Year	2025
Institution code	CROATIA osiguranje d.d.

		ANSWER	EXPLANATION	LINK TO THE company'S WEBSITE
1. Leadership/Cooperation	The company's articles of association and/or other internal acts clearly define the competences of the supervisory board and the management board, in accordance with the applicable laws and arrangements under which the management board and the supervisory board cooperate?	YES		
1. Leadership/Cooperation	The articles of association of the company (and/or other internal acts) are available free of charge on the company's website?	YES		https://media.crosig.hr/kompanija/uploads/Articles_of_Association_of_CO_31_5_2023_ENG_16_10_23_6332119dd9.pdf?_gl=1*jjut5i*_gcl_au*NDk1NjI4OTQ0LjE3ODUxMzQ4MzA.*_ga*MTU5Nzk2MzcxOS4xNzg1MTM0ODMw*_ga_40E029YFZ4*czE3ODc2ODY5MjYkbzQkZzEkdDE3ODc2ODgzMTkkajYwJGwwJGgw
1. Leadership/Cooperation	The supervisory board has adopted a decision setting out categories of decisions and legal transactions that require 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?	YES		
1. Leadership/Cooperation	The summary of the decision is available free of charge on the company's website?	YES		https://media.crosig.hr/kompanija/uploads/Odluka_o_kategorijama_odluka_i_pravnih_poslova_za_koje_je_potrebna_prethodna_suglasnost_NO_42ea2b7b3b.pdf?_gl=1*siegs4*_gcl_aw*R0NMLjE3NzMyMzI3MTguQ2p3S0NBandwY1ROQmhBNUVpd0FkTzFTOWl2LUw3ZTFKLTUtXzZHNExmalpIWWRZWERnQVZNN2FLaDYwLVRMWlA2NVR1N2FjVlNPcGR4b0NxQmdRQXZEX0J3RQ..*_gcl_au*NDQyNDgzMjYuMTc3MDE5MTU0NA..*_ga*ODg0MDU0ODkyLjE3NjIyNDU4NDM.*_ga_40E029YFZ4*czE3NzYwNjE2NTckbzI5JGcxJHQxNzc2MDYxNjc4JGozOSRsMCRoMA..
1. Leadership/Cooperation	The company's articles of association and/or internal regulations provide for the supervisory board's prior approval when making major decision that affect the company's strategy, expenditure, risk exposure and reputation?	YES		
1. Leadership/Cooperation	The company's articles of association and/or internal acts stipulate that the supervisory board and its committees have timely access to documents, premises, as well as senior management and employees when necessary for the performance of their duties?	YES		
1. Leadership/Cooperation	The management board reported to the supervisory board at regular intervals on the company's operating results, financial situation, significant financial and other risks, the company's resilience and the results of interactions with shareholders and other stakeholders?	YES		
1. Leadership/Cooperation	The management board and the supervisory board have agreed on the content, form and frequency of these reports?	YES		
1. Leadership/Cooperation	The articles of association and/or internal acts stipulate that the president of the management board must notify the supervisory board if an event that potentially affects the results occurs or is likely to occur, financial position or reputation of the company?	YES		
1. Leadership/Code of Conduct	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?	YES		
1. Leadership/Code of Conduct	The Code of Conduct (or other internal act) contains provisions that ensure an inclusive working environment, equal opportunities for different sexes and the prohibition of any form of discrimination, as well as rules of conduct and measures to be taken if they are breached?	YES		
1. Leadership/Code of Conduct	The Code of Conduct (or other internal act) is available free of charge on the company's website?	YES		https://media.crosig.hr/kompanija/uploads/eticki_kodeks_croatia_osiguranja_d_d_6bcffb388b.pdf?_gl=1*1bxxniw*_gcl_aw*R0NMLjE3ODY0NTIzMjIuQ2owS0NRandrT3ZUQmhEZ0FSSXNBS1VOeVJzcFhvZTdaMElQSnA3a3NfVUhlRU1xY1JHc2E0bEtvME5UMy1DVjg4NGM5S3lxZVM1WE05RWFBdHZ3RUFMd193Y0I.*_gcl_au*MTQ4ODQyMzA0NS4xNzg0NzIzNjkz*_ga*MTQyODM4NTUzMy4xNzg0NzIzNjgx*_ga_40E029YFZ4*czE3ODY0NTIzMTgkbzYkZzEkdDE3ODY0NTIzNzkkajYwJGwwJGgw
1. Leadership/Code of Conduct	The supervisory board oversee the implementation and monitor the effectiveness of the Code of Conduct (or other internal act)?	NO	The company intends to establish a practice of implementation and effectiveness monitoring in future periods.	
1. Leadership/Code of Conduct	The Code of Conduct (and/or other internal act) has taken into account the recommendations for responsible business conduct as prescribed by the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the applicable implementing OECD Due Diligence Guidelines for Responsible Business Conduct?	PARTIALLY	The Code of Ethics is generally aligned with the OECD Guidelines, but currently it is being updated to further align it with relevant international standards and guidelines.	
2. Responsibilities of management board members and supervisory board / Conflict of Interest	Members of the management board and the supervisory board are prohibited from participating in decision-making in relation to which they are in a conflict of interest?	YES		
2. Responsibilities of management board members and supervisory board / Conflict of Interest	The company adopted a policy for managing conflicts of interest?	YES		
2. Responsibilities of management board members and supervisory board / Conflict of Interest	The supervisory board gave prior approval to the policy for managing conflicts of interest?	YES		
2. Responsibilities of management board members and supervisory board / Conflict of Interest	The policy for managing conflicts of interest is available free of charge on the company's website?	YES		https://media.crosig.hr/kompanija/uploads/Politika_upravljanja_sukobom_interesa_7c60bbec07.pdf
2. Responsibilities of management board members and supervisory board / Conflict of Interest	Members of the supervisory board are obliged to inform the entire supervisory board that they are in an actual or potential conflict of interest?	YES		
2. Responsibilities of management board members and supervisory board / Conflict of Interest	Members of the management board are obliged to inform the president of the supervisory board and other members of the management board about an actual or potential conflict of interest?	YES		
2. Responsibilities of management board members and supervisory board / Conflict of Interest	The supervisory board is obliged to keep a record of all notifications relating to an actual or potential conflict of interest, including a description of the conduct and the outcome of the proceedings in relation to any existing or potential conflict of interest?	YES		

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2. Responsibilities of management board members and supervisory board / Conflict of Interest	Members of the management board and the supervisory board are obliged to notify the president of the supervisory board if they consider that another member of the management board or the supervisory board has an actual or potential conflict of interest that he or she has not reported, or to notify the Deputy president of the supervisory board if it is the president of the supervisory board?	YES		
2. Responsibilities of management board members and supervisory board/Competition ban	Members of the supervisory board and the management board do not engage in activities that compete with the company's business, either on their own or another's behalf?	YES		
2. Responsibilities of management board members and supervisory board/Competition ban	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?	YES		
2. Responsibilities of management board members and supervisory board/Competition ban	Members of the supervisory and management boards do not own significant holdings in companies that compete with the company's business?	YES		
2. Responsibilities of management board members and supervisory board/Competition ban	Members of the management and supervisory boards who own holdings in companies with which the company is in competition have informed the company secretary of such holdings?	NO	Members of the supervisory board and the management board do not hold significant shares in companies that compete with the company's business in order to inform the company Secretary thereof.	
2. Responsibilities of management board members and supervisory board/Competition ban	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	Members of the supervisory board/management board do not hold shares in companies that compete with the company's business.	
2. Responsibilities of members of the management board and supervisory board/Related parties transactions	No transaction between members of the management or supervisory board and the company (or persons associated with any party) can be concluded without the prior approval of the supervisory board?	PARTIALLY	The internal act on the approval and publication of transactions between the members of the management board or the supervisory board and the company stipulates that no transaction may be concluded without the prior approval of the supervisory board, with the exception of legal transactions arising from the company's business and which do not deviate from market conditions.	
2. Responsibilities of members of the management board and supervisory board/Related parties transactions	The fair value of each material transaction, as defined by law, must be confirmed by an independent expert prior to any such transaction?	PARTIALLY	The company discloses transactions with related parties in accordance with IAS 24 on an annual basis. These disclosures are an integral part of the Annual Financial Statements. Material transactions and relationships with related legal entities are the subject of the transfer pricing study.	
2. Responsibilities of members of the management board and supervisory board/Related parties transactions	An independent expert's report on the fair value of each material transaction must be available free of charge on the company's website?	NO	There were no such transactions.	
