and the actions taken in connection therewith.	
2. Duties of board members/Conflict of interest	22.	Members of the management and supervisory boards have an obligation to inform the president of the supervisory board if they consider that another member of the management or supervisory boards has not declared an existing or potential conflict of interest, or to inform the deputy president of the supervisory board if it concerns the president of the supervisory board?	**NO**	NO. The internal acts do not specifically regulate the obligation to report an undisclosed conflict of interest of another member of the Management Board or Supervisory Board; however, the internal acts establish a general duty of members of the Company's bodies to act in the best interests of the Company.	

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2. Duties of board members/Competition ban	23.	Members of the supervisory and management boards do not engage in activities that compete with the company's business, either on their own or another's behalf?	**NO**	One member of the Supervisory Board serves as a member of the management board of a company engaged in activities that compete with the Company's business	
2. Duties of board members/Competition ban	24.	Members of the supervisory and management boards are not members of the management or supervisory boards of companies which engage in activities that compete with the company's business?	**NO**	The Management Board member and certain members of the Supervisory Board hold positions on the management board and/or supervisory board of other companies engaged in activities that compete with the Company's business	
2. Duties of board members/Competition ban	25.	Members of the supervisory and management boards do not own significant holdings in companies that compete with the company's business?	**NO**	One member of the Supervisory Board holds a significant ownership interest in another company whose business activities overlap with those of the Company	
2. Duties of board members/Competition ban	26.	Members of the management and supervisory boards who own holdings in companies with which	**YES**		
2. Duties of board members/Competition ban	27.	Details about the holdings owned by the supervisory and management boards in companies that compete with the company's business are freely available on the company's website?	**NO**	The relevant information has not been published on the Company's website but is available from other public sources.	
2. Duties of board members/Related party transactions	28.	No transactions involving members of the management or supervisory boards and the company (or persons related to either party) can be made without prior approval of the supervisory board?	**PARTIALLY**	Prior approval by the Supervisory Board is obtained for transactions for which such approval is required by law and the Company's internal acts.	
2. Duties of board members/Related party transactions	29.	The fair value of each material transaction, as defined by law, must be confirmed by an independent expert prior to any such transaction?	**NO**	The fair value of material transactions has not been confirmed by an independent expert in all cases prior to their execution.	
2. Duties of board members/Related party transactions	30.	An independent expert's report on the fair value of each material transaction must be made freely available on the company's website?	**NO**	Reports of independent experts on the fair value of material transactions have not been published on the Company's website. The Company has considered the relevant transactions as part of its internal decision-making and oversight procedures.	
2. Duties of board members/Related party transactions	31.	If the supervisory board appointed a special committee in accordance with the law or authorised the audit committee to decide on prior approval for entering into related party transactions, the members of such committee meet the independence requirements prescribed for members of the supervisory board?	**NO**	No special committee has been appointed, nor has the Audit Committee been authorised to perform this function.	
2. Duties of board members/Related party transactions	32.	If the supervisory board appointed a special committee in accordance with the law or authorised the audit committee to decide on prior approval for entering into related party transactions, the members of such committee are independent of persons and transactions subject to the prior approval?	**NO**	No special committee has been appointed, nor has the Audit Committee been authorised to perform this function.	
2. Duties of board members/Related party transactions	33.	The company adopted procedures for the approval and disclosure of transactions between members of the management or supervisory boards and the company (or persons related to either party)?	**PARTIALLY**	The approval and disclosure of transactions are carried out in accordance with applicable law and the Company's internal acts, without a separately adopted procedure.	
2. Duties of board members/Related party transactions	34.	The audit committee reviews the effectiveness of these procedures once a year?	**NO**	No procedures have been adopted.	
2. Duties of board members/Related party transactions	35.	The company publishes information on its website without delay regarding related party transactions that require prior approval of the supervisory board, for transactions of the company and for transactions of subsidiaries with related parties of the parent company?	**NO**	The disclosure of the aforementioned transactions has not been carried out systematically, although certain transactions have been publicly disclosed in accordance with applicable regulations.	

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2. Duties of board members/Related party transactions	36.	The notice of a related party transaction contains at least information on the nature of the relationship with the related party, the names of the related parties, and the date and value of the transaction?	**PARTIALLY**	The relevant transaction information was included in the public disclosures made.	
2. Duties of board members/Related party transactions	37.	Such transaction notice is available to the public for at least five years on the company's website?	**PARTIALLY**	The relevant transaction information was included in the public disclosures made, and the disclosures remain available on the Company's website.	
2. Duties of board members/Related party transactions	38.	The management board prepares a report on related party transactions once a year, with the content as prescribed by the Companies Act?	**PARTIALLY**	An annual report on related-party transactions has been prepared, with further improvement needed in the scope of transactions covered.	
2. Duties of board members/Related party transactions	39.	The auditor audited the report on related party transactions and submitted the signed report to the management board of the company?	**YES**		
2. Duties of board members/Related party transactions	40.	The supervisory board examined the report on related party transactions, took a position on the	**NO**	As part of its regular oversight activities, the Supervisory Board reviews transactions and relationships with related parties; however, in the report submitted to the General Assembly, it did not separately report on its review of the report on related-party transactions and the results of its review.	
3. Appointment of board members/Role of the supervisory board	41.	The supervisory board is responsible for appointing and dismissing members of the management board and for recommending candidates for members of the supervisory board to the general meeting?	**YES**		
3. Appointment of board members/Role of the supervisory board	42.	The supervisory board adopted formal and transparent procedures for appointments to both management and supervisory boards and for the selection of senior management?	**PARTIALLY**	The appointment procedures are regulated by the Company's Articles of Association and internal acts; however, no single formal procedure has been adopted covering all appointments referred to in the recommendation.	
3. Appointment of board members/Role of the supervisory board	43.	The supervisory board adopted a succession plan?	**NO**	The Company does not have a formal succession plan adopted by the Supervisory Board.	
3. Appointment of board members/Role of the supervisory board	44.	Procedures for appointment to the management and supervisory boards and for the selection of senior management contain objective criteria for appointment or selection, giving priority under the same conditions to the underrepresented gender?	**NO**	The internal acts do not prescribe criteria that, where candidates are otherwise equally qualified, would give preference to a person of the underrepresented gender. Representation of at least 40% has already been achieved in the Supervisory Board.	
3. Appointment of board members/Role of the supervisory board	45.	A prior assessment of the impact on gender equality of the procedures for appointment to the management and supervisory boards, the selection of senior management, and the succession plan was carried out?	**NO**	A prior assessment of the impact on gender equality has not been carried out. Representation of at least 40% of the underrepresented gender has already been achieved in the Supervisory Board.	
3. Appointment of board members/Role of the supervisory board	46.	A prior assessment of the impact on gender equality of the procedures for appointment to the management and supervisory boards, the selection of senior management, and the succession plan was published free of charge on the company's website?	**NO**	A prior impact assessment has not been carried out and, consequently, has not been published on the Company's website.	
3. Appointment of board members/Role of the supervisory board	47.	The representation of at least 40% of members of the underrepresented gender on the supervisory board or on the supervisory and management boards together was ensured?	**YES**		

