

Ordinary share IGH-R-A, ISIN HRIGH0RA0006
Listed on the official market of the Zagreb Stock Exchange
Home Member State: Croatia
LEI mark: 74780000W0UQ8MF2FU71

ZAGREB STOCK EXCHANGE
Ivana Lučića 2a
10000 Zagreb

HANFA
Miramarska 24b
10000 Zagreb

HINA
ots@hina.hr

Zagreb, 30. april 2025

**SUBJECT: The Corporate Governance Code
Compliance questionnaire for 2024**

INSTITUT IGH, JSC

INSTITUT IGH, d.d.
Janka Rakuše 1
10000 Zagreb, Croatia

PHONE +385 (0)1 612 51 25
FAX +385 (0)1 612 54 01
EMAIL igh@igh.hr
WEB www.igh.hr

Competent court:
Commercial Court in Zagreb
Register entry with company registration
No 080000959

Share capital:
EUR 14,814,630.00
Paid in full

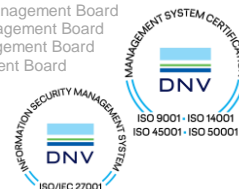
No of issued shares: : IGH 1,481,463
Nominal share value EUR 10

Reg.No.: 3750272
PIN: 79766124714

Business bank:
Hrvatska poštanska banka d.d
IBAN:
HR3423900011198006586
SWIFT code: HPBZHR2X

Management Board:
Robert Petrosian, President of the Management Board
Marija Đuroković, Member of the Management Board
Tatjana Bičanić, Member of the Management Board
Josip Majer, Member of the Management Board

Supervisory Board:
Žarko Dešković, MEng.CE
President of the Supervisory Board



COMPLIANCE QUESTIONNAIRE FOR STOCK ISSUERS

All questions contained in this questionnaire relate to period of one calendar year .

The Corporate Governance Code is intended for companies with **dualistic system** since such a management structure is most common among companies whose shares are listed on the Zagreb Stock Exchange. If the issuer has **monistic structure** , fills out the compliance questionnaire in accordance with Appendix B of the Corporate Governance Code.

Companies answer questions from the Compliance Questionnaire with **YES, NO or Partially** by selecting an answer from the drop-down menu for each question.

For questions that the company answered with **YES**, the **Explanation column is not filled in**.

For questions that the company responded to with **NO or PARTIALLY** in the **Explanation column should explain why this is so** i.e.:

- explain in which part the provisions of the Code are not complied with and for what reason,
- describe the measures it has taken instead of complying with the provisions of the Code in order to meet the objectives set out in the relevant principle of the Code
- if the company intends to comply with the provisions of the Code in the future, indicate when it will start doing so.

Instructions for generating an xml schema from an xls file are published on the Hanfa website under Technical instructions and forms in the Issuer Transparency section.

Year	Institution code
2024	1461

Instructions for filling out:

- * The year is entered without a period (e.g. 2019)
- * Enter the year for which the data from the questionnaire is entered.

