COMPLIANCE QUESTIONNAIRE

Code Chapter	No.	Question	Answer	Explanation	Link
1. Leadership / Cooperation	1	Do the company's articles of association and/or other internal acts clearly define the responsibilities of the supervisory board and management board, in accordance with applicable laws and arrangements according to which the management board and supervisory board cooperate?	YES		
	2	Are the company's articles of association (and/or other internal acts) available free of charge on the company's website?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/about-us/profile
	3	Has the supervisory board adopted a decision with a list of categories of decisions and legal transactions for which prior approval of the supervisory board is required and for which decisions the management board must consult?	YES		
	4	Is a summary of the decision available free of charge on the company's website?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/about-us/profile
	5	Do the articles of association and/or internal acts of the company provide for prior approval of the supervisory board for making important decisions affecting the company's strategy, expenses, risk exposure and reputation?	YES		
	6	Do the articles of association and/or internal acts of the company 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		
	7	Has the management board reported to the supervisory board at regular intervals on the company's operating results, financial situation, significant financial and other risks, company resilience and results?	YES		
	8	Have the management board and supervisory board agreed on the content, form and frequency of these reports?	YES		
	9	Do the articles of association and/or internal acts stipulate that the chairman of the management board must notify the supervisory board if an event has occurred or is likely to occur that could potentially affect the company's results, financial position or reputation?	YES		
1. Leadership / Code of Conduct	10	Has the supervisory board approved a code of conduct (or other internal act) establishing rules of conduct to be followed by members of the management board and supervisory board, employees and others?	YES		
	11	Does the code of conduct (or other internal act) contain provisions	YES		

		ensuring an inclusive work environment, equal opportunities for different genders and prohibition of any form of discrimination, as well as rules of conduct and measures to be taken in case of their violation?			
	12	Is the code of conduct (or other internal act) available free of charge on the company's website?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/corporate-governance/company-politics?_gl=1*1nuo5c5*_up*MQ..*_ga*NzY1MjgwOTA1LjE3ODc1NTgyNDY.*_ga_85807GK74E*czE3ODc1NTgyNDYkbzEkZzAkdDE3ODc1NTgyNDYkajYwJGwwJGgxNTgyODkyNzYz
	13	Does the supervisory board oversee the implementation and monitor the effectiveness of the code of conduct (or other internal act)?	YES		
	14	Does the code of conduct (and/or other internal act) take into account recommendations for responsible business conduct as prescribed by the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and applicable OECD Implementation Guidelines for Due Diligence of Responsible Business Conduct?	YES		
2. Duties of Management Board and Supervisory Board Members / Conflict of Interest	15	Is there a prohibition for members of the management board and supervisory board to participate in decisions in which they have a conflict of interest?	YES		
	16	Has the company adopted a conflict-of-interest management policy?	YES		
	17	Has the supervisory board given prior approval to the conflict-of-interest management policy?	YES		
	18	Is the conflict-of-interest management policy available free of charge on the company's website?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/corporate-governance/company-politics?_gl=1*1nuo5c5*_up*MQ..*_ga*NzY1MjgwOTA1LjE3ODc1NTgyNDY.*_ga_85807GK74E*czE3ODc1NTgyNDYkbzEkZzAkdDE3ODc1NTgyNDYkajYwJGwwJGgxNTgyODkyNzYz
	19	Do supervisory board members have an obligation to inform the entire supervisory board that they are in existing or potential conflict of	YES		

		interest?			
	20	Do management board members have an obligation to inform the chairman of the supervisory board and other management board members of an existing or potential conflict of interest?	YES		
	21	Does the supervisory board have an obligation to keep records of all notifications relating to an existing or potential conflict of interest, including a description of actions taken and the outcome of actions in relation to each existing or potential conflict of interest?	YES		
	22	Do management board and supervisory board members have an obligation to inform the chairman of the supervisory board if they believe that another management board or supervisory board member is in an existing or potential conflict of interest that has not been reported, or to inform the deputy if the chairman is the one concerned?	YES		
2. Duties of Management Board and Supervisory Board Members / Non-Compete	23	Supervisory board and management board members do not engage in activities that compete with the company's business, whether for their own or others' account?	YES		
	24	Are supervisory board and management board members not members of management or supervisory boards of companies that conduct activities competing with the company's business?	YES		
	25	Supervisory board and management board members do not hold significant shares in companies that compete with the company's business?	YES		
	26	Have management board and supervisory board members who hold shares in companies with which the company competes notified the company secretary of such holdings?	NO	Management board and supervisory board members do not hold shares in companies with which the Company competes	
	27	Are details of the holdings of supervisory board and management board members in companies that compete with the company's business available free of charge on the company's website?	NO	Management board and supervisory board members do not hold shares in companies with which the Company competes	
2. Duties of Management Board and Supervisory Board Members / Related Party Transactions	28	Can no transaction between management board or supervisory board members and the company (or persons related to any party) be concluded without prior approval of the supervisory board?	YES		
	29	Must the fair value of each material transaction, as defined by law, be	YES		

	confirmed by an independent expert before any such transaction?			
30	Must the independent expert's report on the fair value of each material transaction be available free of charge on the company's website?	NO	In 2025, there were no transactions between management board or supervisory board members and the company	
31	If the supervisory board has appointed a special committee in accordance with the law or authorised the audit committee to decide on prior approval for related party transactions, do the members of such committee meet the independence requirements prescribed for members?	NO	No special committee has been appointed for granting prior approval for transactions between management board or supervisory board members and the Company.	
32	If the supervisory board has appointed a special committee in accordance with the law or authorised the audit committee to decide on prior approval for related party transactions, are the members of such committee independent in relation to the persons and transactions that are the subject matter?	NO	In 2025, there were no transactions requiring approval.	
33	Has the company adopted procedures for approving and disclosing transactions between management board or supervisory board members and the company (or persons related to any party)?	YES		
34	Does the audit committee annually assess the effectiveness of these procedures?	YES		
35	Does the company without delay publish on its website information on related party transactions for which prior approval of the supervisory board is required, for company transactions and for subsidiary transactions with related parties?	NO	In 2025, there were no transactions requiring approval.	
36	Does the related party transaction notice contain at least information on the nature of the relationship with the related party, the names of related parties, the date and value of the transaction?	NO	In 2025, there were no transactions requiring approval.	
37	Is such transaction notice available to the public for at least five years on the company's website?	NO	In 2025, there were no transactions requiring approval.	
38	Does the management board annually prepare a report on related party transactions in the content as prescribed by the Companies Act?	YES		https://www.t.ht.hr/en/investor-relations/2026-general-assembly