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3. Appointment of board members/Role of the supervisory board	48.	If the representation of at least 40% of members of the underrepresented gender was not achieved, the company took measures to achieve the prescribed representation and adopted a plan and a deadline for achievement that may not exceed two years from the occurrence of the gender imbalance?	**NO**	Not applicable, as the underrepresented sex already accounts for 42.86% of the Supervisory Board.	
3. Appointment of board members/Role of the supervisory board	49.	All measures taken by the company, the plan and the deadline for achieving the prescribed representation of the underrepresented gender, together with an explanation as to why the percentage was not achieved, are published in the company's annual report?	**NO**	The prescribed representation of at least 40% of the underrepresented gender has already been achieved in the Supervisory Board; consequently, there was no need to adopt and publish measures, a plan and a timeframe for achieving such representation.	
3. Appointment of board members/Role of the nomination committee	50.	The nomination committee oversees the appointment process for the supervisory and management boards to ensure that it is fair, transparent and non-discriminatory, that it promotes diversity, inclusiveness and equal opportunities, and that it manages to achieve a balanced representation of both genders?	**YES**		
3. Appointment of board members/Role of the nomination committee	51.	The nomination committee developed role and candidate descriptions for each vacancy consistent with the profile of the management or supervisory boards, as well as identified and recommended suitable candidates to the supervisory board?	**NO**	The Nomination Committee has not defined formal role and candidate profiles in advance; instead, it considers and recommends suitable candidates, as needed, in connection with each individual appointment.	
3. Appointment of board members/Role of the nomination committee	52.	When seeking independent members of the supervisory board, the nomination committee confirmed that the candidates are independent and determined the independence criteria (as defined in Appendix A)?	**NO**	The independence of candidates is considered as part of the appointment process.	
3. Appointment of board members/Role of the nomination committee	53.	The nomination committee drew up a succession plan for the reappointment or replacement of members of the supervisory and management boards in consultation with the president of the relevant board?	**NO**	No formal succession plan has been adopted; instead, the continuity and composition of the Management Board and Supervisory Board are considered as needed in the context of individual appointment and reappointment processes.	
3. Appointment of board members/Role of the nomination committee	54.	The nomination committee monitored progress in achieving the target percentage of female members on the supervisory and management boards and in senior management?	**NO**	Separate monitoring of progress by the Nomination Committee has not been established, as the targeted representation of women has already been achieved in the Supervisory Board.	
3. Appointment of board members/Role of the nomination committee	55.	The nomination committee monitored the policy of the management board on the selection and appointment of senior management?	**NO**	The selection and appointment of senior management are carried out within the Management Board's remit, without separate oversight by the Nomination Committee. Implementation of the aforementioned recommendation is planned for the forthcoming period.	
3. Appointment of board members/Role of the nomination committee	56.	The nomination committee monitored the internal evaluation and the survey on workers' perceptions of gender equality and equal opportunities in the company?	**NO**	The aforementioned activities have not been carried out under the supervision of the Nomination Committee, and their implementation is planned for a future period.	
3. Appointment of board members/Election of supervisory board members by the general meeting	57.	When proposing candidates for the supervisory board to the general meeting, the company includes all information from Article 19 of the Code in the general meeting materials and makes it available free of charge on the company's website?	**PARTIALLY**	The information required under the Companies Act, as well as the candidates' biographies, has been published on the Company's website.	
3. Appointment of board members/Election of supervisory board members by the general meeting	58.	The proposal for the election of members of the supervisory board must also include, for each proposed member, information on whether they are independent within the meaning of the provisions of Article 255, paragraph 6 of the Companies Act, or why the supervisory board considers the candidate to be independent and on the basis of which criteria from the Companies Act/Code?	**PARTIALLY**	The proposal for the election of Supervisory Board members includes information on the candidates' independence; however, it does not provide a separate explanation of the criteria based on which independence was determined.	

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3. Appointment of board members/Election of supervisory board members by the general meeting	59.	In case of nomination of a current supervisory board member, the materials for the general meeting also include all information from Article 20 of the Code?	**PARTIALLY**	The set of annual financial statements for the previous financial year includes information on the attendance of Supervisory Board members at meetings; however, no formal individual assessment of their performance has been carried out.	
3. Appointment of board members/Election of supervisory board members by the general meeting	60.	The information from Articles 19 and 20 of the Code is freely available on the company's website also in cases when appointing workforce representatives or other supervisory board members not elected by shareholders at the general meeting?	**PARTIALLY**	Information on the independence of the employee representative has been published, while the other information required under Articles 19 and 20 of the Code has not been published in full.	
4. Supervisory board and its	61.	The tasks of the supervisory board include: appointing and dismissing members of the	**PARTIALLY**	The Supervisory Board performs most of the aforementioned tasks; however, no formal succession plan has been adopted.	
4. Supervisory board and its	62.	The tasks of the supervisory board also include ensuring at least 40% of the underrepresented gender on the supervisory board or on the supervisory and management boards together?	**YES**		
4. Supervisory board and its committees/Composition of the supervisory board	63.	The supervisory board developed a supervisory board profile which specifies the minimum number of members and the combination of age, gender, skills, knowledge and education, as well as professional and practical experience that is required in the supervisory board?	**NO**	No formal profile of the Supervisory Board has been prepared. The required competencies and experience are considered when candidates for election to the Supervisory Board are proposed.	
4. Supervisory board and its committees/Composition of the supervisory board	64.	The supervisory board includes members with different genders, ages, backgrounds and experience to ensure different perspectives in decision-making and the balanced representation of both genders?	**YES**		
4. Supervisory board and its committees/Composition of the supervisory board	65.	The majority of all supervisory board members are independent in accordance with the definition in Appendix A of the Code?	**NO**	As at 31 December 2025, two of the seven members of the Supervisory Board were independent within the meaning of the Code.	
4. Supervisory board and its committees/Composition of the supervisory board	66.	Either president or deputy president of the supervisory board are independent?	**YES**		
4. Supervisory board and its committees/Composition of the supervisory board	67.	If the majority of supervisory board members are not independent, the supervisory board adopted measures, a plan, and a deadline for achieving independence that may not exceed two years from the date on which the majority of supervisory board members were not independent?	**NO**	No formal measures or plan have been adopted, and their implementation will be considered in a future period.	
4. Supervisory board and its committees/Composition of the supervisory board	68.	All the measures taken by the company to achieve supervisory board independence, the plan and the deadline for achieving independence, together with an explanation as to why the independence has not been achieved, are published in the company's annual report?	**NO**	No measures, plan or timeframe for achieving a majority of independent members have been adopted and, consequently, they have not been disclosed in the annual report.	
4. Supervisory board and its committees/President	69.	The president of the supervisory board has the tasks specified in Article 26 of the Code?	**YES**		
4. Supervisory board and its committees/Supervisory board committees	70.	The supervisory board established a nomination committee?	**YES**		
4. Supervisory board and its committees/Supervisory board committees	71.	The supervisory board established a remuneration committee?	**YES**		
4. Supervisory board and its committees/Supervisory board committees	72.	The supervisory board established an audit committee?	**YES**		

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4. Supervisory board and its committees/Supervisory board committees	73.	The supervisory board stipulated the mandate and activities of each committee?	**YES**		
4. Supervisory board and its committees/Supervisory board committees	74.	Each supervisory board committee consists of members who have the necessary skills, knowledge and education, as well as professional and practical experience to carry out the functions of that committee effectively?	**YES**		
4. Supervisory board and its committees/Supervisory board committees	75.	Each supervisory board committee has at least three members?	**YES**		
4. Supervisory board and its committees/Supervisory board committees	76.	The majority of the members of each committee are independent in accordance with the definition in Appendix A of the Code?	**NO**	In each committee in office as at 31 December 2025, independent members were outnumbered by the other members.	
4. Supervisory board and its committees/Supervisory board committees	77.	Members of the management board are prohibited from being members of supervisory board committees?	**YES**		
4. Supervisory board and its committees/Supervisory board committees	78.	The independence of supervisory board committees was ensured through independent supervisory board members?	**YES**		
4. Supervisory board and its committees/Supervisory board committees	79.	The terms of reference of each supervisory board committee are freely available on the company's website?	**YES**		https://cak-mlinovi.hr/wp-content/uploads/2025/09/Cakovecki-mlinovi-d.d.-Odbori-Nadzornog-odbora.pdf
4. Supervisory board and its committees/Supervisory board committees	80.	The company includes a report on the work of each supervisory board committee in the annual report, including information on the number of meetings held, the committee members, and the independence of each committee member?	**YES**		https://cak-mlinovi.hr/wp-content/uploads/2026/04/HRV_Cakovecki-mlinovi-d.d.-Godisnji-izvjestaj-2025._30042026b-FINAL-HRV.pdf
4. Supervisory board and its committees/Time commitment	81.	The minimum expected time commitment of each supervisory board member was specified on their appointment?	**NO**	The minimum time commitment has not been formally defined; however, Supervisory Board members are expected to, and in practice do, demonstrate an appropriate level of commitment to the performance of their duties.	
4. Supervisory board and its committees/Time commitment	82.	In the annual report, the company published a record of each supervisory board member's attendance at the meetings of the supervisory board and its committees?	**YES**		https://cak-mlinovi.hr/wp-content/uploads/2026/04/HRV_Cakovecki-mlinovi-d.d.-Godisnji-izvjestaj-2025._30042026b-FINAL-HRV.pdf
4. Supervisory board and its committees/Time commitment	83.	The company's articles of association and/or internal regulations provide for the obligation of supervisory board members to inform the company secretary of their membership on the supervisory or management boards of other companies?	**YES**		
4. Supervisory board and its committees/Frequency and format of meetings	84.	Supervisory board meetings are held at least every three months?	**YES**		
4. Supervisory board and its committees/Frequency and format of meetings	85.	The supervisory board adopted a work plan that includes the timing and agenda of future meetings?	**NO**	The Supervisory Board has not adopted a separate work plan; instead, the timing and agendas of meetings are determined individually in the meeting notices, in accordance with the Rules of Procedure of the Supervisory Board.	