2. Responsibilities of members of the management board and supervisory board/Related parties transactions	If the supervisory committee appointed a special committee in accordance with the law or authorised an audit committee to decide on prior approval for related party transactions, the members of such a committee meet the the independence requirements prescribed for members e supervisory board?	NO	No special committee was established; instead, the supervisory board makes the decision on the matter.	
2. Responsibilities of members of the management board and supervisory board/Related parties transactions	If the supervisory committee has appointed a special committee in accordance with the law or authorised an audit committee to decide on prior approval for related party transactions, the members of such committee are independent of persons and duties subject to the prior approval?	NO	No special committee was established; instead, the supervisory board makes the decision on the matter.	
2. Responsibilities of members of the management board and supervisory board/Related parties transactions	The company adopted procedures for approval and disclosure transactions between members of the management or supervisory board and the company (or persons associated with either party)?	YES		
2. Responsibilities of members of the management board and supervisory board/Related parties transactions	The audit committee reviews the effectiveness of these procedures once a year?	YES		
2. Responsibilities of members of the management board and supervisory board/Related parties transactions	The company publishes information on its website without delay regarding related parties transactions that require prior approval of the supervisory board, for transactions of the company and for transactions of a subsidiary with related parties of the parent company?	YES		https://kompanija.crosig.hr/hr/novosti/obavijest-o-transakcijama-s-povezanom-osobom
2. Responsibilities of members of the management board and supervisory board/Related parties transactions	The notice of a related party transaction contain at least information on the nature of the relationship with the related party, the names of the related parties, the date and value of the transaction?	YES		
2. Responsibilities of members of the management board and supervisory board/Related parties transactions	Such a transaction notice is available to the public for at least five years on the company's website?	YES		https://kompanija.crosig.hr/hr/novosti/obavijest-o-transakcijama-s-povezanom-osobom
2. Responsibilities of members of the management board and supervisory board/Related parties transactions	The management board anually prepares a report on transactions with related parties in the content as prescribed by the Companies Act?	PARTIALLY	The management board prepares a report on transactions with related parties anually in the content as prescribed by the Companies Act. However, it has not been made public.	
2. Responsibilities of members of the management board and supervisory board/Related parties transactions	The auditor has audited the report on related party transactions and submitted its signed report to the management board of the company?	YES		
2. Responsibilities of members of the management board and supervisory board/Related parties transactions	The supervisory board examined the report on related party transactions, took a position on the audit results, and informed the general meeting thereof in its report submitted to the general assembly?	YES		https://media.crosig.hr/kompanija/uploads/Report_of_Supervisory_Board_on_Preformed_Supervision_of_Business_Management_of_the_company_for_2025_8c33de37f1.pdf?_gl=1*5vmm4t*_gcl_au*NDk1NjI4OTQ0LjE3ODUxMzQ4MzA.*_ga*MTU5Nzk2MzcxOS4xNzg1MTM0ODMw*_ga_40E029YFZ4*czE3ODc2ODY5MjYkbzQkZzEkdDE3ODc2ODgwOTEkajU5JGwwJGgw
3. Appointment of management board members /supervisory board role	The supervisory board is responsible for appointing and dismissing members of the management board and and for recommending candidates for members of the supervisory board to the general meeting?	YES		
3. Appointment of management board members /supervisory board role	The supervisory board adopted formal and transparent procedures for appointment to the management board and supervisory board and for the selection of senior management?	YES		
3. Appointment of management board members /supervisory board role	The supervisory board adopted a succession plan?	NO	The supervisory board will consider the adoption of the succession plan in the coming period.	

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3. Appointment of management board members /supervisory board role	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?	PARTIALLY	They contain objective criteria for appointment or selection, but it is not explicitly prescribed that preference is given to the underrepresented sex.	
3. Appointment of management board members /supervisory board role	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?	PARTIALLY	The supervisory board conducts an initial assessment of whether the conditions for the appointment of management board members are met, and a regular analysis of gender representation across hierarchical levels is also carried out.	
3. Appointment of management board members /supervisory board role	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	The company did not publish a prior assessment of the impact of the appointment procedures.	
3. Appointment of management board members /supervisory board role	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?	NO	The company has taken measures to gradually ensure the representation of the underrepresented sex above 40% in 2026 and 2027.	
3. Appointment of management board members /supervisory board role	If the representation of at least 40% of members of the underrepresented sex has not been achieved, has the company taken 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?	YES		
3. Appointment of management board members /supervisory board role	All measures taken by the company, the plan and deadline for achieving the prescribed representation of the underrepresented sex, together with an explanation of why the percentage has not been achieved, are published by the company in the annual report?	PARTIALLY	The company discloses the measures being taken as part of its annual financial report; however, neither a plan and timeframe for achieving the targets nor an explanation as to why the percentage was not reached is provided	
3. Appointment of members of the management board and supervisory board/The role of the nomination committee	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 members of the management board and supervisory board/The role of the nomination committee	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?	YES		
3. Appointment of members of the management board and supervisory board/The role of the nomination committee	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)?	PARTIALLY	1 member out of a total of 2 members of the supervisory board elected in 2025 is independent.	
3. Appointment of members of the management board and supervisory board/The role of the nomination committee	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	The Nominations Committee will consider the preparation of a succession plan in the coming period	
3. Appointment of members of the management board and supervisory board/The role of the nomination committee	The Nominations Committee monitored progress in achieving the percentage of female board and supervisory board members and senior management?	YES		
3. Appointment of members of the management board and supervisory board/The role of the nomination committee	The nomination committee monitored the policy of the management board on the selection and appointment of senior management?	NO	The Nominations Committee will implement this in the next period	
3. Appointment of members of the management board and supervisory board/The role of the nomination committee	The nomination committee monitored the internal evaluation and the survey on workers' perceptions of gender equality and equal opportunities in the company?	NO	The appointments committee will begin receiving reports from the competent organizational unit in the near future.	
3. Appointment of management board members and supervisory board members/Election of supervisory board members at the general meeting	When proposing candidates for the supervisory board to the general meeting, among the materials for 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?	YES		https://media.crosig.hr/kompanija/uploads/Pubblication_of_the_resume_and_information_about_Ms_Erika_Zgrablic_candidate_for_member_of_the_Supervisory_Board_in_accorda_docx_ca1b18da90.pdf?_gl=1*xvyvwq*_gcl_aw*R0NMLjE3ODQ1MzU3NTQuQ2owS0NRandqdmZTQmhEcEFSSXNBRWlPcFN2T1NJYXdFbXh0R0NpOHJvMVRSSnRQMFdaQ0FMbXZMZkdhUlV2QzFzdjAtUjZlYlVPbmFpMGFBcE1YRUFMd193Y0I.*_gcl_au*MTMxNTg1NjcyMy4xNzgzMzM0Mzc2*_ga*MTY3MzYwODk3My4xNzc0NDI4NzM3*_ga_40E029YFZ4*czE3ODc3Mzk0NTAkbzQzJGcxJHQxNzg3NzQwMTIzJGo1NiRsMCRoMA..