	39	Has the auditor audited the report on related party transactions and submitted its signed report to the company's management board?	YES		
	40	Has the supervisory board examined the report on related party transactions and taken a position on the audit results and reported on this to the general meeting in its report submitted to the general meeting?	YES		https://www.t.ht.hr/en/investor-relations/2026-general-assembly
3. Appointment of Management Board and Supervisory Board Members / Role of Supervisory Board	41	Is the supervisory board responsible for appointing and removing management board members and giving recommendations for supervisory board member candidates to the general meeting?	YES		
	42	Has the supervisory board adopted formal and transparent procedures for appointments to the management board and supervisory board and for selection of senior management?	PARTIALLY	The supervisory board does not adopt procedures for selecting senior management; decisions on the selection of closest associates are, in accordance with good corporate practices, left to the autonomous decision-making of the management board	
	43	Has the supervisory board adopted a succession plan?	YES		
	44	Do the procedures for appointments to the management board and supervisory board and for selection of senior management contain objective criteria for appointment or selection, giving preference under the same conditions to persons of the underrepresented gender?	YES		
	45	Has a prior impact assessment of procedures for appointments to the management board and supervisory board and for selection of senior management, as well as the succession plan, on gender equality been conducted?	YES		
	46	Has the prior impact assessment of procedures for appointments to the management board and supervisory board and for selection of senior management, as well as the succession plan, on gender equality been published free of charge?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/annual-reports
	47	Is representation of at least 40% of members of the underrepresented gender ensured on the supervisory board or on the supervisory board and management board?	YES		
	48	If representation of at least 40% of members of the underrepresented gender has not been achieved, has the company taken measures to	NO	Representation of at least 40% of members of the	

		achieve the prescribed representation and adopted a plan and deadline for achievement that cannot be longer than two years from the occurrence of the imbalanced gender representation?		underrepresented gender is ensured on the supervisory board and on the supervisory board and management board together	
	49	Are all measures taken by the company, the plan and deadline for achieving the prescribed representation of the underrepresented gender, together with an explanation of why the percentage has not been achieved, published by the company?	NO	Representation of at least 40% of members of the underrepresented gender is ensured on the supervisory board	
3. Appointment of Management Board and Supervisory Board Members / Role of Nomination Committee	50	Does the nomination committee oversee the appointment process to the supervisory board and management board to ensure it is fair, transparent and non-discriminatory, promotes diversity, inclusion and equal opportunities and achieves balanced representation of both genders?	YES		
	51	Has the nomination committee developed a description of roles and candidates for each vacant position in accordance with the management board or supervisory board profile and identified and recommended suitable candidates to the supervisory board?	YES		
	52	Has the nomination committee, when seeking independent supervisory board candidates, established that the candidates are independent and on what criteria (according to the definition in Annex A)?	YES		
	53	Has the nomination committee prepared a succession plan for reappointment or replacement of supervisory board and management board members, in consultation with the chairman of the supervisory board or management board?	YES		
	54	Has the nomination committee monitored progress in achieving the percentage of female management board and supervisory board members and senior management?	YES		
	55	Has the nomination committee monitored management board policies in the selection and appointment of senior management?	NO	Compensation and Nomination Committee / Supervisory Board does not participate in decisions on selection and appointment of senior management. Decisions on the	

				selection of closest associates are, in accordance with good corporate practices, left to the autonomous decision-making of the Company's management board.	
	56	Has the nomination committee monitored the implementation of internal evaluation and the employee perception survey on gender equality and equal opportunities in the company?	YES		
3. Appointment of Management Board and Supervisory Board Members / Selection of Supervisory Board Members at General Meeting	57	When proposing supervisory board candidates to the general meeting, does the company make available free of charge on the company's website among the general meeting materials all information from?	YES		https://www.t.ht.hr/en/investor-relations/2025-general-assembly
	58	Must the proposal for election of supervisory board members contain for each proposed member information on whether they are independent within the meaning of Article 255, paragraph 6 of the Companies Act, or why the supervisory board considers the candidate to be independent and on what criteria from the Companies Act/Code?	YES		https://www.t.ht.hr/en/investor-relations/2025-general-assembly
	59	In case a current supervisory board member is proposed, do the general meeting materials also contain all information from Article?	YES		https://www.t.ht.hr/en/investor-relations/2025-general-assembly
	60	Are the data from Articles 19 and 20 of the Code available free of charge on the company's website also when a workers' representative or another supervisory board member not elected is appointed?	YES		https://www.t.ht.hr/en/investor-relations/2025-general-assembly
4. Supervisory Board and its Committees / Competence of Supervisory Board	61	Do the tasks of the supervisory board include: appointing and dismissing management board members and succession planning; contributing to the development and approving the company's strategy, business plan and budget and supervising the management board's achieved results in achieving goals and the manner in which it performs its duties and cooperates?	YES		
	62	Do the tasks of the supervisory board also include ensuring at least 40% representation of the underrepresented gender on the supervisory board or supervisory board and management board together?	YES		
4. Supervisory Board and its Committees / Composition of Supervisory Board	63	Has the supervisory board prepared a supervisory board profile that determines the minimum number of members and the combination of age, gender, skills, knowledge and education, as well as professional and practical experience required on the supervisory board?	YES		