CHAPTER	PROVISION	ARTICLE	QUESTION	ANSWER (each question must be answered by selecting an answer from the drop-down menu)	EXPLANATION (entered only for questions previously answered "NO" or "Partially")
1.	Cooperation	1.	The company's statutes and/or other internal acts clearly define the powers of the supervisory board and management.	YES	
1.	Cooperation	1.	The company's statute and/or other internal documents are available free of charge on the company's website.	YES	
1.	Cooperation	2.	The Supervisory Board adopted a decision listing the categories of decisions and legal transactions that require the prior consent of the Supervisory Board and those decisions on which the Management Board must consult with the Supervisory Board before making a decision, and a summary of these is available free of charge on the company's website.	YES	
1.	Cooperation	2.	The company's statute and/or internal acts provide for the prior consent of the supervisory board for making important decisions that affect the company's strategy, expenses, risk exposure and reputation.	YES	
1.	Cooperation	3.	The company's statute and/or internal acts stipulate that the supervisory board and its committees have timely access to documents, premises and employees when necessary to perform their duties.	YES	
1.	Cooperation	4.	The company's statute and/or internal acts stipulate that the management board must report to the supervisory board at regular intervals on the company's operating results, financial situation, significant financial and non-financial risks, and the results of interactions with shareholders and other stakeholders.	YES	
1.	Cooperation	5.	The company's statute and/or internal acts stipulate that the chairman of the management board must immediately notify the supervisory board if an event occurs or is likely to occur that could potentially significantly affect the company's results, financial position or reputation.	NO	The company acts in this way in accordance with the statutory obligation set out in Article 250 of the Commercial Companies Act, therefore it is not necessary to prescribe the same in the Articles of Association and internal acts. It is not explicitly regulated in the company's internal acts, but the president of the management board regularly reports to the supervisory board on all relevant events and financial results, and the Articles of Association stipulate that all members of the management board participate in the meetings of the supervisory board.
1.	Rules of conduct	6.	The Supervisory Board has approved a code of conduct (or other internal act) that establishes the rules of conduct that must be followed by members of the management and supervisory boards, employees and others acting on behalf of the company, and which also contains the rules and measures that will be taken in the event of its violation.	Partially	The Supervisory Board approved the Rules of Procedure of the Administration, but it does not provide for measures in the event of its violation. Sanctioning of violations of obligations from employment relationships is prescribed by the Labor Regulations adopted by the Administration in accordance with its powers.
1.	Rules of conduct	6.	The Code of Conduct (or other internal act) is available free of charge on the company's website.	YES	
2.	Conflict of interest	7.	Members of the management and supervisory boards are prohibited from participating in decision-making in relation to which they have a conflict of interest.	NO	The relevant provisions of the Companies Act apply, therefore it is not necessary to specifically prescribe them in internal acts.
2.	Conflict of interest	7.	The Supervisory Board has given prior approval to the policy for managing conflicts of interest.	NO	The relevant provisions of the Companies Act apply, therefore it is not necessary to specifically prescribe them in internal acts.
2.	Conflict of interest	7.	The Conflict of Interest Management Policy is available free of charge on the company's website.	NO	The relevant provisions of the Companies Act apply, therefore it is not necessary to specifically prescribe them in internal acts.
2.	Conflict of interest	8.	Supervisory board members have an obligation to inform the entire supervisory board that they are in an existing or potential conflict of interest.	YES	
2.	Conflict of interest	8.	Members of the management board have an obligation to inform the chairman of the supervisory board and other members of the management board of any existing or potential conflict of interest.	YES	
2.	Conflict of interest	8.	The Supervisory Board keeps records of all notifications relating to conflicts of interest.	YES	
2.	Conflict of interest	9.	member of the management or supervisory board has an obligation to notify the president and/or deputy president of that board if he or she believes that another member of the management or supervisory board has an existing or potential conflict of interest.	YES	
2.	Non-competition	10.	Members of the supervisory board and management board do not perform activities that compete with the company's operations, are not members of the management board or supervisory board of companies that perform such activities, nor do they hold more than 5% of shares in such companies.	YES	
2.	Non-competition	10.	Members of the management and supervisory board who have shares in companies with which the company is in competition have informed the company secretary of all shares in such companies, and details of these shares are available free of charge on the company's website.	NO	Members of the management board and supervisory board do not have shares in such companies.
2.	Related Party Transactions	11.	No transaction between members of the management or supervisory board and the company (or persons related to any party) may be concluded without the prior consent of the supervisory board.	YES	
2.	Related Party Transactions	11.	The fair value of each material transaction must be confirmed by an independent expert prior to each such transaction and his report must be available free of charge on the company's website.	Partially	The aforementioned transactions are confirmed, assessed and valued by the company's services, the audit committee and the external auditor, within their authority, and the results of these evaluations are presented and made available to the public through prescribed financial and business reports.
2.	Related Party Transactions	12.	The company has adopted procedures for approving and publishing transactions between members of the management or supervisory board and the company (or persons related to any party).	NO	The Company will consider adopting written procedures in the coming period, and until then, the provisions of mandatory regulations apply.
2.	Related Party Transactions	12.	The Audit Committee evaluates the effectiveness of these procedures once a year.	NO	In the event that detailed written procedures are adopted, they will be submitted to the audit committee for evaluation of effectiveness.
3.	The role of the supervisory board	13.	The supervisory board is responsible for appointing and recalling members of the management board and making recommendations for a candidate for a member of the supervisory board to the general assembly.	YES	
3.	The role of the supervisory board	13.	The supervisory board has ensured formal and transparent procedures for appointment to the management and supervisory board.	NO	The Company will consider adopting written procedures in the coming period, and until then, the provisions of mandatory regulations apply.
3.	The role of the supervisory board	14.	The Supervisory Board has set a target percentage of female members of the Supervisory Board and Management Board to be achieved within the next five years and has adopted a plan for implementing this target. The target percentage and the plan are published in the annual report.	NO	The Company will consider the need to set goals and adopt a plan in the coming period. A formal goal and plan have not been adopted, however, there is complete gender equality in the Company.
3.	The role of the supervisory board	14.	A report on the progress of the plan is published in the annual report.	NO	In case the plan is adopted, a report on its implementation will be published in the financial report.
3.	The role of the nomination committee	15.	The Nomination Committee has all the tasks listed in Article 15 of the Code.	NO	The Company will consider the need to appoint a Board in the coming period, and until then, the tasks referred to in Article 15 shall be carried out by the Supervisory Board.
3.	Election of Supervisory Board members at the General Assembly	16.	When proposing a candidate for the supervisory board to the general assembly, the company makes available all the information listed in Article 16 of the Code among the materials for the general assembly.	NO	During the next elections, materials for GS will contain all available information from Article 17 of the Code.
3.	Election of Supervisory Board members at the General Assembly	16.	The information specified in Article 16 of the Code is available free of charge on the company's website.	Partially	Most of the information from Article 16 of the Code is available on the Company's website.
3.	Election of Supervisory Board members at the General Assembly	17.	The materials for the general meeting contain all the information specified in Article 17 of the Code.	NO	During the next elections, materials for GS will contain all the information from Article 17 of the Code.
3.	Election of Supervisory Board members at the General Assembly	18.	The information specified in Article 17 of the Code is available free of charge on the company's website and in the event that an employee representative or another member of the supervisory board who is not elected by the shareholders at the general assembly is appointed.	NO	During the next elections, the information specified in Article 17 of the Code will be available on the Company's website.