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4. Supervisory board and its committees/Frequency and format of meetings	86.	Supervisory board committees meet as often as necessary to discharge their responsibilities effectively, and regularly report to the supervisory board on their activities?	**YES**		
4. Supervisory board and its committees/Frequency and format of meetings	87.	Supervisory board meetings may be held without the presence of management board members when the supervisory board considers it appropriate?	**YES**		
4. Supervisory board and its committees/Frequency and format of meetings	88.	Members of the management board are not present at meetings where the supervisory board discusses the performance and remuneration of the management board and its members?	**YES**		
4. Supervisory board and its committees/Frequency and format of meetings	89.	Persons who are not members of supervisory board committees may participate in committee meetings only at the invitation of the committee?	**YES**		
4. Supervisory board and its committees/Support	90.	The company designated an individual to perform the activities of a company secretary?	**PARTIALLY**	No separate person has been appointed to perform the duties of Company Secretary; these duties are performed by the relevant Legal Affairs Department.	
4. Supervisory board and its committees/Support	91.	According to the articles of association (or other internal regulations), the company secretary is responsible for ensuring that the supervisory board complies with its procedures, advising the supervisory board on governance matters, supporting the president of the supervisory board and helping the supervisory board and its committees?	**PARTIALLY**	The Supervisory Board and its committees are provided with the necessary support, although the Company does not have a specifically appointed Company Secretary.	
4. Supervisory board and its committees/Quality and timeliness of information	92.	All materials required for a meeting of the supervisory board or a supervisory board committee are provided to all its members at least one week before the meeting?	**YES**		
4. Supervisory board and its committees/Quality and timeliness of information	93.	Supervisory board meeting minutes are made available to all supervisory board members?	**YES**		
4. Supervisory board and its committees/Quality and timeliness of information	94.	The minutes of supervisory board meetings contain information on the voting results, including details of how individual members voted?	**YES**		
4. Supervisory board and its committees/Quality and timeliness of information	95.	The supervisory board is entitled to receive information/advice from parties outside of the company at the company's expense if the supervisory board considers it necessary to carry out its duties effectively, and the procedure for doing so is specified in internal regulations adopted by the management board with prior approval by the supervisory board?	**PARTIALLY**	External professional support is used as needed and in accordance with a procedure agreed with the Management Board, which has not been formally regulated by the internal acts.	
4. Supervisory board and its committees/Training and development	96.	All supervisory board members received induction training into their role on appointment?	**NO**	No formal induction training has been provided; however, the necessary information is made available to members as part of the regular work of the Supervisory Board.	
4. Supervisory board and its committees/Training and development	97.	All supervisory board members undergo ongoing training and education to further develop and improve their skills and knowledge?	**YES**		
4. Supervisory board and its committees/Training and development	98.	The ongoing training of supervisory board members covers the topics of business sustainability, responsible business conduct and achieving a balanced representation of both genders on the supervisory and management boards and in senior management?	**YES**		

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4. Supervisory board and its committees/Training and development	99.	Supervisory board members receive regular updates and briefings from the management board and experts on matters relevant to the company and to their duties as supervisory board members?	**YES**		
4. Supervisory board and its committees/Supervisory board evaluation	100.	The supervisory board evaluated its effectiveness and composition in the past twelve months?	**PARTIALLY**	The effectiveness and performance of the Supervisory Board are considered as part of the preparation of the annual report on the supervision of the Company's management of its affairs; however, no separate formal self-assessment has been carried out.	
4. Supervisory board and its committees/Supervisory board evaluation	101.	The supervisory board evaluated the effectiveness and composition of its committees in the past twelve months?	**PARTIALLY**	The performance and effectiveness of the committees are considered as part of the work of the Supervisory Board; however, no separate formal assessment has been carried out.	
4. Supervisory board and its committees/Supervisory board evaluation	102.	The supervisory board evaluated the individual performance of its members and the members of its committees in the past twelve months?	**PARTIALLY**	The effectiveness and performance of the members are considered collectively through the report on the supervision of the Company's management of its affairs; however, no individual assessment of the members of the Supervisory Board and its committees has been carried out.	
4. Supervisory board and its committees/Supervisory board evaluation	103.	The evaluation was led by the president or by the deputy president of the supervisory board if the president is not independent?	**NO**	No formal evaluation process for the Supervisory Board has been carried out	
4. Supervisory board and its committees/Supervisory board evaluation	104.	The evaluation of the supervisory board and its committees included an assessment of all the circumstances from Article 43 of the Code?	**NO**	No formal evaluation pursuant to Article 43 of the Code has been carried out; the composition and functioning of the Supervisory Board are considered as part of its regular activities.	
4. Supervisory board and its committees/Supervisory board evaluation	105.	The evaluation of the supervisory board and its committees identifies whether there is a need for improvements in the operation and preparation of their meetings?	**PARTIALLY**	The need for improvements in the functioning and preparation of meetings is identified as part of the regular work of the Supervisory Board, but not through a formal evaluation process.	
4. Supervisory board and its committees/Supervisory board evaluation	106.	The annual report includes a report on the evaluation of the supervisory board and its committees?	**NO**	A separate report on the evaluation of the Supervisory Board and its committees is not included in the annual report.	
4. Supervisory board and its committees/Supervisory board evaluation	107.	The report on the evaluation of the supervisory board and its committees includes how the evaluation was carried out, whether external assessors were employed and who was consulted during the process, as well as a summary of the actions taken or to be taken as a result of the evaluation?	**NO**	No separate evaluation report has been prepared, while the need for improvements is considered as part of the regular work. Formalisation of the process will be considered in a future period.	
5. Management board/Responsibilities of the management board	108.	The management board has the responsibilities specified in Article 45 of the Code?	**PARTIALLY**	The duties of the Management Board under Article 45 of the Code are largely regulated by internal acts and implemented in practice, while no formal target for the representation of the underrepresented gender in senior management has been established.	
5. Management board/Responsibilities of the management board	109.	The management board set the percentage of the underrepresented gender in senior management as a target to be achieved in the next five years?	**NO**	No target percentage has been formally established, with both genders currently represented in senior management. Establishing such a target will be considered in a future period.	
5. Management board/Responsibilities of the management board	110.	The set percentage of representation of the underrepresented gender in senior management, together with an explanation of why it was selected, why the percentage was not achieved, if applicable, the measures the company is taking to achieve it, the plan and deadline for achievement, which may not exceed five years, and the progress achieved against the plan were published in the annual report?	**NO**	No target percentage has been formally established or disclosed in the annual report; its establishment and corresponding reporting will be considered in a future period.	