64	Does the supervisory board include members of different genders, ages, profiles and experiences to ensure diversity of perspectives in decision-making and balanced representation of both genders?	YES		
65	Is the majority of supervisory board members independent in accordance with the definition in Annex A of the Code?	NO	Currently 2 of 9 members are independent, but neither of them is the chairman or deputy chairman of the supervisory board. All supervisory board members, regardless of independence status, are obliged to act in the interest of the Company as a whole, with the Company applying strict conflict of interest management policies.	
66	Are the chairman or deputy chairman of the supervisory board independent?	NO	Currently 2 of 9 members are independent, but neither of them is the chairman or deputy chairman of the supervisory board. All supervisory board members, regardless of independence status, are obliged to act in the interest of the Company as a whole, with the Company applying strict conflict of interest management policies.	
67	If the majority of supervisory board members is not independent, has the supervisory board adopted measures, a plan and deadline for achieving independence that cannot be longer than two years from the day when the majority of members?	NO	Currently 2 of 9 members are independent, but neither of them is the chairman or deputy chairman of the	

				supervisory board. All supervisory board members, regardless of independence status, are obliged to act in the interest of the Company as a whole, with the Company applying strict conflict of interest management policies.	
	68	Are all measures taken by the company to achieve supervisory board independence, the plan and deadline for achieving independence, together with an explanation of why independence has not been achieved, published by the company in the annual report?	NO	Currently 2 of 9 members are independent, but neither of them is the chairman or deputy chairman of the supervisory board. All supervisory board members, regardless of independence status, are obliged to act in the interest of the Company as a whole, with the Company applying strict conflict of interest management policies.	
4. Supervisory Board and its Committees / Chairman	69	Does the supervisory board chairman have the tasks specified in Article 26 of the Code?	YES		
4. Supervisory Board and its Committees / Supervisory Board Committees	70	Has the supervisory board established a nomination committee?	YES		
	71	Has the supervisory board established a remuneration committee?	YES		
	72	Has the supervisory board established an audit committee?	YES		
	73	Has the supervisory board determined the mandate and activities of each of its committees?	YES		
	74	Does each supervisory board committee consist of members who have the necessary skills, knowledge and education, professional and practical experience for effective performance of the functions of that committee?	YES		
	75	Does each supervisory board committee have at least three members?	YES		

	76	Is the majority of members of each supervisory board committee independent in accordance with the definition in Annex A of the Code?	NO	All committee members, regardless of independence status, are obliged to act in the interest of the Company as a whole, with the Company applying strict conflict of interest management policies.	
	77	Are management board members prohibited from being members of supervisory board committees?	YES		
	78	Is the independence of supervisory board committees ensured through independent supervisory board members?	NO	All committee members, regardless of independence status, are obliged to act in the interest of the Company as a whole, with the Company applying strict conflict of interest management policies.	
	79	Is the job description of each supervisory board committee available free of charge on the company's website?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/about-us/supervisory-board
	80	Does the company include in its annual report a report on the work of each supervisory board committee, including information on the number of meetings held, committee members and the independence of each committee member?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/annual-reports?_gl=1*12111y7*_up*MQ..*_ga*MTY0NjAyNDI4OC4xNzg3NTU5MzM3*_ga_85807GK74E*czE3ODc1NTkzMzYkbzEkZzAkdDE3ODc1NTkzMzYkajYwJGwwJGg0MzU3MzQ5
4. Supervisory Board and its Committees / Time Commitment	81	Is the expected minimum time commitment of each supervisory board member determined at the time of their appointment?	YES		
	82	Is the attendance record of each supervisory board member at meetings of the supervisory board and its committees published in the company's annual report?	YES		https://www.t.ht.hr/en/investor-relations/2026-general-assembly
	83	Do the articles of association and/or internal acts of the company	YES		

		provide for the obligation of supervisory board members to inform the company secretary of their membership on the supervisory board or management board of other companies?			
4. Supervisory Board and its Committees / Frequency and Manner of Holding Meetings	84	Are supervisory board meetings held at least once every three months?	YES		
	85	Has the supervisory board adopted a work plan that includes the timing and agenda of future meetings?	YES		
	86	Do supervisory board committees meet as often as necessary for effective performance of their duties and regularly report to the supervisory board on their activities?	YES		
	87	Can supervisory board meetings be held without the presence of management board members when the supervisory board considers it appropriate?	YES		
	88	Do management board members not attend meetings at which the supervisory board discusses management board results and remuneration of the management board and its members?	YES		
	89	May persons who are not members of supervisory board committees participate in committee meetings only at the invitation of the committee?	YES		
4. Supervisory Board and its Committees / Support	90	Has the company designated a person to perform the duties of company secretary?	YES		
	91	According to the articles of association (or other internal acts), is the company secretary responsible for ensuring that the supervisory board acts in accordance with supervisory board procedures, for advising the supervisory board on governance matters, providing support to the supervisory board chairman and assisting the supervisory board and its committees?	YES		
4. Supervisory Board and its Committees / Quality and Timeliness of Information	92	Are all materials needed for supervisory board or supervisory board committee meetings delivered to their members no later than one week before the meeting?	YES		
	93	Are the minutes of supervisory board meetings available to all supervisory board members?	YES		
	94	Do the minutes of supervisory board meetings contain information on voting results, including details on voting by individual members?	YES		
	95	Does the supervisory board have the right to receive information/advice from persons outside the company at the company's expense if it considers this necessary for the successful performance of its duties, and is the procedure for this specified in the management board's	YES		

		internal acts with prior approval?			
4. Supervisory Board and its Committees / Training and Development	96	Have all supervisory board members received introductory training for their role upon appointment?	YES		
	97	Are all supervisory board members continuously trained and educated to improve and enhance their skills and knowledge?	YES		
	98	Does continuous training of supervisory board members cover topics of business sustainability, responsible business conduct and achieving balanced representation of both genders on the supervisory board?	YES		
	99	Do supervisory board members regularly receive news and summaries from management and experts on matters important to the company and the duties of supervisory board members?	YES		
4. Supervisory Board and its Committees / Supervisory Board Evaluation	100	Has the supervisory board evaluated its effectiveness and composition in the last twelve months?	YES		
	101	Has the supervisory board evaluated the effectiveness and composition of its committees in the last twelve months?	YES		
	102	Has the supervisory board evaluated the individual results of its members and members of its committees in the last twelve months?	YES		
	103	Was the evaluation led by the chairman or deputy chairman of the supervisory board if the chairman is not independent?	YES		
	104	Has the evaluation of the supervisory board and supervisory board committees included an assessment of all circumstances from Article 43 of the Code?	YES		
	105	Does the evaluation of the supervisory board and supervisory board committees identify whether there is a need for improvements in the functioning and preparation of committee meetings?	YES		
	106	Does the annual report include a report on the evaluation of the supervisory board and its committees?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/annual-reports?_gl=1*12111y7*_up*MQ..*_ga*MTY0NjAyNDI4OC4xNzg3NTU5MzM3*_ga_85807GK74E*czE3ODc1NTkzMzYkbzEkZzAkdDE3ODc1NTkzMzYkajYwJGwwJGg0MzU3MzQ5
	107	Does the report on the evaluation of the supervisory board and its committees contain how the evaluation was conducted, whether external evaluators were engaged and with whom consultations were	YES		