3. Appointment of management board members and supervisory board members/Election of supervisory board members at the general meeting	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?	YES		https://media.crosig.hr/kompanija/uploads/Pubblication_of_the_resume_and_information_about_Ms_Erika_Zgrablic_candidate_for_member_of_the_Supervisory_Board_in_accorda_docx_ca1b18da90.pdf?_gl=1*xvyvwq*_gcl_aw*R0NMLjE3ODQ1MzU3NTQuQ2owS0NRandqdmZTQmhEcEFSSXNBRWlPcFN2T1NJYXdFbXh0R0NpOHJvMVRSSnRQMFdaQ0FMbXZMZkdhUlV2QzFzdjAtUjZlYlVPbmFpMGFBcE1YRUFMd193Y0I.*_gcl_au*MTMxNTg1NjcyMy4xNzgzMzM0Mzc2*_ga*MTY3MzYwODk3My4xNzc0NDI4NzM3*_ga_40E029YFZ4*czE3ODc3Mzk0NTAkbzQzJGcxJHQxNzg3NzQwMTIzJGo1NiRsMCRoMA..; https://media.crosig.hr/kompanija/uploads/Objava_informacija_o_Hani_Zoricic_kandidatkinji_za_clanicu_Nadzornog_odbora_sukladno_odredbama_KKU_docx_3d670512cd.pdf
3. Appointment of management board members and supervisory board members/Election of supervisory board members at the general meeting	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?	YES		https://media.crosig.hr/kompanija/uploads/Publication_of_the_resume_and_information_about_Mr_Roberto_Skopac_docx_4651ea20b3.pdf?_gl=1*11y61pz*_gcl_aw*R0NMLjE3ODQ1MzU3NTQuQ2owS0NRandqdmZTQmhEcEFSSXNBRWlPcFN2T1NJYXdFbXh0R0NpOHJvMVRSSnRQMFdaQ0FMbXZMZkdhUlV2QzFzdjAtUjZlYlVPbmFpMGFBcE1YRUFMd193Y0I.*_gcl_au*MTMxNTg1NjcyMy4xNzgzMzM0Mzc2*_ga*MTY3MzYwODk3My4xNzc0NDI4NzM3*_ga_40E029YFZ4*czE3ODc3Mzk0NTAkbzQzJGcxJHQxNzg3NzM5OTUzJGo1OSRsMCRoMA.. https://media.crosig.hr/kompanija/uploads/Publication_of_the_resume_and_information_about_Mr_Hrvoje_Patajac_docx_8d0445fd38.pdf?_gl=1*x7aw39*_gcl_aw*R0NMLjE3ODQ1MzU3NTQuQ2owS0NRandqdmZTQmhEcEFSSXNBRWlPcFN2T1NJYXdFbXh0R0NpOHJvMVRSSnRQMFdaQ0FMbXZMZkdhUlV2QzFzdjAtUjZlYlVPbmFpMGFBcE1YRUFMd193Y0I.*_gcl_au*MTMxNTg1NjcyMy4xNzgzMzM0Mzc2*_ga*MTY3MzYwODk3My4xNzc0NDI4NzM3*_ga_40E029YFZ4*czE3ODc3Mzk0NTAkbzQzJGcxJHQxNzg3NzM5OTUzJGo1OSRsMCRoMA..
3. Appointment of management board members and supervisory board members/Election of supervisory board members at the general meeting	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 assemblx?	YES		https://media.crosig.hr/kompanija/uploads/Objava_informacija_o_predstavniku_radnika_u_Nadzorni_odbor_CROATIA_osiguranje_d_d_M_Mrkovic_Kalik_32dc2fe965.pdf
4.Supervisory board and its committees/Responsibilities of the supervisory board	The tasks of the supervisory board include: appointing and dismissing members of the management board and ensuring succession planning; contributing to the development and approving the company's strategy, business plan and budget; and monitoring the management board's performance in achieving its objectives and the manner in which it carries out its duties, including how it engages with shareholders and other stakeholders?	YES		

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4.Supervisory board and its committees/Responsibilities of the supervisory board	The tasks of the supervisory board also include ensuring at least 40% representation of the under-represented sex in the supervisory board or the supervisory board and the management board together?	PARTIALLY	The supervisory board monitors the representation of the underrepresented gender and strives, through its activities, to meet the requirements of applicable regulations.	
4.Supervisory board and its boards/Composition of the supervisory board	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?	PARTIALLY	When selecting candidates for the supervisory board, the supervisory board ensures that the board members are of diverse age, gender, skills, knowledge, and education, as well as the required professional and practical experience, but the formal profile has not yet been drafted.	
4.Supervisory board and its boards/Composition of the supervisory board	The supervisory board includes members of different genders, ages, profiles and experiences to ensure a diversity of perspectives in decision-making and a balanced representation of both genders?	YES		
4.Supervisory board and its boards/Composition of the supervisory board	The majority of all supervisory board members are independent in accordance with the definition in Appendix A of the Code?	NO	2 members out of a total of 7 members of the supervisory board are independent	
4.Supervisory board and its boards/Composition of the supervisory board	Either president or deputy president of the supervisory board are independent?	YES		
4.Supervisory board and its boards/Composition of the supervisory board	If the majority of the members of the supervisory board are not independent, has 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 the members of the supervisory board are not independent?	NO	The supervisory board will consider adopting of such measures in the medium term	
4.Supervisory board and its boards/Composition of the supervisory board	All measures taken by the company to achieve the independence of the supervisory board, the plan and deadline for achieving independence, together with an explanation of why independence has not been achieved, are published by the company in the annual report?	NO	The supervisory board will consider taking measures related to the described disclosure of data in the medium term.	
4.Supervisory board and its committees/President	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	The supervisory board established a nomination committee?	YES		
4.Supervisory board and its committees/Supervisory board committees	The supervisory board has established a remuneration committee?	YES		
4.Supervisory board and its committees/Supervisory board committees	The supervisory board established an audit committee?	YES		
4.Supervisory board and its committees/Supervisory board committees	The supervisory board stipulated the mandate and activities of each of its committees?	YES		
4.Supervisory board and its committees/Supervisory board committees	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	Each board of the supervisory board has at least three members?	YES		
4.Supervisory board and its committees/Supervisory board committees	The majority of the members of each board of the supervisory board are independent as defined in Appendix A of the Code?	NO	The board members are experts from various backgrounds, the majority of whom are associated with the largest shareholder.	
4.Supervisory board and its committees/Supervisory board committees	Members of the management board are prohibited from being members of supervisory board committees?	YES		
4.Supervisory board and its committees/Supervisory board committees	The independence of supervisory board committees was ensured through independent supervisory board members?	NO	no independent member of the supervisory board is a member of the supervisory board committees	
4.Supervisory board and its committees/Supervisory board committees	The terms of reference of each supervisory board committee are freely available on the company's website?	YES		https://media.crosig.hr/kompanija/uploads/Opis_poslova_Revizijski_odbor_47dbffe7d5.pdf?_gl=1*1bz5ch1*_gcl_au*NDY4NTY1MDk5LjE3ODMwNjI2NDg.*_ga*MTM3NzI5MDU0Ni4xNzgzMDYyNjQ4*_ga_40E029YFZ4*czE3ODY2MDcyNDYkbzEzJGcxJHQxNzg2NjA3NDg2JGo0NyRsMCRoMA..; https://media.crosig.hr/kompanija/uploads/Opis_poslova_Odbor_za_imenovanja_i_primitke_c317261b25.pdf?_gl=1*1ej24q5*_gcl_au*NDY4NTY1MDk5LjE3ODMwNjI2NDg.*_ga*MTM3NzI5MDU0Ni4xNzgzMDYyNjQ4*_ga_40E029YFZ4*czE3ODY2MDcyNDYkbzEzJGcxJHQxNzg2NjA3NDkzJGo0MCRsMCRoMA..
4.Supervisory board and its committees/Supervisory board committees	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://media.crosig.hr/kompanija/uploads/CO_FI_2025_ENG_b50e188806.pdf?_gl=1*4jxoc1*_gcl_au*NDk1NjI4OTQ0LjE3ODUxMzQ4MzA.*_ga*MTU5Nzk2MzcxOS4xNzg1MTM0ODMw*_ga_40E029YFZ4*czE3ODc2ODY5MjYkbzQkZzEkdDE3ODc2ODg5MDckajU5JGwwJGgw
4.Supervisory board and its committees/Time commitment	The minimum expected time commitment of each supervisory board member was specified on their appointment?	YES		
4.Supervisory board and its committees/Time commitment	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://media.crosig.hr/kompanija/uploads/CO_FI_2025_ENG_b50e188806.pdf?_gl=1*4jxoc1*_gcl_au*NDk1NjI4OTQ0LjE3ODUxMzQ4MzA.*_ga*MTU5Nzk2MzcxOS4xNzg1MTM0ODMw*_ga_40E029YFZ4*czE3ODc2ODY5MjYkbzQkZzEkdDE3ODc2ODg5MDckajU5JGwwJGgw
4.Supervisory board and its committees/Time commitment	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 holding meetings	Supervisory board meetings are held at least every three months?	YES		
4.Supervisory board and its committees/Frequency and format of holding meetings	The supervisory board adopted a work plan that includes the time and agenda of future meetings?	YES		
4.Supervisory board and its committees/Frequency and format of holding meetings	Supervisory board committees meet as often as necessary to effectively perform their responsibilities and regularly report to the supervisory board on their activities?	YES		
4.Supervisory board and its committees/Frequency and format of holding meetings	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 holding meetings	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 holding meetings	Persons who are not members of the board of the supervisory board may participate in board meetings only at the invitation of the board?	YES		
4.Supervisory board and its committees/Support	The company has appointed a person who will perform the duties of the company secretary?	YES		

		ANSWER	EXPLANATION	LINK TO THE company'S WEBSITE
4.Supervisory board and its committees/Support	According to The articles of association (or other internal acts), the company secretary is responsible for ensuring that the supervisory board acts in accordance with the procedures of the supervisory board, advising the supervisory board on management issues, supporting the president of the supervisory board and assisting the supervisory board and its committees?	YES		
4.Supervisory board and its committees/Quality and timeliness of information	All materials required for the meeting of the supervisory board or the board of the supervisory board are provided to their members at least one week before the meeting?	YES		
4.Supervisory board and its committees/Quality and timeliness of information	Supervisory board meeting minutes are made available to all supervisory board members?	YES		
4.Supervisory board and its committees/Quality and timeliness of information	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	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?	YES		
4.Supervisory board and its committees/Training and development	All supervisory board members received induction training into their role on appointment?	YES		
4.Supervisory board and its committees/Training and development	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	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?	PARTIALLY	In the shorter term, training will be conducted on achieving a balanced representation of both genders on the supervisory board.	