Code chapter	No.	Question	Answer	Explanation	Link
5. Management board/Responsibilities of the management board	111.	The management board adopted the rules of procedure of the management board which define the distribution of responsibilities and the manner of cooperation between management board members, including procedures for conducting meetings and adopting decisions?	**YES**		
5. Management board/Responsibilities of the management board	112.	The rules of procedure of the management board must be approved by the supervisory board?	**YES**		
5. Management board/Responsibilities of the management board	113.	In the case of groups, the management board of the parent company ensured effective oversight of the activities of the other companies in the group and the existence of appropriate intra-group cooperation?	**YES**		
5. Management board/Responsibilities of the management board	114.	In the case of groups, the management board of the parent company ensured there are rules setting out the scope, responsibilities and reporting arrangements at the parent company and subsidiary level, as well as rules to prevent conflicts of interest?	**PARTIALLY**	The aforementioned rules have been established in certain companies within the Group, while their harmonisation and implementation at the Group level will be carried out in a future period.	
5. Management board/Responsibilities of the management board	115.	In the case of groups, information about the supervision system and intra-group cooperation, as well as the intra-group rules of action are available free of charge on the company's website?	**NO**	The aforementioned information and rules have not been published on the Company's website, and their publication will be considered in a future period.	
5. Management board/Responsibilities of the management board	116.	In the case that no management control agreement has been concluded, the management board of a subsidiary prepared a report on the company's relations with related companies within the first three months of the business year?	**YES**		
5. Management board/Responsibilities of the management board	117.	The report of the management board of a subsidiary on relations with related companies contains all legal transactions that the company undertook in the previous year with the controlling company or its related companies, or according to instructions in the interest of those companies, as well as all other actions that it undertook or failed to undertake in the past year according to instructions of those companies?	**YES**		
5. Management board/Responsibilities of the management board	118.	The report of the management board of a subsidiary on relations with related companies contains, for both legal transactions and other actions, all information prescribed by Article 497, paragraphs 1 and 2 of the Companies Act?	**YES**		
5. Management board/Responsibilities of the management board	119.	The auditor audited the report of the management board of a subsidiary on relations with related companies and submitted the signed report to the management board of the company?	**YES**		
5. Management board/Responsibilities of the management board	120.	The supervisory board examined the report of the management board of a subsidiary on relations with related companies, took a position on the audit results, and informed the general meeting thereof in its report submitted to the general meeting?	**NO**	Relationships with related companies are considered as part of the regular oversight of the Company's and the Group's operations; however, the General Assembly has not been separately informed of the review of the special report on relationships with related companies and the results of its review.	
5. Management board/Composition	121.	The supervisory board ensures that the management board maintains a profile that specifies the minimum number of members and the combination of members of a given age, gender, skills, knowledge and education, as well as professional and practical experience, taking into	**NO**	No formal profile of the Management Board covering the aforementioned criteria has been established, while the required competencies, experience and diversity are taken into account when appointing members of the Management Board.	
5. Management board/President	122.	The responsibility of the president of the management board for all activities under Article 49 of the Code is stipulated?	**PARTIALLY**	Certain responsibilities of the President of the Management Board are regulated by the employment/service agreement and internal acts, while the remaining matters are governed by the relevant statutory provisions.	

Code chapter	No.	Question	Answer	Explanation	Link
5. Management board/Limits on other appointments	123.	The company's internal regulations provide that members of the management board must obtain prior approval from the supervisory board before accepting an appointment to join a board of a company that is not part of the same group?	**YES**		
5. Management board/Limits on other appointments	124.	Members of the management board hold no more than two positions in management or supervisory boards of companies that are not part of the same group?	**YES**		
5. Management board/Management board evaluation	125.	In the past twelve months, the supervisory board evaluated the effectiveness of the arrangements for cooperation between the supervisory and management boards, and the adequacy of the support and information it receives from the management board?	**YES**		
5. Management board/Management board evaluation	126.	The results of the evaluation of the arrangements for cooperation between the supervisory and management boards are included in the annual report?	**YES**		https://cak-mlinovi.hr/wp-content/uploads/2026/07/Cakovecki-Mlinovi_Izvjesce-NO-o-nadzoru-vodenja-poslova-Drustva-za-2025.g.pdf
5. Management board/Management board evaluation	127.	At least once a year, the management board evaluated its own effectiveness and that of its individual members, applying the same criteria and avoiding any form of discrimination?	**NO**	The Management Board does not assess its own performance or the effectiveness of individual members. Consideration of such assessments is planned for the next reporting period.	
5. Management board/Management board evaluation	128.	The management board reported to the supervisory board the conclusions of the evaluations of its own effectiveness and that of its individual members?	**NO**	Reporting on this matter will be considered in a future period.	
6. Remuneration of board members/Role of the remuneration committee	129.	The remuneration committee recommends to the supervisory board the remuneration policy for management board members at least every three years, taking into account the amount and structure of the remuneration of senior management and the workforce as a whole, having carried out a preliminary assessment of the effects of that policy on the equality of remuneration of different genders for equal work and/or work of equal value?	**PARTIALLY**	The Remuneration Committee recommends the Remuneration Policy to the Supervisory Board. A prior assessment of its impact has not been carried out.	
6. Remuneration of board members/Role of the remuneration committee	130.	The remuneration committee recommended to the supervisory board the remuneration for management board members based on an assessment of the company's and their individual performance, taking into account the equality of remuneration of different genders for equal work and/or work of equal value?	**NO**	When recommending remuneration, the aforementioned criteria were not formally applied in full; their full application is planned for a future period.	
6. Remuneration of board members/Role of the remuneration committee	131.	The remuneration committee recommended to the supervisory board the remuneration policy for supervisory board members and carried out a preliminary assessment of the effects of that policy on the equality of remuneration of different genders for equal work and/or work of equal value, and that policy was submitted for approval by the general meeting?	**NO**	No separate remuneration policy has been adopted for members of the Supervisory Board, nor has the aforementioned assessment been carried out; remuneration for their work has been determined by a resolution of the General Assembly.	
6. Remuneration of board members/Role of the remuneration committee	132.	The remuneration committee monitored the amount and structure of remuneration of senior management and the workforce as a whole, taking into account the equality of remuneration of different genders for equal work and/or work of equal value, and made recommendations to the management board on its policies?	**NO**	The aforementioned oversight and provision of recommendations to the Management Board have not been carried out; their implementation will be considered in a future period.	
6. Remuneration of board members/Role of the remuneration committee	133.	The remuneration committee oversaw the preparation of the annual remuneration report required by law for approval by the supervisory board?	**YES**		
6. Remuneration of board members/Remuneration of management board members	134.	The supervisory board determined the annual remuneration of each management board member, based on the recommendations of the remuneration committee and in accordance with the approved remuneration policy?	**PARTIALLY**	The remuneration of Management Board members was determined in accordance with the Remuneration Policy and the agreements entered into, without separate recommendations from the Remuneration Committee.	