		held during the process, as well as a summary of actions that have been or will be taken based on the evaluation results?			
5. Management Board / Duties of Management Board	108	Does the management board have the duties specified in Article 45 of the Code?	YES		
	109	Has the management board set a percentage of representation of the underrepresented gender in senior management as a goal to be achieved in the next five years?	YES		
	110	Is the set percentage of representation of the underrepresented gender in senior management published in the annual report together with an explanation of why it was chosen, why the percentage has not been achieved if that is the case, the measures the company is taking to achieve it, and the timeline that cannot be longer than?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/annual-reports?_gl=1*12111y7*_up*MQ..*_ga*MTY0NjAyNDI4OC4xNzg3NTU5MzM3*_ga_85807GK74E*czE3ODc1NTkzMzYkbzEkZzAkdDE3ODc1NTkzMzYkajYwJGwwJGg0MzU3MzQ5
	111	Has the management board adopted rules of procedure for the management board that define the distribution of responsibilities and the manner of cooperation between management board members, including procedures for holding meetings and decision-making?	YES		
	112	Must the rules of procedure for the management board be approved by the supervisory board?	YES		
	113	In case of a group, has the management board of the parent company ensured effective supervision of the activities of other companies in the group and the existence of appropriate cooperation within the group?	YES		
	114	In case of a group, has the management board of the parent company ensured rules governing the scope of activities, responsibilities and reporting procedures at the level of the parent company and subsidiaries, as well as rules?	YES		
	115	In case of a group, is information on the supervision system and cooperation within the group, as well as intra-group operating rules, available free of charge on the company's website?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/annual-reports?_gl=1*12111y7*_up*MQ..*_ga*MTY0NjAyNDI4OC4xNzg3NTU5MzM3*_ga_85807GK74E*czE3ODc1NTkzMzYkbzEkZzAkdDE3ODc1NTkzMzYkajYwJGwwJGg0MzU3MzQ5

	116	In case where no business management agreement has been concluded, has the management board of the dependent company prepared a report on the company's relations with affiliated companies in the first three months of the financial year?	YES		
	117	Does the report of the management board of the dependent company on relations with affiliated companies contain all legal transactions that the company undertook in the previous year with the controlling company or companies affiliated with it or according to instructions in the interest of those companies, as well as all other actions taken in the past year according to instructions of those companies?	YES		
	118	Does the report of the management board of the dependent company on relations with affiliated companies contain for legal transactions and other actions all data prescribed by Article 497, paragraphs 1 and 2 of the Companies Act?	YES		
	119	Has the auditor audited the report of the management board of the dependent company on relations with affiliated companies and submitted its signed report?	YES		
	120	Has the supervisory board examined the report of the management board of the dependent company on relations with affiliated companies and taken a position on the audit results and reported on this to the general meeting in its report?	YES		https://www.t.ht.hr/en/investor-relations/2026-general-assembly
5. Management Board / Composition	121	Does the supervisory board ensure that the management board maintains a profile that determines the minimum number of members and the combination of members of certain age, gender, skills, knowledge and education, as well as professional and practical experience required?	YES		
5. Management Board / Chairman	122	Is the responsibility of the chairman of the management board for all activities from Article 49 of the Code prescribed?	YES		
5. Management Board / Restrictions on Other Appointments	123	Do the company's internal acts provide that management board members must obtain prior approval of the supervisory board before accepting appointment to the management board or supervisory board of a company that?	YES		
	124	Management board members do not hold more than two positions on management boards or supervisory boards of companies that are not part of the same group?	YES		
5. Management Board / Evaluation of Management Board	125	Has the supervisory board in the last 12 months evaluated the effectiveness of arrangements for cooperation between the supervisory board and management board, as well as the adequacy of support and	YES		

		information it receives from the management board?			
	126	Are the results of the evaluation of arrangements for cooperation between the supervisory board and management board included in the annual report?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/annual-reports?_gl=1*12111y7*_up*MQ..*_ga*MTY0NjAyNDI4OC4xNzg3NTU5MzM3*_ga_85807GK74E*czE3ODc1NTkzMzYkbzEkZzAkdDE3ODc1NTkzMzYkajYwJGwwJGg0MzU3MzQ5
	127	Has the management board at least once a year evaluated its own effectiveness and the effectiveness of individual members, applying equal criteria and avoiding any form of discrimination?	YES		
	128	Has the management board informed the supervisory board of conclusions regarding the evaluation of its own effectiveness and the effectiveness of individual members?	YES		
6. Remuneration of Management Board and Supervisory Board Members / Role of Remuneration Committee	129	Does the remuneration committee recommend to the supervisory board at least every three years a remuneration policy for management board members, taking into account the amount and structure of remuneration of senior management and employees as a whole, having conducted a prior impact assessment?	YES		
	130	Has the remuneration committee recommended to the supervisory board remuneration for management board members based on an assessment of the company's results and their personal results, taking into account equal remuneration for different genders for equal work and/or work of equal value?	YES		
	131	Has the remuneration committee recommended to the supervisory board a remuneration policy for supervisory board members and conducted a prior impact assessment of said policy on equal remuneration for different genders for equal work and/or work of equal value?	YES		
	132	Has the remuneration committee monitored the amount and structure of remuneration of senior management and employees as a whole, taking into account equal remuneration for different genders for equal work and/or work of equal value, and made recommendations to the management board on its policies?	YES		
	133	Has the remuneration committee monitored the preparation of the legally required mandatory annual remuneration report for supervisory	YES		