4.Supervisory board and its committees/Training and development	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	The supervisory board evaluated its effectiveness and composition in the past twelve months?	YES		
4.Supervisory board and its committees/ Supervisory board evaluation	The supervisory board evaluated the effectiveness and composition of its committees in the past twelve months?	YES		
4.Supervisory board and its committees/ Supervisory board evaluation	The supervisory board evaluated the individual performance of its members and the members of its committees in the past twelve months?	PARTIALLY	In its assessment of the composition, the supervisory board evaluates the work of the committees as collective bodies.	
4.Supervisory board and its committees/ Supervisory board evaluation	The evaluation was led by the president or by the deputy president of the supervisory board if the president is not independent?	YES		
4.Supervisory board and its committees/ Supervisory board evaluation	The evaluation of the supervisory board and its committees included an assessment of all the circumstances from Article 43 of the Code?	YES		
4.Supervisory board and its committees/ Supervisory board evaluation	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?	YES		
4.Supervisory board and its committees/ Supervisory board evaluation	The annual report includes an evaluation report of the supervisory board and its committees?	YES		https://media.crosig.hr/kompanija/uploads/CO_FI_2025_ENG_b50e188806.pdf?_gl=1*4jxoc1*_gcl_au*NDk1NjI4OTQ0LjE3ODUxMzQ4MzA.*_ga*MTU5Nzk2MzcxOS4xNzg1MTM0ODMw*_ga_40E029YFZ4*czE3ODc2ODY5MjYkbzQkZzEkdDE3ODc2ODg5MDckajU5JGwwJGgw
4.Supervisory board and its committees/ Supervisory board evaluation	The report on the evaluation of the supervisory board and its committees contains how the evaluation was carried out, whether external evaluators were engaged and who was consulted during the procedure, as well as a summary of the actions taken or to be taken as a results of the evaluation?	YES		
5. Management board/Responsibilities of the management board	The management board shall has the responsibilities specified in Article 45 of the Code?	YES		
5. Management board/Responsibilities of the management board	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	It is not applicable or explicitly stated in the objectives of the management board, as the company already had a significant share of the underrepresented gender (45.45%) in senior management in 2025.	
5. Management board/Responsibilities of the management board	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?	YES		https://media.crosig.hr/kompanija/uploads/CO_FI_2025_ENG_b50e188806.pdf?_gl=1*4jxoc1*_gcl_au*NDk1NjI4OTQ0LjE3ODUxMzQ4MzA.*_ga*MTU5Nzk2MzcxOS4xNzg1MTM0ODMw*_ga_40E029YFZ4*czE3ODc2ODY5MjYkbzQkZzEkdDE3ODc2ODg5MDckajU5JGwwJGgw
5. Management board/Responsibilities of the management board	The management board adopted the Rules of Procedure of the management board, which defines the distribution of responsibilities and the manner of cooperation between the members of the management board, including the procedures for conducting meetings and decision-making?	YES		
5. Management board/Responsibilities of the management board	The rules of procedure of the management board must be approved by the supervisory board?	YES		
5. Management board/Responsibilities of the management board	In the case of a group, the management of the parent company ensured effective supervision 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	In the case of group, 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 company will consider a more detailed definition of conflict of interest rules at the group level.	
5. Management board/Responsibilities of the management board	In the case of a group, information on the system of supervision and cooperation within the group and the intra-group rules of operation are available free of charge on the company's website?	NO	The company will consider the availability of intra-group rules and disclosures on the company's website.	

		ANSWER	EXPLANATION	LINK TO THE company'S WEBSITE
5. Management board/Responsibilities of the management board	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	The report of the management of a subsidiary on relations with related companies contains all legal transactions that the company undertook in the previous year with the parent company or related companies or according to instructions in the interest of these companies, as well as all other actions that it undertook or failed to undertake in the previous year according to the instructions of these companies?	YES		
5. Management board/Responsibilities of the management board	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	The auditor audited the report of the management board of the subsidiary on relations with related companies and submitted its signed report to the management of the company?	YES		
5. Management board/Responsibilities of the management board	The supervisory board examined the report of the management board of the 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?	YES		https://media.crosig.hr/kompanija/uploads/Report_of_Supervisory_Board_on_Preformed_Supervision_of_Business_Management_of_the_company_for_2025_8c33de37f1.pdf?_gl=1*5vmm4t*_gcl_au*NDk1NjI4OTQ0LjE3ODUxMzQ4MzA.*_ga*MTU5Nzk2MzcxOS4xNzg1MTM0ODMw*_ga_40E029YFZ4*czE3ODc2ODY5MjYkbzQkZzEkdDE3ODc2ODgwOTEkajU5JGwwJGgw
5. Management board/Composition	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 account the need to ensure a balanced representation of both genders?	YES		
5. Management board/President	The responsibility of the president of the management board for all activities under Article 49 of the Code is stipulated?	YES		
5. Management board/Limits of other appointments	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 of other appointments	Members of the management board do not hold more than two positions in the management or supervisory board of companies that are not part of the same group?	YES		
5. Management board/Management board evaluation	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	The results of the evaluation of the cooperation arrangements between the supervisory board and the management board are included in the Annual Report?	PARTIALLY	The results of the evaluation of cooperation between the supervisory board and the management board are contained in the publicly disclosed Report of the supervisory board	
5. Management board/management board evaluation	The management board evaluated its own effectiveness and the effectiveness of individual members at least once a year, applying the same criteria and avoiding any form of discrimination?	NO	Not implemented, but the General Meeting evaluates the management board's performance by granting a discharge.	
5. Management board/management board evaluation	The management board informed the supervisory board of its conclusions regarding the evaluation of its own effectiveness and the effectiveness of individual members?	NO	The company currently does not have a formalized procedure for assessing the effectiveness of the management board in terms of the recommendations of the Corporate Governance Code, nor is a structured self-assessment of the effectiveness of individual management board members conducted. However, the performance of the management board is continuously monitored through regular reporting to the supervisory board on operations, key decisions, and results, thereby enabling the monitoring of effectiveness in a broader sense. Additionally, the General Meeting evaluates the performance of the management board and the supervisory board by granting a discharge, which represents an additional form of evaluation of their work.	
6. Remuneration of members of the management board and supervisory board/Role of the remuneration committee	The remuneration committee recommends to the supervisory board at least every three years, the remuneration policy for members of the management board, taking into account the amount and structure of the remuneration of senior management and workers as a whole, having carried out a prior assessment of the effects of that policy on gender pay equality for equal and/or work of equal value?	YES		
6. Remuneration of members of the management board and supervisory board/Role of the remuneration committee	The remuneration committee recommended to the supervisory board remuneration for members of the management board based on an assessment of the company's performance and their personal results, taking into account equality of remuneration between the different sexes for equal work and/or work of equal value?	YES		
6. Remuneration of members of the management board and supervisory board/Role of the remuneration committee	The remuneration committee recommended to the supervisory board the remuneration policy for the members of the supervisory board and carried out a preliminary assessment of the effects of the said policy on equality of remuneration of different sexes for equal work and/or work of equal value, and which policy was given to the general meeting for approval?	PARTIALLY	The general meeting decided on the decision on the amount of remuneration of the members of the supervisory board	
6. Remuneration of members of the management board and supervisory board/Role of the remuneration committee	The remuneration committee monitored the amount and structure of remuneration of senior management and workers as a whole, taking into account gender pay equality for equal and/or work of equal value, and made recommendations to the management on its policies?	NO	In the upcoming short term, the nomination committee will begin receiving reports from the competent organizational unit.	