Code chapter	No.	Question	Answer	Explanation	Link
6. Remuneration of board members/Remuneration of management board members	135.	The remuneration policy is non-discriminatory, consistent with sustainability objectives, and prepared in accordance with the relevant legal requirements?	**PARTIALLY**	A new Remuneration Policy, prepared taking into account the aforementioned requirements, has been submitted to the General Assembly for approval.	
6. Remuneration of board members/Remuneration of management board members	136.	Levels of remuneration for management board members take into account the agreed strategy, risk appetite, the economic environment in which the company operates, the fulfilment of sustainability objectives, and the pay and conditions of employees within the company?	**PARTIALLY**	The aforementioned criteria have been taken into account in the new Remuneration Policy submitted to the General Assembly for approval.	
6. Remuneration of board members/Remuneration of management board members	137.	The remuneration policy prescribes that a member of the management board may not dispose of shares awarded to them as part of the remuneration package for at least two years from the day on which the shares were awarded to them?	**YES**		
6. Remuneration of board members/Remuneration of management board members	138.	The remuneration policy prescribes that a member of the management board may not exercise share options awarded to them as part of the remuneration package for at least two years from the day on which the options were awarded to them?	**NO**	The current Remuneration Policy does not provide for remuneration in the form of share options, and no such options have been granted to Management Board members. The new Remuneration Policy submitted to the General Assembly for approval also does not provide for such a form of remuneration.	
6. Remuneration of board members/Remuneration of management board members	139.	The remuneration policy includes provisions specifying the circumstances in which part of a management board member's remuneration would be withheld or recovered?	**PARTIALLY**	The current Remuneration Policy provides for the clawback of variable remuneration, while the new Remuneration Policy sets out in greater detail the circumstances for its reduction, withholding and clawback.	
6. Remuneration of board members/Remuneration of supervisory board members	140.	Levels of remuneration for the president of the supervisory board and other supervisory board members reflect their time commitment and responsibilities, including the time commitment and responsibilities in supervisory board committees?	**YES**		
6. Remuneration of board members/Remuneration of supervisory board members	141.	The company's remuneration policy and/or internal regulations prohibit the inclusion of variable elements or other performance-related elements in the remuneration of the supervisory board?	**NO**	There has been no initiative to specifically regulate remuneration of Supervisory Board members in this respect.	
6. Remuneration of board members/Reporting on remuneration	142.	The company adopted a remuneration policy for the supervisory board, management board, and senior management?	**PARTIALLY**	The Remuneration Policy has been adopted only for members of the Management Board.	
6. Remuneration of board members/Reporting on remuneration	143.	The company carried out an assessment of the effects of remuneration policies on the equality of remuneration of different genders?	**NO**	The assessment has not been carried out, and its implementation will be considered in a future period.	
6. Remuneration of board members/Reporting on remuneration	144.	The remuneration policy was approved by shareholders at the general meeting?	**YES**		
6. Remuneration of board members/Reporting on remuneration	145.	The approved remuneration policy of the company is freely available on the company's website?	**YES**		https://cak-mlinovi.hr/wp-content/uploads/2024/08/Politika-primitaka-clanova-Uprave-drustva-Cakovecki-mlinovi-d.d.pdf
6. Remuneration of board members/Reporting on remuneration	146.	The assessment of the effects of remuneration policies on the equality of remuneration of different genders is freely available on the company's website?	**NO**	The aforementioned assessment has neither been carried out nor published.	
6. Remuneration of board members/Reporting on remuneration	147.	The annual remuneration report includes information on the remuneration of all individual members of the supervisory and management boards, with the content as specified in Article 60 of the Code and the Companies Act?	**YES**		

Code chapter	No.	Question	Answer	Explanation	Link
6. Remuneration of board members/Reporting on remuneration	148.	The annual remuneration report includes information on the manner of determining the remuneration policy for the management board, the link between remuneration and long-term results, sustainability and resilience of the company, the structure and parameters for calculating the remuneration for the management board, the compliance of remuneration of the management	**PARTIALLY**	The report contains information on the method of determining, structure and criteria of Management Board remuneration, as well as comparative information on employee remuneration and the Company's business results, while certain of the aforementioned elements have not been addressed separately.	
6. Remuneration of board members/Reporting on remuneration	149.	The annual remuneration report includes information on the remuneration of each member of supervisory board committees who is not a member of the supervisory board, if applicable?	**YES**		
6. Remuneration of board members/Reporting on remuneration	150.	The annual remuneration report is freely available on the company's website?	**YES**		https://cak-mlinovi.hr/wp-content/uploads/2026/07/Cakovecki-Mlinovi_Izvjesce-o-primicima-Uprave-i-NO-za-2025.g.pdf
6. Remuneration of board members/Reporting on remuneration	151.	The auditor's report on the examination of the annual remuneration report is freely available on the company's website?	**YES**		https://cak-mlinovi.hr/wp-content/uploads/2026/07/Cakovecki-Mlinovi_Izvjesce-o-primicima-Uprave-i-NO-za-2025.g.pdf
7. Risks, internal control and audit/Roles of the supervisory and management boards	152.	The management board adopted, upon prior approval by the supervisory board, a risk management policy specifying the nature and extent of the risks the company needs to and is willing to take in order to achieve its long-term strategic objectives?	**NO**	No separate risk management policy as envisaged by the Code has been adopted, while key risks and risk management measures are addressed as part of the Company's financial and business reporting.	
7. Risks, internal control and audit/Roles of the supervisory and management boards	153.	The risk management policy takes sustainability matters into account?	**NO**	No separate risk management policy as envisaged by the Code has been adopted.	
7. Risks, internal control and audit/Roles of the supervisory and management boards	154.	The company's articles of association and/or internal regulations prescribe the management board's responsibility for identifying the major financial, operational and external risks associated with achieving the strategy and sustaining the	**YES**		
7. Risks, internal control and audit/Roles of the supervisory and management boards	155.	The management board reports regularly to the supervisory board on the status of the major risks?	**YES**		
7. Risks, internal control and audit/Role of the audit committee	156.	The audit committee monitors the integrity and completeness of the financial statements and accounting policies of the company and other formal announcements relating to the company's financial performance?	**YES**		
7. Risks, internal control and audit/Role of the audit committee	157.	The audit committee monitors the integrity and completeness of corporate sustainability reports and sustainability reporting policies and other formal announcements relating to the company's sustainability-related performance?	**YES**		
7. Risks, internal control and audit/Role of the audit committee	158.	The audit committee monitors the implementation of tax planning, including the distribution of tax on profit from cross-border activities?	**YES**		
7. Risks, internal control and audit/Role of the audit committee	159.	The audit committee monitors the effectiveness of the company's internal financial controls?	**YES**		
7. Risks, internal control and audit/Role of the audit committee	160.	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	161.	The audit committee ensures the independence and adequacy of the internal audit function?	**NO**	The Company does not have a separate internal audit function.	
7. Risks, internal control and audit/Role of the audit committee	162.	The audit committee monitors the implementation of actions identified as a result of external and internal audit and its own monitoring?	**YES**		

Code chapter	No.	Question	Answer	Explanation	Link
7. Risks, internal control and audit/Role of the audit committee	163.	The supervisory board (or a separate supervisory board committee or the audit committee) undertakes activities to monitor the effectiveness of	**YES**		
7. Risks, internal control and audit/Role of the audit committee	164.	The supervisory board (or a separate supervisory board committee or the audit committee) monitors the application of the procedures for reporting breaches of the law or the company's code of conduct?	**YES**		
7. Risks, internal control and audit/Relations with the external auditor	165.	The audit committee oversees the process of selecting and appointing the external auditor in accordance with the requirements of the law, and makes recommendations to the supervisory board on the choice of the external auditor and the terms of their appointment?	**YES**		
7. Risks, internal control and audit/Relations with the external auditor	166.	In the past twelve months, the audit committee approved the work plan of the external auditor covering the scope and materiality of the activities to be audited?	**YES**		
7. Risks, internal control and audit/Relations with the external auditor	167.	The audit committee meets with the external auditor as needed to discuss issues identified in the course of the audit and to monitor the quality of the services provided?	**YES**		
7. Risks, internal control and audit/Relations with the external auditor	168.	The audit committee monitors the independence and objectivity of the external auditor?	**YES**		
7. Risks, internal control and audit/Relations with the external auditor	169.	The audit committee approved a policy on the provision of permitted non-audit services by the external auditor and monitors the implementation of that policy?	**PARTIALLY**	No separate policy on permitted non-audit services has been adopted, and the applicable statutory provisions are followed in this area.	
7. Risks, internal control and audit/Risk management and internal control	170.	The audit committee reviewed the effectiveness of the risk management and internal control systems as a whole at least once a year?	**YES**		
7. Risks, internal control and audit/Risk management and internal control	171.	The audit committee made recommendations to the supervisory and management boards of the company regarding the effectiveness of the risk	**NO**	During the reporting period, there was no need for recommendations of this type.	
7. Risks, internal control and audit/Risk management and internal control	172.	In its annual report, the company stated how the supervisory board conducted supervision regarding the effectiveness of the risk management and internal control systems?	**YES**		https://cak-mlinovi.hr/wp-content/uploads/2026/04/HRV_Cakovecki-mlinovi-d.d.-Godisnji-izvjestaj-2025._30042026b-FINAL-HRV.pdf
7. Risks, internal control and audit/Risk management and internal control	173.	In its annual report, the company described which significant internal controls were not effective, as well as measures and activities taken or proposed for their improvement?	**YES**		https://cak-mlinovi.hr/wp-content/uploads/2026/04/HRV_Cakovecki-mlinovi-d.d.-Godisnji-izvjestaj-2025._30042026b-FINAL-HRV.pdf
7. Risks, internal control and audit/Risk management and internal control	174.	The company maintains an effective risk management system that ensures reliable risk identification, measurement, responses, reporting, and monitoring?	**YES**		
7. Risks, internal control and audit/Risk management and internal control	175.	The risk management system covers all the risks that the company faces or may face, including climate and environmental risks, health crises, disruptions in supply chains, geopolitical tensions, tax risks, cybersecurity risks and risks related to the use of digital technologies, as well as financial and operational risks?	**YES**		