		board approval?			
6. Remuneration of Management Board and Supervisory Board Members / Remuneration of Management Board Members	134	Has the supervisory board determined the annual remuneration of each management board member, based on the recommendations of the remuneration committee and in accordance with the approved remuneration policy?	YES		
	135	Is the remuneration policy non-discriminatory and aligned with sustainability objectives, and prepared in accordance with applicable legal requirements?	YES		
	136	Does the level of remuneration of management board members take into account the agreed strategy, risk appetite, economic environment within which the company operates, and fulfilment of sustainability objectives?	YES		
	137	Does the remuneration policy stipulate that a management board member may not dispose of shares allocated to them as part of remuneration for at least two years from the date of allocation?	PARTIALLY	The lock-up period for shares acquired under the Company's Shares Award Plan (PDD) is one year. The lock-up period for shares acquired under the Share Matching Plan (SMP) is four years.	
	138	Does the remuneration policy stipulate that a management board member may not exercise share options allocated to them as part of remuneration for at least two years from the date of allocation?	NO	There are no share option allocation plans	
	139	Does the remuneration policy include provisions that further specify circumstances in which part of the management board member's remuneration would be withheld or clawback would be sought?	NO	Provisions on return of variable compensation of Management Board Members shall be included in the amendments to the Remuneration Policy which shall be submitted for approval to the General Assembly to be held in 2026.	
6. Remuneration of Management Board and Supervisory Board Members / Remuneration	140	Does the level of remuneration for the supervisory board chairman and for other supervisory board members reflect their time commitment and responsibilities, including time commitment and responsibilities in supervisory board committees?	YES		

of Supervisory Board Members	141	Does the remuneration policy and/or internal acts of the company prohibit the inclusion of variable elements or other elements related to business success in supervisory board remuneration?	YES		
6. Remuneration of Management Board and Supervisory Board Members / Remuneration Reporting	142	Has the company adopted a remuneration policy for the supervisory board, management board and senior management?	YES		
	143	Has the company conducted an impact assessment of remuneration policies on equal remuneration for different genders?	YES		
	144	Has the remuneration policy been approved by shareholders at the general meeting?	YES		
	145	Is the approved company remuneration policy available free of charge on the company's website?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/corporate-governance/report-of-remuneration
	146	Is the impact assessment of remuneration policies on equal remuneration for different genders available free of charge on the company's website?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/annual-reports?_gl=1*12111y7*_up*MQ..*_ga*MTY0NjAyNDI4OC4xNzg3NTU5MzM3*_ga_85807GK74E*czE3ODc1NTkzMzYkbzEkZzAkdDE3ODc1NTkzMzYkajYwJGwwJGg0MzU3MzQ5
	147	Does the annual remuneration report include data on the remuneration of each individual supervisory board and management board member, in the content as specified in Article 60 of the Code and the Act?	YES		
	148	Does the annual remuneration report contain information on how the remuneration policy for management was determined, the link between remuneration and long-term results, sustainability and resilience of the company, structure and parameters for calculating management remuneration, alignment of management remuneration with remuneration of senior management and employees as a whole?	YES		
	149	Does the annual remuneration report contain data on the remuneration of each member of supervisory board committees who is not a supervisory board member, if applicable?	NO	All committee members are also supervisory board members	
	150	Is the annual remuneration report available free of charge on the company's website?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/corporate-

					governance/report-of-remuneration
	151	Is the auditor's report on the examination of the annual remuneration report available free of charge on the company's website?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/corporate-governance/report-of-remuneration
7. Risks, Internal Control and Audit / Role of Supervisory Board and Management Board	152	Has the management board, with prior approval of the supervisory board, adopted a risk management policy that determines the nature and scope of risks that the company must and is willing to take to achieve long-term strategic goals?	PARTIALLY	The Company's management board has adopted a Risk Management Policy, and since the adoption of this document falls under the management of the Company's business, supervisory board approval is not foreseen. The supervisory board is regularly informed about risk status and the risk management system through quarterly audit committee reports.	
	153	Does the risk management policy take sustainability issues into account?	YES		
	154	Do the articles of association and/or internal acts of the company prescribe the responsibility of the management board for identifying significant financial, operational and external risks related to achieving the company's strategy and maintaining the company's activities, and for maintaining an appropriate risk management and internal control system for managing and?	YES		
	155	Does the company's management board regularly report to the supervisory board on the status of these risks?	YES		
7. Risks, Internal Control and Audit / Role of Audit Committee	156	Does the audit committee monitor the accuracy and completeness of financial statements, the company's accounting policies and other official communications related to the company's financial results?	YES		
	157	Does the audit committee monitor the accuracy and completeness of the corporate sustainability report and sustainability reporting policies	YES		

		and other official communications related to company results?			
	158	Does the audit committee monitor tax planning implementation, including the allocation of income tax earned from cross-border activities?	NO	It is assessed that there is no need for audit committee monitoring, since tax obligations are duly paid in accordance with applicable regulations in the countries where activities are conducted and income is earned.	
	159	Does the audit committee monitor the effectiveness of the company's internal financial controls?	YES		
	160	Does the audit committee ensure the adequacy, independence and effectiveness of the external audit function?	YES		
	161	Does the audit committee ensure the independence and adequacy of the internal audit function?	YES		
	162	Does the audit committee monitor the implementation of measures determined as a result of external and internal audit and its own monitoring?	YES		
	163	Does the supervisory board (or a special supervisory board committee or audit committee) undertake activities to monitor the effectiveness of the company's overall internal control and risk management system?	YES		
	164	Does the supervisory board (or a special supervisory board committee or audit committee) monitor the application of procedures for reporting violations of law or internal company rules of conduct?	YES		
7. Risks, Internal Control and Audit / Relations with External Auditor	165	Does the audit committee oversee the selection and appointment process of the external auditor in accordance with legal requirements and make recommendations to the supervisory board for the selection of the external auditor and conditions for engagement?	YES		
	166	Has the audit committee in the past twelve months approved the external auditor's work plan, which includes the scope and content of activities to be audited?	YES		
	167	Does the audit committee meet with the external auditor as needed to discuss issues identified during the audit and monitor the quality of services provided?	YES		
	168	Does the audit committee monitor the independence and objectivity of	YES		