6. Remuneration of members of the management board and supervisory board/Role of the remuneration committee	The remuneration committee oversaw the preparation of the annual remuneration report required by law for approval by the supervisory board?	YES		

		ANSWER	EXPLANATION	LINK TO THE company'S WEBSITE
6. Remuneration of members of the management board and supervisory board/Remuneration of members of the management board	The supervisory board has determined the annual remuneration of each member of the management board, based on the recommendations of the remuneration committee and in accordance with the approved remuneration policy?	YES		
6. Remuneration of members of the management board and supervisory board/Remuneration of members of the management board	Is the remuneration policy non-discriminatory and aligned with sustainability objectives, and prepared in accordance with the relevant legal requirements?	YES		
6. Remuneration of members of the management board and supervisory board/Remuneration of members of the management board	The level of remuneration of board members takes into account the agreed strategy, risk appetite, the economic environment in which the company operates, the fulfilment of sustainability objectives, and the wages and conditions of employees within the company?	PARTIALLY	In principle, the level of remuneration of management board members takes into account all of the above, with 30% of variable remuneration depending on the achievement of a personal assessment that includes objectives related to sustainability issues.	
6. Remuneration of members of the management board and supervisory board/Remuneration of members of the management board	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?	PARTIALLY	It stipulates that the supervisory board will determine the period of prohibition of trading in shares.	
6. Remuneration of members of the management board and supervisory board/Remuneration of members of the management board	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	Not applicable as no stock options are provided.	
6. Remuneration of members of the management board and supervisory board/Remuneration of members of the management board	The remuneration policy includes provisions specifying the circumstances in which part of a management board member's remuneration would be withheld or recovered?	YES		
6. Remuneration of members of the management board and supervisory board/Remuneration of members of the supervisory board	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 members of the management board and supervisory board/Remuneration of members of the supervisory board	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?	YES		
6. Remuneration of members of the management board and supervisory board/Reporting on remuneration	The company has adopted a remuneration policy for the supervisory board, management board and senior management?	PARTIALLY	The company has adopted a Remuneration policy for management and senior management.	
6. Remuneration of members of the management board and supervisory board/Reporting on remuneration	The company carried out an assessment of the effects of remuneration policies on the equality of remuneration of different genders?	PARTIALLY	A job structure analysis and a qualitative criteria evaluation have been conducted	
6. Remuneration of members of the management board and supervisory board/Reporting on remuneration	The remuneration policy was approved by the shareholders at the general meeting?	YES		
6. Remuneration of members of the management board and supervisory board/Reporting on remuneration	The approved remuneration policy of the company is available free of charge on the company's website?	YES		https://media.crosig.hr/kompanija/uploads/Politika_primitaka_a49e08fef6.pdf?_gl=1*ykmgyx*_gcl_aw*R0NMLjE3ODYzNTIyMDIuQ2owS0NRanc3ZVhUQmhEQkFSSXNBS0YtdzQ0b04yUUtHNld1RTd6U2RDUWpja014TXJ6UnQ5cXlGeGhxLWpCTzhBVkZoRUg3ZjdFel9LWWFBbmdtRUFMd193Y0I.*_gcl_au*Mzc4OTY3NDk0LjE3ODM5NDM4MTQ.*_ga*MTA3OTA3MTM3MS4xNzc0Mjc4MjQ4*_ga_40E029YFZ4*czE3ODY0Mzk0ODkkbzg0JGcxJHQxNzg2NDQxNTQ1JGo1NSRsMCRoMA
6. Remuneration of members of the management board and supervisory board/Reporting on remuneration	An assessment of the effects of remuneration policies on gender pay equality is available free of charge on the company's website?	NO	The comprehensive impact assessment is still in the drafting stage.	
6. Remuneration of members of the management board and supervisory board/Reporting on remuneration	The annual report on remuneration shall includes information on the remuneration of all individual members of the supervisory board and the management board, with the content as specified in Article 60 of the Code and the Companies Act?	YES		
6. Remuneration of members of the management board and supervisory board/Reporting on remuneration	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 board with the remuneration of senior management and the workforce as a whole, and the reasons for deviating from the implementation of the remuneration policy for the management board, if applicable?	YES		
6. Remuneration of members of the management board and supervisory board/Reporting on remuneration	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?	NO	It is not applicable because there is no member of the supervisory board committee who is not a member of the supervisory board.	
6. Remuneration of members of the management board and supervisory board/Reporting on remuneration	The annual remuneration report is available free of charge on the company's website?	YES		https://media.crosig.hr/kompanija/uploads/Attachment_No_1_to_the_Invitation_Remuneration_report_for_2025_f5fdddd002.pdf?_gl=1*1xxu28a*_gcl_au*NDk1NjI4OTQ0LjE3ODUxMzQ4MzA.*_ga*MTU5Nzk2MzcxOS4xNzg1MTM0ODMw*_ga_40E029YFZ4*czE3ODc2ODY5MjYkbzQkZzEkdDE3ODc2ODk2NDYkajI5JGwwJGgw
6. Remuneration of members of the management board and supervisory board/Reporting on remuneration	The auditor's report on the examination of the annual remuneration report is available free of charge on the company's website?	YES		https://media.crosig.hr/kompanija/uploads/Attachment_No_1_to_the_Invitation_Remuneration_report_for_2025_f5fdddd002.pdf?_gl=1*1xxu28a*_gcl_au*NDk1NjI4OTQ0LjE3ODUxMzQ4MzA.*_ga*MTU5Nzk2MzcxOS4xNzg1MTM0ODMw*_ga_40E029YFZ4*czE3ODc2ODY5MjYkbzQkZzEkdDE3ODc2ODk2NDYkajI5JGwwJGgw
7. Risks, internal control and audit/Role of the supervisory board and management	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?	YES		
7. Risks, internal control and audit/Role of the supervisory board and management	The risk management policy takes sustainability matters into account?	YES		
7. Risks, internal control and audit/Role of the supervisory board and management	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 company's activities, and for maintaining adequate risk management and internal control systems to manage and mitigate those risks?	YES		
7. Risks, internal control and audit/Role of the supervisory board and management	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	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		

		ANSWER	EXPLANATION	LINK TO THE company'S WEBSITE
7. Risks, internal control and audit/Role of the audit committee	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	The audit committee monitors the implementation of tax planning, including the distribution of tax on profit from cross-border activities?	PARTIALLY	The audit committee considers significant tax issues and tax risks that may affect the company's financial statements and operations. Given the nature and scope of the company's cross-border activities, no specific formal process has been established for the ongoing oversight of tax planning and corporate tax allocation across jurisdictions.	
7. Risks, internal control and audit/Role of the audit committee	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	The audit committee ensures the sufficiency, independence and effectiveness of the external audit function?	YES		
7. Risks, internal control and audit/Role of the audit committee	The audit committee ensures the independence and sufficiency of the internal audit function?	YES		
7. Risks, internal control and audit/Role of the audit committee	The audit committee monitors the implementation of the measures that have been determined as a result of external and internal audit and its own oversight?	YES		
7. Risks, internal control and audit/Role of the audit committee	The supervisory board (or a specific board of the supervisory board or the audit committee) undertakes activities to oversee the effectiveness of the company's overall internal control and risk management system?	YES		
7. Risks, internal control and audit/Role of the audit committee	The supervisory board (or a special board of the supervisory board or the audit committee) monitors the application of the procedures for reporting breaches of the law or the company's internal rules of conduct?	PARTIALLY	As part of regular reporting, the supervisory board receives information on any reported breaches of the law or the company's internal rules of conduct.	
7. Risks, internal control and audit/External auditor relations	The audit committee oversee the process of selecting and appointing the external auditor in accordance with legal requirements and make recommendations to the supervisory committee for the selection of the external auditor and the conditions for his appointment?	YES		
7. Risks, internal control and audit/External auditor relations	In the past twelve months, the audit committee has approved the external auditor's work plan, which includes the scope and content of the activities to be audited?	YES		
7. Risks, internal control and audit/External auditor relations	The audit committee meets with the external auditor as necessary to discuss the issues identified during the audit and to monitor the quality of the services provided?	YES		
7. Risks, internal control and audit/External auditor relations	The audit committee monitors the independence and objectivity of the external auditor?	YES		
7. Risks, internal control and audit/External auditor relations	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?	YES		
7. Risks, internal control and audit/Risk management and internal control	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	The audit committee made recommendations to the supervisory and management board of the company regarding the effectiveness of the risk management and internal control systems, as necessary?	YES		
7. Risks, internal control and audit/Risk management and internal control	The company stated in its annual report that the supervisory board conducted a supervision regarding the effectiveness of risk management and the internal control system.	PARTIALLY	The information in question was not separately disclosed within the annual report ; however, the supervisory board was regularly informed about it through the submitted materials and reporting throughout the year. With the aim of further improving transparency and the quality of disclosures, the aforementioned information will be included in the annual report in the future.	