Code chapter	No.	Question	Answer	Explanation	Link
7. Risks, internal control and audit/Risk management and internal control	176.	The company designated clear internal responsibilities for maintaining the risk management system, as well as a clear procedure for maintaining contact between responsible persons and the audit committee?	**PARTIALLY**	The aforementioned responsibilities and procedures have not been formalised, but are applied in practice.	
7. Risks, internal control and audit/Risk management and internal control	177.	The company established an internal audit function with responsibility for supervising the effectiveness of internal control systems, including the management of risks?	**NO**	There has been no initiative to establish an internal audit function.	
7. Risks, internal control and audit/Risk management and internal control	178.	The audit committee approved the internal audit plan in the past twelve months?	**NO**	The Company does not prepare an internal audit plan.	
7. Risks, internal control and audit/Risk management and internal control	179.	The audit committee received the internal auditor's reports and monitored the implementation of their recommendations?	**NO**	The Company does not have an internal auditor.	
7. Risks, internal control and audit/Risk management and internal control	180.	The audit committee is obliged to recommend the appointment or dismissal of the head of the internal audit function to the supervisory board?	**NO**	The Company has not established an internal audit function.	
7. Risks, internal control and audit/Risk management and internal control	181.	Where there is no internal audit function, the audit committee reviewed the need for such a function as part of its review of the internal control system in the past twelve months?	**NO**	The need for an internal audit function has not been considered.	
7. Risks, internal control and audit/Whistleblowing	182.	The management board, with the prior approval of the supervisory board, adopted procedures for reporting breaches of the law, the company's code of conduct, or unethical behaviour, including cases where there is a suspicion of a breach or the possibility of one occurring?	**YES**		
7. Risks, internal control and audit/Whistleblowing	183.	The procedure ensures that employees or external stakeholders do not suffer negative consequences if they report suspected misconduct, and that the identity of the whistle-blower remains protected?	**YES**		
7. Risks, internal control and audit/Whistleblowing	184.	The procedures comply with the rules on the protection of whistleblowers, gender equality, protection against any form of harassment, and antidiscrimination?	**YES**		
7. Risks, internal control and audit/Whistleblowing	185.	A detailed description of the procedure for reporting breaches of the law, the company's code of conduct, or unethical behaviour is freely available on the company's website?	**YES**		https://cak-mlinovi.hr/wp-content/uploads/2022/06/PRAVILNIK-o-postupku-prijavljivanja-nepravilnosti-i-imenovanju-povjerljive-osobe_23.6.2022.pdf
7. Risks, internal control and audit/Whistleblowing	186.	The management board appointed a person in charge of resolving reported irregularities?	**YES**		
7. Risks, internal control and audit/Whistleblowing	187.	The company's articles of association and/or internal regulations prescribe the management board's duty to immediately report all identified irregularities to the supervisory board, arrange the measures to be taken, and inform the supervisory board of the results of the implemented measures?	**PARTIALLY**	The internal acts provide for the possibility, but not the obligation, to report to the Supervisory Board.	
7. Risks, internal control and audit/Whistleblowing	188.	The company's articles of association and/or internal regulations prescribe the management board's duty to inform the whistleblower of the results of the implemented measures, unless otherwise regulated by the relevant regulation?	**YES**		

Code chapter	No.	Question	Answer	Explanation	Link
7. Risks, internal control and audit/Whistleblowing	189.	The company's articles of association and/or internal regulations prescribe the management board's duty to ensure the protection of the whistleblower's identity and the protection against possible retaliation?	**YES**		
7. Risks, internal control and audit/Whistleblowing	190.	The audit committee reviewed the effectiveness of the whistleblowing procedure and its application at least annually?	**YES**		
8. Disclosure and transparency/Use of the company website	191.	All information that the company is required to disclose in accordance with the law, listing rules, the Code and its own articles of association is freely available on the company's website?	**YES**		
8. Disclosure and transparency/Use of the company website	192.	The company's website is easily accessible, available to end users, clear and user-friendly?	**YES**		
8. Disclosure and transparency/Use of the company website	193.	The company's annual report is available on the company's website?	**YES**		
8. Disclosure and transparency/Use of the company website	194.	The half-year and quarterly reports and other financial information required to be disclosed are available on the company's website?	**YES**		https://cak-mlinovi.hr/financijski-izvjestaji/
8. Disclosure and transparency/Use of the company website	195.	Sustainability-related information that can reasonably be expected to influence the investor's valuation of the company or their investment or voting decisions is available on the company's website?	**YES**		https://cak-mlinovi.hr/financijski-izvjestaji/
8. Disclosure and transparency/Use of the company website	196.	Information on the terms of reference, composition and members of the supervisory board and its committees, and 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 and members of the Supervisory Board, its committees and the Management Board, as well as information on the independence of members, is available on the Company's website, while the independence criteria have not been separately published.	
8. Disclosure and transparency/Use of the company website	197.	The company's articles of association and other internal regulations in accordance with the Code are available on the company's website?	**YES**		https://cak-mlinovi.hr/korporativno-upravljanje/
8. Disclosure and transparency/Use of the company website	198.	The company's policies on environmental and social impact, human rights, including children's rights, inclusive working environment, corruption and bribery, and discrimination are available on the company's website?	**NO**	The policies referred to have not been published on the Company's website, and their publication is planned for a future period.	
8. Disclosure and transparency/Use of the company website	199.	The company's code of conduct and details of how to report suspected misconduct are available on the company's website?	**YES**		https://cak-mlinovi.hr/wp-content/uploads/2022/06/PRAVILNIK-o-postupku-prijavljivanja-nepravilnosti-i-imenovanju-povjerljive-osobe_23.6.2022.pdf
8. Disclosure and transparency/Use of the company website	200.	The organisational chart detailing the position of the company within the group, if the company is part of a group, including intra-group policies, is available on the company's website?	**NO**	There has been no initiative to publish such information.	
8. Disclosure and transparency/Use of the company website	201.	Information on any cross-shareholdings involving the company is available on the company's website?	**NO**	There has been no initiative to publish such information.	
8. Disclosure and transparency/Use of the company website	202.	The report on corporate income tax information is available on the company's website?	**PARTIALLY**	The report on corporate income tax information forms part of the Company's annual financial reporting package.	