		the external auditor?			
	169	Has the audit committee approved a policy on permitted non-audit services provided by the external auditor and does it monitor the implementation of that policy?	YES		
7. Risks, Internal Control and Audit / Risk Management and Internal Control	170	Has the audit committee evaluated the effectiveness of risk management and the internal control system as a whole at least once a year?	YES		
	171	Has the audit committee made recommendations to the supervisory board and the company's management board regarding the effectiveness of risk management and the internal control system if necessary?	YES		
	172	Has the company stated in the annual report how the supervisory board conducted monitoring regarding the effectiveness of risk management and the internal control system?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/annual-reports?_gl=1*12111y7*_up*MQ..*_ga*MTY0NjAyNDI4OC4xNzg3NTU5MzM3*_ga_85807GK74E*czE3ODc1NTkzMzYkbzEkZzAkdDE3ODc1NTkzMzYkajYwJGwwJGg0MzU3MzQ5
	173	Has the company described in the annual report which significant internal controls were not effective and the measures and activities that have been taken or proposed for their improvement?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/annual-reports?_gl=1*12111y7*_up*MQ..*_ga*MTY0NjAyNDI4OC4xNzg3NTU5MzM3*_ga_85807GK74E*czE3ODc1NTkzMzYkbzEkZzAkdDE3ODc1NTkzMzYkajYwJGwwJGg0MzU3MzQ5
	174	Does the company maintain an effective risk management system that ensures reliable risk identification, measurement, responses, reporting and monitoring?	YES		
	175	Does the risk management system cover all risks the company faces or may face, including climate and environmental risks, health crises, supply chain disruptions, geopolitical tensions, tax risks, risks related to cybersecurity and the application of digital technologies, as well as financial and other risks?	YES		
	176	Has the company defined clear internal responsibilities for maintaining	YES		

		the risk management system and a clear procedure for maintaining contacts of responsible persons with the audit committee?			
	177	Has the company established an internal audit function responsible for monitoring the effectiveness of the internal control system, including risk management?	YES		
	178	Has the audit committee approved the internal audit plan in the last twelve months?	YES		
	179	Has the audit committee received reports from the internal auditor and monitored the implementation of their recommendations?	YES		
	180	Is the audit committee obliged to recommend to the supervisory board the appointment or dismissal of the head of the internal audit function?	YES		
	181	If there is no internal audit function in the company, has the audit committee evaluated the need for such a function within the last twelve months as part of its assessment of the internal control system?	NO	An internal audit function has been established	
7. Risks, Internal Control and Audit / Whistleblowing	182	Has the management board, with prior approval of the supervisory board, adopted procedures for reporting violations of law, internal company rules or unethical behaviour, including cases where there is suspicion of violation or a possibility that one may occur?	YES		
	183	Does the procedure ensure that employees or external stakeholders do not suffer negative consequences if they report suspicious behaviour and that the identity of the whistleblower remains protected?	YES		
	184	Are the procedures aligned with regulations on whistleblower protection, gender equality, protection from all forms of harassment and combating discrimination?	YES		
	185	Is a detailed description of the procedure for reporting violations of law, internal company rules or unethical behaviour available free of charge on the company's website?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/corporate-governance/company-politics?_gl=1*u5hyoh*_up*MQ..*_ga*MjExMDc2MjQ0Mi4xNzg3NTU5NzE5*_ga_85807GK74E*czE3ODc1NTk3MTgkbzEkZzAkdDE3ODc1NTk3MTgkajYwJGwwJGgxMDU1NzQ1ODg4
	186	Has the management board appointed a person responsible for handling whistleblowing matters?	YES		
	187	Do the articles of association and/or internal acts of the company	YES		

		provide for the duty of the management board to immediately inform the supervisory board of all identified irregularities, agree on measures that must be implemented and inform the supervisory board of?			
	188	Do the articles of association and/or internal acts of the company provide for the duty of the management board to inform the whistleblower of the results of measures implemented, unless otherwise regulated by relevant regulations?	YES		
	189	Do the articles of association and/or internal acts of the company provide for the duty of the management board to ensure protection of the whistleblower's identity and protection from?	YES		
	190	Has the audit committee evaluated the effectiveness of the whistleblowing procedure at least once a year?	YES		
8. Disclosure and Transparency / Use of Company Website	191	Is all data the company must disclose in accordance with law, listing rules, the Code and its own articles of association available free of charge on the company's website?	YES		
	192	Is the company's website easily accessible, user-friendly and clear and simple for finding information?	YES		
	193	Is the company's annual report available on the company's website?	YES		
	194	Is the semi-annual and quarterly report and other financial information whose disclosure is required available on the company's website?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/financial-reports/quarterly-reports?_gl=1*hhybqz*_up*MQ..*_ga*MjExMDc2MjQ0Mi4xNzg3NTU5NzE5*_ga_85807GK74E*czE3ODc1NTk3MTgkbzEkZzEkdDE3ODc1NjAyNzkkajYwJGwwJGgxMDU1NzQ1ODg4
	195	Is sustainability-related information that can reasonably be expected to affect an investor's assessment of the company's value or their investment decisions available on the company's website?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/annual-reports?_gl=1*8z63le*_up*MQ..*_ga*NTk0NTgwNTYzLjE3ODc1NjMyNDY.*_ga_85807GK74E*czE3ODc1NjMyNDUkbzEkZzAkdDE3ODc1NjMyNDUkajYwJGwwJGg1MTc5OTM0ODk.
	196	Is information on the operating rules, composition and members of the	YES		https://www.hrvatskitelekom.hr/

	supervisory board and its committees and the management board, including information on the independence of each individual member and the committee in which they serve, available on the company's website?			ht-grupa/en/investor-relations/annual-reports?_gl=1*8z63le*_up*MQ..*_ga*NTk0NTgwNTYzLjE3ODc1NjMyNDY.*_ga_85807GK74E*czE3ODc1NjMyNDUkbzEkZzAkdDE3ODc1NjMyNDUkajYwJGwwJGg1MTc5OTM0ODk.
197	Are the company's articles of association and other internal acts in accordance with this Code available on the company's website?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/about-us/profile
198	Are the company's policies on social and environmental impact, human rights, including children's rights, inclusive work environment, bribery and corruption available on the company's website?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/corporate-governance/company-politics?_gl=1*6ta0qe*_up*MQ..*_ga*NTk0NTgwNTYzLjE3ODc1NjMyNDY.*_ga_85807GK74E*czE3ODc1NjMyNDUkbzEkZzEkdDE3ODc1NjM2ODckajYwJGwwJGg1MTc5OTM0ODk.
199	Are the company's internal rules and the method of reporting irregularities available on the company's website?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/corporate-governance/company-politics?_gl=1*6ta0qe*_up*MQ..*_ga*NTk0NTgwNTYzLjE3ODc1NjMyNDY.*_ga_85807GK74E*czE3ODc1NjMyNDUkbzEkZzEkdDE3ODc1NjM2ODckajYwJGwwJGg1MTc5OTM0ODk.
200	Is an organisational chart with a detailed presentation of the company's position within the group, if the company is part of a group, including intra-group policies, available on the company's website?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/annual-reports?_gl=1*8z63le*_up*MQ..*_ga*NTk0NTgwNTYzLjE3ODc1NjMyNDY.*_ga_85807GK74E*czE3ODc1NjMyNDUkbzEkZzAkdDE3ODc1NjMyNDUkajYwJGwwJGg