7. Risks, internal control and audit/Risk management and internal control	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?	NO	Not applicable	
7. Risks, internal control and audit/Risk management and internal control	The company maintains an effective risk management system that ensures reliable risk identification, measurement, response, reporting and monitoring.	YES		
7. Risks, internal control and audit/Risk management and internal control	The risk management system covers all the risks that a company faces or may face, including climate and environmental risks, health crises, disruptions in supply chains, geopolitical tensions, tax risks, risks related to cybersecurity and the use of digital technologies, as well as financial and operational risks?	YES		
7. Risks, internal control and audit/Risk management and internal control	The company established clear internal responsibilities for maintaining the risk management system and a clear procedure for maintaining contacts between the responsible persons and the audit committee?	YES		
7. Risks, internal control and audit/Risk management and internal control	The company established an internal audit function responsible for overseeing the effectiveness of the internal control system, including risk management?	YES		
7. Risks, internal control and audit/Risk management and internal control	The audit committee approved the internal audit plan in the last twelve months?	YES		
7. Risks, internal control and audit/Risk management and internal control	The audit committee received the internal auditor's reports and supervised the implementation of his recommendations?	YES		
7. Risks, internal control and audit/Risk management and internal control	The audit committee is obliged to recommend to the supervisory board the appointment or dismissal of the head of the internal audit function?	YES		
7. Risks, internal control and audit/Risk management and internal control	If there is no internal audit function in the company, the audit committee reviewed the need for this function once in the last 12 months as part of its review of the internal control system?	NO	An internal audit function has been established within the company	
7. Risks, internal control and audit/Reporting of irregularities	The management board, with the prior approval of the supervisory board, adopted procedures for reporting breaches of the law, internal rules of the company or unethical behavior, including cases where there is a suspicion of a breache or the possibility of one occurring?	YES		

		ANSWER	EXPLANATION	LINK TO THE company'S WEBSITE
7. Risks, internal control and audit/Reporting of irregularities	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/Reporting of irregularities	The procedures comply with the rules on the protection of whistleblowers, gender equality, protection against any form of harassment, and anti discrimination?	YES		
7. Risks, internal control and audit/Reporting of irregularities	A detailed description of the procedure for reporting breaches of the law, internal rules of the company or unethical behaviour is available free of charge on the company's website?	YES		https://media.crosig.hr/media/pravilnik_o_imenovanju_povjerljive_osobe_i_postupku_unutarnjeg_prijavljivanja_nepravilnosti_1.pdf
7. Risks, internal control and audit/Reporting of irregularities	The management board appointed a person in charge of resolving the issue of reported irregularities?	YES		
7. Risks, internal control and audit/Reporting of irregularities	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?	YES		
7. Risks, internal control and audit/Reporting of irregularities	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		
7. Risks, internal control and audit/Reporting of irregularities	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/Reporting of irregularities	The audit committee reviewed the effectiveness of the whistleblowing procedure and its application at least annually?	NO	There is an internal act governing the procedure.	
8. Disclosure and transparency/Use of the company's website	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 available free of charge on the company's website?	PARTIALLY	The company publicly discloses all legally required information on its website, whereas specific deviations from the Corporate Governance Code are detailed within the compliance questionnaire.	
8. Disclosure and transparency/Use of the company's website	The company's website is easily accessible, available to end users, clear and user-friendly?	YES		
8. Disclosure and transparency/Use of the company's website	The company's annual report is available on the company's website?	YES		
8. Disclosure and transparency/Use of the company's website	The half-year and quarterly reports and other financial information required to be disclosed are available on the company's website?	YES		https://kompanija.crosig.hr/en/financial-reports
8. Disclosure and transparency/Use of the company's website	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://media.crosig.hr/kompanija/uploads/CO_FI_2025_ENG_b50e188806.pdf?_gl=1*4jxoc1*_gcl_au*NDk1NjI4OTQ0LjE3ODUxMzQ4MzA.*_ga*MTU5Nzk2MzcxOS4xNzg1MTM0ODMw*_ga_40E029YFZ4*czE3ODc2ODY5MjYkbzQkZzEkdDE3ODc2ODg5MDckajU5JGwwJGgw
8. Disclosure and transparency/Use of the company's website	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	In the upcoming short term, the company will publish all available missing data.	
8. Disclosure and transparency/Use of the company's website	The company's articles of association and other internal acts in accordance with this Code are available on the company's website?	PARTIALLY	The company's Articles of Association are available on its website, and the company will analyze which additional internal acts need to be published in the coming period.	
8. Disclosure and transparency/Use of the company's website	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?	PARTIALLY	A Code of Ethics has been published on the company's website, which covers part of these issues, while it is covered in more detail by internal acts that have not been made public. https://media.crosig.hr/kompanija/uploads/eticki_kodeks_croatia_osiguranja_d_d_6bcffb388b.pdf	
8. Disclosure and transparency/Use of the company's website	The company's code of conduct and details of how to report suspected misconduct are available on the company's website?	YES		https://media.crosig.hr/media/pravilnik_o_imenovanju_povjerljive_osobe_i_postupku_unutarnjeg_prijavljivanja_nepravilnosti_1.pdf
8. Disclosure and transparency/Use of the company's website	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?	PARTIALLY	The organizational chart is available and visible at the link. The company will consider making its intra-group policies public. https://media.crosig.hr/kompanija/uploads/Izvjesce_o_strukturi_Grupe_CROATIA_osiguranja_d_d_na_dan_31_12_2025_godine_ebea02505b.pdf?_gl=1*oevxyz*_gcl_au*OTg5MTE1NzU2LjE3ODAzMTgzNTE.*_ga*MTc4MTU0MjM2MS4xNzY5MTYyODI1*_ga_40E029YFZ4*czE3ODUxNjM0OTgkbzE1JGcxJHQxNzg1MTYzNjA2JGo0NSRsMCRoMA..	
8. Disclosure and transparency/Use of the company's website	Information on any cross-shareholdings involving the company is available on the company's website?	NO	The company does not have a mutual holding of shares	
8. Disclosure and transparency/Use of the company's website	The report on corporate income tax information is available on the company's website?	NO	The company is not obliged to report on corporate income tax information	
8. Disclosure and transparency/Use of the company's website	The report on related party transactions is available on the company's website?	NO	The company will consider the public disclosure of the related party transactions report	
8. Disclosure and transparency/Use of the company's website	The report on the company's relations with related companies is available on the company's website?	NO	The company will consider the public disclosure of the report on the company's relations with related companies	
8. Disclosure and transparency/Use of the company's website	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	The company will publish the requested information within a shorter period of time.	

		ANSWER	EXPLANATION	LINK TO THE company'S WEBSITE
8. Disclosure and transparency/Use of the company's website	Details of changes in the shareholdings of supervisory and management board members, other persons within senior management, 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	The company discloses related party transactions within the Annual Report.	
8. Disclosure and transparency/Use of the company's website	The remuneration policy for members of the supervisory board, management board, and senior management, as well as the annual remuneration report, are available on the company's website?	PARTIALLY	There is no remuneration policy for the supervisory board.	
8. Disclosure and transparency/Use of the company's website	The company's dividend policy is available on the company's website?	NO	The company has not adopted a dividend payment policy and, consequently, there is no published information on the dividend payment policy on the company's website	
8. Disclosure and transparency/Use of the company's website	The risk management policy is available on the company's website, including information on the nature and effectiveness of related procedures and due diligence measures?	PARTIALLY	The company has adopted a Risk Management Policy, confirmed by the supervisory board. The Policy itself has not been publicly published, but its important determinants are publicly available in the SFCR report on the company's website.	
8. Disclosure and transparency/Use of the company's website	A calendar of events within the next 12 months is available on the company's website, including the dates of the general meeting, announcements of business results, dividend payments and investor conferences?	NO	In the coming period, the company will consider the possibility of creating a calendar of events.	