Code chapter	No.	Question	Answer	Explanation	Link
8. Disclosure and transparency/Use of the company website	203.	The report on related party transactions is available on the company's website?	**NO**	The report is currently not available on the Company's website, and its publication will be considered in a future period.	
8. Disclosure and transparency/Use of the company website	204.	The report on the company's relations with related companies is available on the company's website?	**NO**	The report is currently not available on the Company's website, and its publication will be considered in a future period.	
8. Disclosure and transparency/Use of the company website	205.	Information on the concluded shareholders' agreements, including detailed information on who the parties to the agreement are, what is the basic purpose of the concluded agreement and how it is achieved, as prescribed by law, is available on the company's website?	**NO**	Information on the shareholders' agreement entered into is available through the Court Register in accordance with the provisions of the Companies Act, but has not been separately published on the Company's website.	
8. Disclosure and transparency/Use of the company website	206.	Details of changes in the shareholdings of supervisory and management board members, other persons discharging managerial responsibilities, as well as persons closely associated with them, notifiable under applicable laws and regulations, and any related party transactions are available on the company's website?	**NO**	During 2025, there were no changes in shareholdings requiring disclosure, while the publication of information on related-party transactions will be considered in a future period.	
8. Disclosure and transparency/Use of the company website	207.	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?	**PARTIALLY**	The Company's website provides access to the Remuneration Policy for Management Board members and the annual Remuneration Report, while no separate remuneration policies have been adopted for the Supervisory Board and senior management.	
8. Disclosure and transparency/Use of the company website	208.	The company's dividend policy is available on the company's website?	**NO**	The Company has not adopted a separate dividend policy.	
8. Disclosure and transparency/Use of the company website	209.	The risk management policy, including information on the nature and effectiveness of the related due diligence procedures and measures, is available on the company's website?	**NO**	The Company has not adopted a separate risk management policy, while information on key risks and risk management measures is disclosed as part of its financial and business reporting.	
8. Disclosure and transparency/Use of the company website	210.	A calendar of events for the next twelve months, including dates of the general meeting, publication of financial results, dividend payments and investor conferences, is available on the company's website?	**YES**		https://cak-mlinovi.hr/wp-content/uploads/2025/12/Kalendar-vaznih-dogadaja-2026.pdf
8. Disclosure and transparency/Use of the company website	211.	All materials related to the general meeting, including the decisions of the meeting, are available on the company's website?	**YES**		https://cak-mlinovi.hr/obavijesti/
8. Disclosure and transparency/Use of the company website	212.	The name and contact details of the persons in charge for investor relations are available on the company's website?	**PARTIALLY**	The email address of the person responsible for investor relations is available at the following link: https://cak-mlinovi.hr/kontakt/	
8. Disclosure and transparency/Use of the company website	213.	The company ensured that the information on the website is kept up to date and published in accordance with time limits prescribed by law and regulations?	**YES**		
8. Disclosure and transparency/Use of the company website	214.	All information on the website is freely available in the Croatian language?	**YES**		
8. Disclosure and transparency/Use of the company website	215.	All information on the website is freely available in the English language?	**NO**	Some information, documentation and other materials are not available in English.	

Code chapter	No.	Question	Answer	Explanation	Link
8. Disclosure and transparency/Annual report	216.	The company's annual report contains a record of the number of supervisory board and committee meetings held, and each member's attendance at these meetings?	**YES**		
8. Disclosure and transparency/Annual report	217.	The company's annual report contains information on all shares and other financial instruments of the	**NO**	The Annual Report does not contain the information specified in this recommendation of the Code.	
8. Disclosure and transparency/Annual report	218.	The company's annual report contains information on all contracts and agreements between members of the management or supervisory boards and the company (or persons related to either party)?	**NO**	The Annual Report does not contain consolidated information on all contracts and agreements covered by this recommendation.	
8. Disclosure and transparency/Annual report	219.	The company's annual report contains the results of the supervisory board's evaluation of its own effectiveness, and the effectiveness of the arrangements for cooperation with the management board?	**PARTIALLY**	The effectiveness of the Supervisory Board and its cooperation with the Management Board are addressed in the report on the supervision carried out, without a separate formal assessment.	
8. Disclosure and transparency/Annual report	220.	The company's annual report contains a report on the work of each supervisory board committee, including information on the number of meetings held, the members of the committee and their attendance record?	**YES**		
8. Disclosure and transparency/Annual report	221.	The company's annual report contains information on the concluded shareholders' agreements, including detailed information on who the parties to the agreement are, what is the basic purpose of the concluded agreement and how it is achieved, as prescribed by law?	**NO**	No new shareholders' agreement was entered into during 2025. Information on the shareholders' agreement entered into in 2023 was included in the Annual Report for the year in which the agreement was entered into.	
8. Disclosure and transparency/Annual report	222.	The company's annual report contains a report on gender equality and the fulfilment of the conditions regarding gender balance on the supervisory board, management board and senior management, with an explanation if these are not met?	**NO**	No. A separate report is not included.	
8. Disclosure and transparency/Annual report	223.	The company's annual report contains a report on the fulfilment of the conditions relating to the independence of the supervisory board members and the criteria for their independence?	**PARTIALLY**	The Annual Report contains information on the independence of the members of the Supervisory Board but does not contain the criteria based on which their independence is determined, which are set out in the Company's internal acts.	
8. Disclosure and transparency/Annual report	224.	The company's annual report includes a description of sustainability-related objectives determined by the company, and the report on their achievement?	**YES**		
8. Disclosure and transparency/Annual report	225.	The company's annual report includes information on issued bonds and other concluded debt agreements, including information on the obligations assumed by the company under such agreements, which, in the event of a breach of the terms of the agreement, may limit the rights of the management board and shareholders or require changes in the company's operations, as well as information on the likelihood of such events occurring?	**NO**	During 2025, the Company had no bonds outstanding and did not enter into any debt agreements with the characteristics referred to in this recommendation.	
8. Disclosure and transparency/Annual report	226.	The statement of application of the corporate governance code is included in the company's annual report?	**YES**		
8. Disclosure and transparency/Annual report	227.	The statement of application of the corporate governance code contains all information prescribed by the Accounting Act?	**YES**		
9. Shareholders and the general meeting/Relations with shareholders	228.	The company ensured that all shareholders, irrespective of the number or class of shares they hold, have equal access to information about the company and how they can exercise and protect their rights?	**YES**		

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Code chapter	No.	Question	Answer	Explanation	Link
9. Shareholders and the general meeting/Relations with shareholders	229.	The company has effective formal mechanisms to enable minority shareholders to raise issues directly with the presidents of the supervisory and management boards?	**NO**	The Company enables communication with shareholders through the investor relations contact and the General Meeting of Shareholders, while no specific formal mechanism has been established for shareholders to directly ask questions to the Chair of the Management Board and the Chair of the Supervisory Board.	
9. Shareholders and the general meeting/Relations with shareholders	230.	Information on formal mechanisms to enable minority shareholders to raise issues directly with the presidents of the supervisory and management boards is freely available on the company's website?	**NO**	Information on the specific formal mechanism for directly asking questions has not been published on the Company's website.	
9. Shareholders and the general meeting/Relations with shareholders	231.	The company designated an individual as the investor relations contact for all shareholders,	**YES**		
9. Shareholders and the general meeting/General meeting	232.	The company's articles of association and/or internal regulations do not place any restrictions on the ability of shareholders to convene or participate in a general meeting, or to place items on the agenda?	**YES**		
9. Shareholders and the general meeting/General meeting	233.	The company's articles of association and/or internal regulations provide all shareholders with the opportunity to exercise their votes by proxy without any restrictions?	**YES**		
9. Shareholders and the general meeting/General meeting	234.	The company's articles of association and/or internal regulations provide all shareholders with the opportunity to exercise their votes by electronic communication without any restrictions?	**PARTIALLY**	The Articles of Association allow voting rights to be exercised by electronic means of communication, with the Management Board determining the manner and conditions of such voting in the notice convening the General Meeting of Shareholders.	
9. Shareholders and the general meeting/General meeting	235.	An explanation of the different means by which shareholders can exercise their votes is included in the documents for the general meeting?	**YES**		
9. Shareholders and the general meeting/General meeting	236.	The company's articles of association or the management board's decision allow for the general meeting to be held in a hybrid format?	**YES**		
9. Shareholders and the general meeting/General meeting	237.	The company's articles of association or the management board's decision enable shareholders who do not participate in the work of a general meeting to cast their votes in writing or via electronic communication (correspondence voting) after the publication of the invitation to a general meeting but before it is held?	**YES**		
9. Shareholders and the general meeting/General meeting	238.	The notice of a general meeting was issued no later than 30 days before the general meeting?	**YES**		
9. Shareholders and the general meeting/General meeting	239.	The agenda, resolutions and all other documents required for the general meeting are freely available on the company's website?	**YES**		https://cak-mlinovi.hr/obavijesti/
9. Shareholders and the general meeting/General meeting	240.	All documents are available in both Croatian and English?	**NO**	Part of the documents is available in both Croatian and English, while not all published documents are available in both languages.	
9. Shareholders and the general meeting/General meeting	241.	The company published on its website how shareholders can participate in the general meeting and exercise the right to vote, especially when this right is exercised via electronic communication, and how the company has ensured the legally prescribed conditions for the use of electronic communication?	**PARTIALLY**	Information on the manner of participation in and exercise of voting rights at the General Meeting of Shareholders is published on the Company's website, while participation and voting by electronic means were not enabled.	
9. Shareholders and the general meeting/General meeting	242.	The president and deputy president of the supervisory board, the presidents of the supervisory board committees, and all members of the management board attended the general meeting in the past twelve months?	**YES**		