				1MTc5OTM0ODk.
201	Is data on cross-shareholdings involving the company available on the company's website?	NO	There are no such cases	
202	Is the report on corporate income tax information available on the company's website?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/financial-reports/audited-financial-statements
203	Is the report on related party transactions available on the company's website?	NO	In 2025, there were no related party transactions that would result in a disclosure obligation	
204	Is the report on the company's relations with affiliated companies available on the company's website?	NO	The management board has prepared a Report on Relations with Affiliated Companies and submitted it to the Company's auditor and supervisory board for review. The conclusion of the auditor and the supervisory board, that the Company received a respective counter-action for each legal affair, without any damage to the Company, is published within the Report of the supervisory board on performed supervision.	
205	Is data on concluded shareholder agreements, including information on who the contracting parties are, what the fundamental purpose of the concluded agreement is, available on the company's website?	NO	There are no concluded shareholder agreements.	
206	Are details of changes in shareholdings of supervisory board and management board members, other persons performing managerial duties and persons closely associated with them, which must be	YES		https://www.t.ht.hr/en/investor-relations/stocks#stocknews

	reported according to applicable laws and other regulations, as well as related party transactions, available on the company's website?			
207	Is the remuneration policy for supervisory board, management board and senior management members and the annual remuneration report available on the company's website?	PARTIALLY	Remuneration policy and annual remuneration report for supervisory board and management board are available on the company's website (https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/corporate-governance/report-of-remuneration). Remuneration Policy for senior management is not available on the Company's website. The Company shall consider the publishing of the Remuneration Policy for senior management in the future, within the applicable legal framework.	
208	Is the dividend policy available on the company's website?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/annual-reports?_gl=1*26vu53*_up*MQ..*_ga*OTUwMzcwMzc3LjE3ODc1NjQwNjA.*_ga_85807GK74E*czE3ODc1NjQwNjAkbzEkZzAkdDE3ODc1NjQwNjAkajYwJGwwJGg3NzA5NDE3MA..
209	Is the risk management policy, including information on the nature and effectiveness of related procedures and due diligence measures, available on the company's website?	PARTIALLY	A detailed description of the risk management system organization within the HT Group is	

				available in the Annual Report chapter: Risk Management	
	210	Is a calendar of events for the next twelve months, including dates for holding the general meeting, publishing business results, dividend payments, available on the company's website?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/corporate-governance/financial-calendar?_gl=1*ttuizr*_up*MQ..*_ga*OTUwMzcwMzc3LjE3ODc1NjQwNjA.*_ga_85807GK74E*czE3ODc1NjQwNjAkbzEkZzEkdDE3ODc1NjQzMjQkajYwJGwwJGg3NzA5NDE3MA..
	211	Are all materials related to general meeting sessions, including decisions from sessions, available on the company's website?	YES		https://www.t.ht.hr/en/investor-relations/assembly
	212	Are the name and contact details of the person responsible for investor relations available on the company's website?	YES		https://www.t.ht.hr/en/investor-relations/ir-contacts
	213	Has the company ensured that information on the website is current and published within the deadlines prescribed by law and regulations?	YES		
	214	Is all data on the website available free of charge and unconditionally in the Croatian language?	YES		
	215	Is all data on the website available free of charge and unconditionally in the English language?	YES		
8. Disclosure and Transparency / Annual Report	216	Does the company's annual report contain a record of the number of supervisory board and supervisory board committee meetings held and the attendance of each member at those meetings?	YES		
	217	Does the company's annual report contain data on all shares and other financial instruments of the company held by supervisory board and management board members and senior management, for which there is a reporting obligation under applicable laws and regulations, and in other companies whose activities are related to the company's?	YES		
	218	Does the company's annual report contain data on all concluded contracts and agreements between management board or supervisory board members and the company (or persons related to any party)?	NO	There are no such contracts.	
	219	Does the company's annual report contain the results of the supervisory board evaluation regarding its effectiveness and the effectiveness of cooperation arrangements with the management board?	YES		

	220	Does the company's annual report contain a report on the work of each supervisory board committee, including data on the number of meetings held, committee members and their attendance record?	YES		
	221	Does the company's annual report contain data on concluded shareholder agreements, including information on who the contracting parties are, what the fundamental purpose of the concluded agreement is and how it is achieved, as prescribed by law?	NO	There are no concluded shareholder agreements.	
	222	Does the company's annual report contain a report on gender equality, fulfilment of conditions regarding balanced representation of both genders on the supervisory board, management board and senior management together with?	YES		
	223	Does the company's annual report contain data on fulfilment of conditions regarding independence of supervisory board members and the criteria for their independence?	YES		
	224	Does the company's annual report include a description of goals related to sustainability issues that the company has identified and a report on their fulfilment?	YES		
	225	Does the annual report include information on issued bonds, concluded debt agreements, including information on obligations the company has assumed under such agreements, which in case of breach of the agreement terms may restrict the rights of management and shareholders or require changes in the company's operations?	NO	There are no such cases.	
	226	Is the report on application of the corporate governance code included in the company's annual report?	YES		
	227	Does the report on application of the corporate governance code contain everything prescribed by the Accounting Act?	YES		
9. Shareholders and General Meeting / Shareholder Relations	228	Has 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		
	229	Does the company have effective formal mechanisms that allow minority shareholders to ask questions directly to the chairman of the management board and the chairman of the supervisory board?	YES		
	230	Is information on formal mechanisms that allow minority shareholders to ask questions directly to the chairman of the management board and the chairman of the supervisory board available?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/contact
	231	Has the company designated an individual who, in relation to all shareholders, will be the contact person for investor relations, whose	YES		