8. Disclosure and transparency/Use of the company's website	All materials related to the sessions of the general meeting, including decisions from the meetings, are available on the company's website.	YES		https://kompanija.crosig.hr/en/general-assembly
8. Disclosure and transparency/Use of the company's website	The name and contact details of the persons in charge of investor relations are available on the company's website?	YES		https://kompanija.crosig.hr/en/contact
8. Disclosure and transparency/Use of the company's website	The company ensured that the information on the website is up-to-date and published in accordance with time limits prescribed by law and regulations?	YES		
8. Disclosure and transparency/Use of the company's website	All information on the website is available free of charge and unconditionally in Croatian?	YES		
8. Disclosure and transparency/Use of the company's website	All information on the website is available free of charge and unconditionally in English?	YES		
8. Disclosure and transparency/Annual Report	The company's annual report contains records of the number of meetings held by the supervisory board and the Board of the supervisory board and the presence of each member at these sessions?	YES		
8. Disclosure and transparency/Annual Report	The company's annual report contains data on all shares and other financial instruments of the company held by members of the supervisory board and management and senior management, for which there is an obligation to report according to the applicable laws and regulations, and in other companies whose operations are in competition with the company's operations?	NO	There were no such transactions.	
8. Disclosure and transparency/Annual Report	The company's annual report contains information on all contracts and agreements concluded between members of the management or supervisory board and the company (or persons associated with any party)?	YES		
8. Disclosure and transparency/Annual Report	The company's annual report contains the results of the supervisory board's assessment of its effectiveness and the effectiveness of its arrangements for cooperation with the management?	PARTIALLY	The results of the evaluation of cooperation between the supervisory board and the management board are contained in the publicly disclosed Report of the supervisory board.	
8. Disclosure and transparency/Annual Report	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	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	The company will consider disclosing data in subsequent reporting periods.	
8. Disclosure and transparency/Annual Report	The company's annual report contains a report on gender equality, the fulfilment of the conditions regarding the balanced representation of both sexes in the supervisory board, management and senior management, with an explanation if they are not met?	YES		
8. Disclosure and transparency/Annual Report	The company's annual report contains information on the fulfilment of the conditions regarding the independence of the members of the supervisory board and the criteria for their independence?	YES		
8. Disclosure and transparency/Annual Report	The company's annual report includes a description of sustainability-related objectives determined by the company, and the report on their achievement?	NO	The company has not yet determined sustainability-related targets.	
8. Disclosure and transparency/Annual Report	The annual report includes information on bonds issued, debt agreements concluded, including information on 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 management and shareholders or request changes in the company's operations, as well as information on the likelihood of such events occurring?	NO	There were no such agreements	
8. Disclosure and transparency/Annual Report	The statement of application of the corporate governance code is included in the company's annual report?	YES		
8. Disclosure and transparency/Annual Report	The statement of application of the corporate governance code contains all information prescribed by the Accounting Act?	YES		

		ANSWER	EXPLANATION	LINK TO THE company'S WEBSITE
8. Disclosure and transparency/Annual Report	The company ensured that all shareholders, regardless of the number or type of shares they hold, have equal access to information about the company and how they can exercise and protect their rights?	YES		
9. Shareholders and general meeting/Shareholder relations	The company has effective formal mechanisms that enable minority shareholders to ask questions directly to the president of the management board and the supervisory board, and all information is available on the company's website?	PARTIALLY	The company adopted the procedure on communication between the President of the supervisory board and the President of the supervisory board committees with the company's key stakeholders	
9. Shareholders and general meeting/Shareholder Relations	Information on formal mechanisms that allow minority shareholders to ask questions directly to the president of the management board and the president of the supervisory board is available free of charge on the company's website?	NO	The company will consider taking measures in the coming period	
9. Shareholders and general meeting/Shareholder Relations	The company designated an individual as the investor relations contact for all shareholders, whose responsibilities include ensuring that shareholders receive a rapid response to requests for information?	YES		
9. Shareholders and the general meeting/General meeting	The company's articles of association and/or internal acts of the company do not in any way restrict the ability of shareholders to convene a general meeting, to participate in it or to add items to the agenda?	YES		
9. Shareholders and the general meeting/General meeting	The company's articles of association and/or internal acts of the company allow shareholders to exercise their right to vote by representative without restriction?	YES		
9. Shareholders and the general meeting/General meeting	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?	NO	The Assembly is mostly attended by 2 majority shareholders who exercise their rights through a representative who is physically present at the Assembly	
9. Shareholders and the general meeting/General meeting	An explanation of the different means by which shareholders can exercise their right to vote is provided in the documents for the general meeting?	YES		
9. Shareholders and the general meeting/General meeting	The company's articles of association or the management board's decision allow for the general meeting to be held in a hybrid format?	NO	The Assembly is mostly attended by 2 majority shareholders who exercise their rights through a representative who is physically present at the Assembly	
9. Shareholders and the general meeting/General meeting	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?	NO	The proposal of the decision shall be voted on at the general meeting, after the discussion. Voting is done by voting machines or by any other means by which the identification of the shareholder or the shareholder's representative can be unequivocally ensured.	
9. Shareholders and the general meeting/General meeting	The notice of the general meeting is published no later than 30 days before the general meeting?	YES		
9. Shareholders and the general meeting/General meeting	The agenda, decisions and all other materials required for the general meeting are available free of charge on the company's website?	YES		https://kompanija.crosig.hr/en/general-assembly
9. Shareholders and the general meeting/General meeting	All documents are available in Croatian and English?	YES		
9. Shareholders and the general meeting/General meeting	The company published on its website how shareholders can participate in the general meeting and exercise the right to vote, especially when it is exercised through electronic communication, and how the company has ensured the legally prescribed conditions for the use of electronic communication?	PARTIALLY	The company does not have secured conditions for the use of electronic communication for participation in the general meeting.	
9. Shareholders and the general meeting/General meeting	The president and deputy president of the supervisory board, the chairmen of the supervisory board and all members of the management board attended the general meeting in the past twelve months?	YES		
9. Shareholders and the general meeting/General meeting	The external auditor was present at the general meeting where the financial statements were presented?	YES		
9. Shareholders and the general meeting/General meeting	The company made the decisions of the general meeting available on its website free of charge?	YES		https://media.crosig.hr/kompanija/uploads/Decisions_of_the_57th_General_Assembly_of_CROATIA_osiguranje_d_d_odt_43077f399a.pdf?_gl=1*pqj2gj*_gcl_au*NDk1NjI4OTQ0LjE3ODUxMzQ4MzA.*_ga*MTU5Nzk2MzcxOS4xNzg1MTM0ODMw*_ga_40E029YFZ4*czE3ODc2ODY5MjYkbzQkZzEkdDE3ODc2OTAxMzUkajYwJGwwJGgw
9. Shareholders and the general meeting/General meeting	Within 30 days from the date of the general meeting, the company made available on its website free of charge the answers to the questions posed at the general meeting?	YES		https://media.crosig.hr/kompanija/uploads/Shareholders_questions_and_answers_from_the_57th_General_Assembly_of_CROATIA_osiguranje_d_d_dea61c5c63.pdf?_gl=1*y1cyxa*_gcl_au*NDk1NjI4OTQ0LjE3ODUxMzQ4MzA.*_ga*MTU5Nzk2MzcxOS4xNzg1MTM0ODMw*_ga_40E029YFZ4*czE3ODc2ODY5MjYkbzQkZzEkdDE3ODc2OTAxMzkkajU2JGwwJGgw
10. Stakeholders, sustainability and resilience/Responsible business conduct	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	double materiality assessment in accordance with the provisions of the ESRS. The assessment itself has not been publicly published as a separate document, but the methodology and results are available in the company's Sustainability Report. https://media.crosig.hr/kompanija/uploads/CO_FI_2025_ENG_b50e188806.pdf?_gl=1*4jxoc1*_gcl_au*NDk1NjI4OTQ0LjE3ODUxMzQ4MzA.*_ga*MTU5Nzk2MzcxOS4xNzg1MTM0ODMw*_ga_40E029YFZ4*czE3ODc2ODY5MjYkbzQkZzEkdDE3ODc2ODg5MDckajU5JGwwJGgw	
10. Stakeholders, sustainability and resilience/Responsible business conduct	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?	YES		https://media.crosig.hr/kompanija/uploads/eticki_kodeks_croatia_osiguranja_d_d_6bcffb388b.pdf?_gl=1*1bxxniw*_gcl_aw*R0NMLjE3ODY0NTIzMjIuQ2owS0NRandrT3ZUQmhEZ0FSSXNBS1VOeVJzcFhvZTdaMElQSnA3a3NfVUhlRU1xY1JHc2E0bEtvME5UMy1DVjg4NGM5S3lxZVM1WE05RWFBdHZ3RUFMd193Y0I.*_gcl_au*MTQ4ODQyMzA0NS4xNzg0NzIzNjkz*_ga*MTQyODM4NTUzMy4xNzg0NzIzNjgx*_ga_40E029YFZ4*czE3ODY0NTIzMTgkbzYkZzEkdDE3ODY0NTIzNzkkajYwJGwwJGgw
10. Stakeholders, sustainability and resilience/Responsible business conduct	The supervisory and management boards agreed and adopted policies on creating an inclusive work environment, in particular for persons with disabilities?	YES		https://media.crosig.hr/kompanija/uploads/eticki_kodeks_croatia_osiguranja_d_d_6bcffb388b.pdf?_gl=1*1bxxniw*_gcl_aw*R0NMLjE3ODY0NTIzMjIuQ2owS0NRandrT3ZUQmhEZ0FSSXNBS1VOeVJzcFhvZTdaMElQSnA3a3NfVUhlRU1xY1JHc2E0bEtvME5UMy1DVjg4NGM5S3lxZVM1WE05RWFBdHZ3RUFMd193Y0I.*_gcl_au*MTQ4ODQyMzA0NS4xNzg0NzIzNjkz*_ga*MTQyODM4NTUzMy4xNzg0NzIzNjgx*_ga_40E029YFZ4*czE3ODY0NTIzMTgkbzYkZzEkdDE3ODY0NTIzNzkkajYwJGwwJGgw
10. Stakeholders, sustainability and resilience/Responsible business conduct	The supervisory board and the management board agreed and adopted policies regarding the achievement of work-life balance for employees?	PARTIALLY	The company has models of flexible forms of remote work regulated by employment contracts and the Ordinance on Occasional Remote Work, which have not been publicly disclosed or previously agreed with the supervisory board.	