Code chapter	No.	Question	Answer	Explanation	Link
9. Shareholders and the general meeting/General meeting	243.	The external auditor attended the general meeting at which the financial reports were presented?	**NO**	The external auditor attends meetings of the Audit Committee and the Supervisory Board at which the financial statements are determined and approved.	
9. Shareholders and the general meeting/General meeting	244.	The company made the decisions of the general meeting freely available on its website?	**YES**		https://cak-mlinovi.hr/obavijesti/
9. Shareholders and the general meeting/General meeting	245.	The company made the answers to questions asked at the general meeting freely available on its website within 30 days of the meeting?	**NO**	Shareholders asked questions at the General Meeting, which were answered directly during the General Meeting.	
10. Shareholders, sustainability and resilience/Responsible business conduct	246.	The supervisory and management boards agreed and adopted policies on assessing the environmental and social impacts of the company's activities, and managing the associated risks, in the entire value chain?	**PARTIALLY**	The policies referred to have been adopted but have not been published on the Company's website.	
10. Shareholders, sustainability and resilience/Responsible business conduct	247.	The supervisory and management boards agreed and adopted policies on the protection of human rights, children's rights and the rights of employees, particularly persons with disabilities, in the entire value chain?	**NO**	The development and implementation of the policies will take place in a future reporting period.	
10. Shareholders, sustainability and resilience/Responsible business conduct	248.	The supervisory and management boards agreed and adopted policies on creating an inclusive work environment, in particular for persons with disabilities?	**NO**	The development and implementation of the policies will take place in a future reporting period.	
10. Shareholders, sustainability and resilience/Responsible business conduct	249.	The supervisory and management boards agreed and adopted policies on achieving the work-life balance of employees?	**NO**	The development and implementation of the policies will take place in a future reporting period.	
10. Shareholders, sustainability and resilience/Responsible business conduct	250.	The supervisory and management boards agreed and adopted policies on ensuring the equal remuneration for different genders, for equal work and/or work of equal value?	**NO**	The development and implementation of the policies will take place in a future reporting period.	
10. Shareholders, sustainability and resilience/Responsible business conduct	251.	The supervisory and management boards agreed and adopted policies on preventing and sanctioning any form of discrimination, especially on the basis of gender and disability, and protecting the persons reporting it?	**NO**	The development and implementation of the policies will take place in a future reporting period.	
10. Shareholders, sustainability and resilience/Responsible business conduct	252.	The supervisory and management boards agreed and adopted policies on preventing and sanctioning corruption and bribery, and protecting the persons reporting them?	**NO**	The development and implementation of the policies will take place in a future reporting period.	
10. Shareholders, sustainability and resilience/Responsible business conduct	253.	The supervisory and management boards agreed and adopted policies on tax planning which ensure that most of the taxes are paid in the countries where activities are carried out and income is generated?	**NO**	The development and implementation of the policies will take place in a future reporting period.	
10. Shareholders, sustainability and resilience/Responsible business conduct	254.	The supervisory and management boards agreed and adopted policies on communication between the company and the main stakeholders?	**NO**	The development and implementation of the policies will take place in a future reporting period.	
10. Shareholders, sustainability and resilience/Responsible business conduct	255.	The supervisory and management boards agreed and adopted policies on the due diligence procedures and measures in the company, its associated companies and, where relevant, its direct and indirect business partners?	**NO**	The development and implementation of the policies will take place in a future reporting period.	
10. Shareholders, sustainability and resilience/Responsible business conduct	256.	When agreeing on and adopting the policies specified in Article 88 of the Code, the supervisory and management boards 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 implementing OECD Due Diligence Guidance for Responsible Business Conduct?	**NO**	The development and implementation of the policies will take place in a future reporting period.	

Code chapter	No.	Question	Answer	Explanation	Link
10. Shareholders, sustainability and resilience/Responsible business conduct	257.	All policies from Article 88 of the Code are freely available on the company's website?	**NO**	The development and implementation of the policies will take place in a future reporting period.	
10. Shareholders, sustainability and resilience/Responsible business conduct	258.	The supervisory and management boards ensured periodic monitoring of the implementation and effectiveness of all policies they agreed on and adopted in accordance with Article 88 of the Code?	**NO**	The development and implementation of the policies will take place in a future reporting period.	
10. Shareholders, sustainability and resilience/Responsible business conduct	259.	When the management board seeks the supervisory board's prior approval on decisions, the supporting documents explain how the recommended action is consistent with the policies set out in Article 88 of the Code?	**NO**	The development and implementation of the policies will take place in a future reporting period.	
10. Shareholders, sustainability and resilience/Stakeholder engagement	260.	The supervisory and management boards jointly identified who they consider to be the company's key stakeholders?	**PARTIALLY**	Key stakeholders are identified through the Company's operations and policies but have not been formally identified jointly by the Management Board and the Supervisory Board.	
10. Shareholders, sustainability and resilience/Stakeholder engagement	261.	The management board ensured that there are effective mechanisms in place for regular engagement with the key stakeholders, and that the supervisory board is informed of the results of these engagements?.	**PARTIALLY**	The Company regularly communicates with relevant stakeholders; however, reporting to the Supervisory Board on the results of such communication has not been formalised.	
10. Shareholders, sustainability and resilience/Stakeholder engagement	262.	The supervisory board is authorised, with prior notice to the president of the management board, to organise meetings with external stakeholders where it considers it necessary?	**PARTIALLY**	The Company acts in accordance with applicable legislation.	
10. Shareholders, sustainability and resilience/Stakeholder engagement	263.	The mandate for each supervisory board committee clearly specifies the purposes for which the president of a committee can communicate directly with stakeholders and the procedure to be followed in such cases?	**PARTIALLY**	The powers of the Supervisory Board and its Chair are defined upon appointment and are based on applicable legislation and the Corporate Governance Code.	
10. Shareholders, sustainability and resilience/In-house training	264.	The company continuously organises training for the supervisory and management boards and all employees regarding gender equality, inclusion of persons with disabilities and children's rights, especially when the structure of employees has changed significantly or when the regulations related to these matters have changed significantly?	**PARTIALLY**	Certain training programmes in the areas referred to are carried out, but not on a continuous basis and not for all groups covered by the recommendation.	
10. Shareholders, sustainability and resilience/In-house training	265.	Training is organised in cooperation with competent institutions, civil society organisations or experts dealing with these matters in the field of employment and labour?	**YES**		