		duties include prompt response to requests for information?			
9. Shareholders and General Meeting / General Meeting	232	Do the company's articles of association and/or internal acts in no way limit the ability of shareholders to convene a general meeting, to participate in it or to add items to the agenda?	YES		
	233	Do the company's articles of association and/or internal acts allow shareholders the possibility to exercise their voting rights through a proxy?	YES		
	234	Do the company's articles of association and/or internal acts allow shareholders the possibility to exercise their voting rights through electronic communication without restrictions?	YES		
	235	Is an explanation of other ways in which shareholders can exercise their voting rights stated in the general meeting documents?	YES		
	236	Do the company's articles of association or a management board decision allow the general meeting to be held in a hybrid format?	YES		
	237	Do the company's articles of association or a management board decision allow shareholders who do not participate in the work of the general meeting to cast their votes in writing or through electronic communication (postal voting) after the publication of the notice for the general meeting but before it is held?	YES		
	238	Was the notice of the general meeting published at least 30 days before the date of the meeting?	YES		
	239	Are the agenda, decisions and all other materials needed for the general meeting available free of charge on the company's website?	YES		https://www.t.ht.hr/en/investor-relations/2025-general-assembly
	240	Are all documents available in Croatian and English?	YES		
	241	Has the company published on its website how shareholders can participate in the general meeting and exercise their voting rights, especially when this is exercised through electronic communication as well as when the company uses proxies?	YES		
	242	Were the chairman and deputy chairman of the supervisory board, chairmen of supervisory board committees and all management board members present at the general meeting in the past twelve months?	PARTIALLY	At the General Assembly held in 2025, the Deputy Chairman of the Supervisory Board was present along with one other Supervisory Board Member, and five of seven Management	

				Board Members. The Chairwoman of the Supervisory Board and Chairpersons of Supervisory Board Committees, as well as two Management Board Members, were prevented from attending due to urgent business obligations.	
	243	Was the external auditor present at the general meeting at which financial statements were presented?	YES		
	244	Has the company made general meeting decisions available free of charge on its website?	YES		https://www.t.ht.hr/en/investor-relations/2025-general-assembly
	245	Has the company within 30 days of the date of the general meeting made answers to questions asked at the general meeting available free of charge on its website?	YES		https://www.t.ht.hr/en/investor-relations/2025-general-assembly
10. Stakeholders, Sustainability and Resilience / Responsible Business Conduct	246	Have the supervisory board and management board agreed and adopted policies regarding the assessment of the impact of company activities on the environment and community and the management of related risks throughout the value chain?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/corporate-governance/company-politics
	247	Have the supervisory board and management board agreed and adopted policies regarding the protection of human, children's and workers' rights, especially persons with disabilities throughout the value chain?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/corporate-governance/company-politics
	248	Have the supervisory board and management board agreed and adopted policies regarding creating an inclusive work environment, especially for persons with disabilities?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/corporate-governance/company-politics
	249	Have the supervisory board and management board agreed and adopted policies regarding achieving work-life balance for employees?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/corporate-governance/company-politics
	250	Have the supervisory board and management board agreed and adopted policies regarding ensuring equal remuneration for different genders for equal work and/or work of equal value?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/corporate-

					governance/company-politics
	251	Have the supervisory board and management board agreed and adopted policies regarding preventing and sanctioning any form of discrimination, especially on the basis of gender and disability, and protection of whistleblowers?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/corporate-governance/company-politics
	252	Have the supervisory board and management board agreed and adopted policies regarding preventing and sanctioning bribery and corruption and protection of whistleblowers?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/corporate-governance/company-politics
	253	Have the supervisory board and management board agreed and adopted policies regarding tax planning that ensures payment of most taxes in the countries where activities are conducted and income is earned?	NO	It is assessed that there is no need for such policies, since tax obligations are duly paid in accordance with applicable regulations in the countries where activities are conducted and income is earned.	
	254	Have the supervisory board and management board agreed and adopted policies regarding achieving communication between the company and key stakeholders?	NO		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/corporate-governance/company-politics
	255	Have the supervisory board and management board agreed and adopted policies regarding the application of due diligence procedures and measures in the company, its subsidiaries and, where necessary, its direct and indirect business partners?	YES		https://www.hrvatskitelekom.hr/ht-grupa/en/investor-relations/corporate-governance/company-politics
	256	Have the supervisory board and management board been guided by recommendations for responsible business conduct as prescribed by the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and applicable OECD Implementation Guidelines for Due Diligence when agreeing and adopting the policies stated in Article 88 of the Code?	YES		
	257	Are all policies from Article 88 of the Code available free of charge on the company's website?	YES		
	258	Have the supervisory board and management board ensured periodic monitoring of the implementation and effectiveness of all policies they have agreed and adopted in accordance with?	YES		
	259	When the management board seeks prior approval from the supervisory	YES		

		board for decisions, do the supporting documents explain how the recommended measure is in accordance with policies?			
10. Stakeholders, Sustainability and Resilience / Stakeholder Engagement	260	Have the supervisory board and management board jointly identified whom they consider key stakeholders in relation to the company?	YES		
	261	Has the management board ensured the existence of effective mechanisms for regular interaction with key stakeholders, as well as for informing the supervisory board of the results of those communications?	YES		
	262	Is the supervisory board authorised, with prior notice to the chairman of the management board, to organise meetings with external stakeholders when it considers this necessary?	YES		
	263	Do the terms of reference of each supervisory board committee clearly provide for the purposes for which the committee chairman may communicate directly with stakeholders and the procedure to be followed in such cases?	YES		
10. Stakeholders, Sustainability and Resilience / Internal Education	264	Does the company organise continuous training for the supervisory board, management board and all employees regarding gender equality, inclusion of persons with disabilities and children's rights, especially when new internal acts are adopted or when significant changes occur?	YES		
	265	Are trainings organised in cooperation with competent institutions, civil society organisations or experts dealing with these issues in the field of employment and work?	YES		