		ANSWER	EXPLANATION	LINK TO THE company'S WEBSITE
10. Stakeholders, sustainability and resilience/Responsible business conduct	The supervisory board and the management board agreed and adopted policies regarding ensuring equal pay for the different sexes for equal work and/or work of equal value?	PARTIALLY	The company has a job evaluation system and an effort to ensure equal pay for work of equal value.	
10. Stakeholders, sustainability and resilience/Responsible business conduct	The supervisory board and the management board have agreed and adopted policies regarding the prevention and sanctioning of any form of discrimination, especially on the basis of gender and disability, and the protection of whistleblowers?	YES		https://media.crosig.hr/kompanija/uploads/eticki_kodeks_croatia_osiguranja_d_d_6bcffb388b.pdf?_gl=1*1bxxniw*_gcl_aw*R0NMLjE3ODY0NTIzMjIuQ2owS0NRandrT3ZUQmhEZ0FSSXNBS1VOeVJzcFhvZTdaMElQSnA3a3NfVUhlRU1xY1JHc2E0bEtvME5UMy1DVjg4NGM5S3lxZVM1WE05RWFBdHZ3RUFMd193Y0I.*_gcl_au*MTQ4ODQyMzA0NS4xNzg0NzIzNjkz*_ga*MTQyODM4NTUzMy4xNzg0NzIzNjgx*_ga_40E029YFZ4*czE3ODY0NTIzMTgkbzYkZzEkdDE3ODY0NTIzNzkkajYwJGwwJGgw
10. Stakeholders, sustainability and resilience/Responsible business conduct	The supervisory board and the management board have agreed and adopted policies related to the prevention and sanctioning of bribery and corruption and the protection of whistleblowers?	YES		https://media.crosig.hr/kompanija/uploads/eticki_kodeks_croatia_osiguranja_d_d_6bcffb388b.pdf?_gl=1*1bxxniw*_gcl_aw*R0NMLjE3ODY0NTIzMjIuQ2owS0NRandrT3ZUQmhEZ0FSSXNBS1VOeVJzcFhvZTdaMElQSnA3a3NfVUhlRU1xY1JHc2E0bEtvME5UMy1DVjg4NGM5S3lxZVM1WE05RWFBdHZ3RUFMd193Y0I.*_gcl_au*MTQ4ODQyMzA0NS4xNzg0NzIzNjkz*_ga*MTQyODM4NTUzMy4xNzg0NzIzNjgx*_ga_40E029YFZ4*czE3ODY0NTIzMTgkbzYkZzEkdDE3ODY0NTIzNzkkajYwJGwwJGgw
10. Stakeholders, sustainability and resilience/Responsible business conduct	The supervisory board and the management board agreed and adopted tax planning policies that ensure the payment of most taxes in the countries where the activities are carried out and the revenue is generated?	PARTIALLY	Given the nature and scope of the company's cross-border activities, no specific formal process and policy has been established for the ongoing oversight of tax planning and corporate tax allocation across jurisdictions. However, the Audit Committee, as a subcommittee of the supervisory board, considers significant tax issues and tax risks that may affect the company's financial statements and operations.	
10. Stakeholders, sustainability and resilience/Responsible business conduct	The supervisory board and the management board agreed and adopted policies regarding the implementation of communication between the company and the main stakeholders?	PARTIALLY	The supervisory board and the management board have adopted ways of including the views of key stakeholders in the management of sustainability issues through the adopted Dual Materiality Assessment and Sustainability Report, which is carried out on an annual basis. In addition, the company has established numerous channels of communication with internal stakeholders, as well as key external stakeholders such as regulators, clients, community representatives, shareholders, etc.	
10. Stakeholders, sustainability and resilience/Responsible business conduct	The supervisory board and the management agreed and adopted policies relating to the application of due diligence procedures and measures in the company, its subsidiaries and, where applicable, its direct and indirect business partners?	PARTIALLY	In the processes related to Sustainability Reporting, the company applies certain due diligence measures in the company and its subsidiaries and analyzes key suppliers in relation to the provisions of the company's Supplier Code of Conduct.	
10. Stakeholders, sustainability and resilience/Responsible business conduct	When agreeing and adopting the policies specified in Article 88 of the Code, were the supervisory board and the management board guided by the recommendations for responsible business conduct as prescribed in the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the applicable OECD Implementation Guidelines for Due Diligence on Responsible Business Conduct?	PARTIALLY	Where applicable, OECD guidelines have been taken into account in policymaking, but the company has not yet publicly disclosed all the policies referred to in Article 88. of the Code.	
10. Stakeholders, sustainability and resilience/Responsible business conduct	All policies referred to in Article 88. of the Code are available free of charge on the company's website?	PARTIALLY	The policies referred to in Article 88 of the Code include the publicly available Code of Ethics and the Rules on Internal Whistleblowing, as well as other internal acts that are not publicly available, but are described in the publicly available Sustainability Report.	
10. Stakeholders, sustainability and resilience/Responsible business conduct	The supervisory board and the management board ensured periodic monitoring of the implementation and effectiveness of all policies agreed and adopted in accordance with Article 88 of the Regulation. of the Code?	PARTIALLY	Periodic monitoring of the implementation and effectiveness of all policies is ensured for most of these policies.	
10. Stakeholders, sustainability and resilience/Responsible business conduct	When the management board seeks the supervisory board's prior approval on decisions, the supporting documents explain how the recommended measure is consistent with the policies prescribed in Article 88. of the Code?	PARTIALLY	Where applicable, in the explanation of the decision, the subject of the decision is linked to one of the policies from Article 88 of the Code	
10. Stakeholders, sustainability and resilience/Stakeholder involvement	The supervisory board and the management board jointly identified who they consider to be company's key stakeholders?	YES		
10. Stakeholders, sustainability and resilience/Stakeholder involvement	The management board ensured that effective mechanisms are in place for regular interaction with key stakeholders, as well as for informing the supervisory board about the results of these communications?	YES		
10. Stakeholders, sustainability and resilience/Stakeholder involvement	The supervisory board is authorized, with prior notification to the president of the management board, to organize meetings with external stakeholders when it considers it's necessary?	YES		
10. Stakeholders, sustainability and resilience/Stakeholder involvement	The mandate of each supervisory board commitee clearly stipulate the purposes for which the president of the board can communicate directly with stakeholders and the procedure to be followed in such cases?	YES		
10. Stakeholders, sustainability and resilience/Internal education	The company organizes continuous education for the supervisory board, management and all employees in terms of gender equality, inclusion of persons with disabilities and children's rights, especially when the structure of employees changes significantly or when there are significant changes in regulations related to these areas?	PARTIALLY	There is continuous education in the field of workers' rights, employee development, ethics and labor law issues. From 2025, employees have access to the UN Global Compact Academy platform with relevant trainings in these areas available to them	
10. Stakeholders, sustainability and resilience/Internal education	Trainings are organized in cooperation with competent institutions, civil society organizations or experts who deal with these issues in the field of employment and work?	PARTIALLY	The trainings are mostly carried out by internal workers, and occasionally external experts are engaged. From 2025, employees have access to the UN Global Compact Academy platform with relevant trainings in these areas available to them	