4.	Competence of the Supervisory Board	19.	The Supervisory Board has all the tasks listed in Article 19 of the Code.	YES	
4.	Composition	20.	The supervisory board created a supervisory board profile that determines the minimum number of members and the combination of skills, knowledge and education, as well as professional and practical experience required in the supervisory board.	NO	Members of the Supervisory Board were elected by the General Assembly in accordance with the proposals of the shareholders.
4.	Composition	21.	The Supervisory Board includes members of different genders, ages, profiles and experiences to ensure a diversity of perspectives when making decisions.	Partially	The NO consists exclusively of male persons.
4.	Composition	22.	The majority of the members of the Supervisory Board are independent in accordance with the definition in Appendix A of the Code.	NO	Members of the Supervisory Board were elected by the General Assembly in accordance with the proposals of the shareholders.
4.	Composition	22.	The chairman or deputy chairman of the supervisory board are independent.	NO	Members of the Supervisory Board were elected by the General Assembly in accordance with the proposals of the shareholders.
4.	President	23.	The Chairman of the Supervisory Board has the tasks specified in Article 23 of the Code.	YES	
4.	Supervisory Board Committees	24.	The Supervisory Board established a Nomination Committee.	NO	The Board of Directors considers that due to the size and organization of the Company there is still no need to establish a special Committee for Appointments, the said issue will be considered in the event of an increase in the number of members of the Board of Directors.
4.	Supervisory Board Committees	24.	The Supervisory Board established a Remuneration Committee.	NO	The Supervisory Board believes that due to the amount of remuneration, there is no need to establish a separate Remuneration Committee; the aforementioned issue will be considered in the coming period.
4.	Supervisory Board Committees	24.	The Supervisory Board established an Audit Committee.	YES	
4.	Supervisory Board Committees	24.	The Supervisory Board has determined the mandate and activities of each of its committees.	YES	
4.	Supervisory Board Committees	26.	Each committee of the supervisory board shall consist of members who have the necessary skills, knowledge and education, as well as professional and practical experience to effectively carry out the functions of that committee.	YES	
4.	Supervisory Board Committees	27.	Each committee of the supervisory board has at least three members.	YES	
4.	Supervisory Board Committees	27.	The majority of the members of each supervisory board committee are independent (as defined in Appendix A of the Code).	YES	
4.	Supervisory Board Committees	27.	Members of the management board are prohibited from being members of the supervisory board.	YES	
4.	Supervisory Board Committees	28.	The job description of each committee of the Supervisory Board is available free of charge on the company's website.	YES	The company's internal regulations that determine the duties of the audit committee are available on the company's internal website.
4.	Supervisory Board Committees	28.	In the annual report, the company includes a report on the work of each committee of the supervisory board and information on the number of meetings held and the members of the committee.	YES	
4.	Time load	29.	The expected minimum time commitment of each member of the Supervisory Board is determined at the time of their appointment.	YES	
4.	Time load	29.	The company's annual report publishes a record of each member's attendance at meetings of the supervisory board and its committees.	YES	
4.	Time load	30.	The company's statute and/or internal acts provide for the obligation of supervisory board members to inform the company secretary about their membership in the supervisory board or management of other companies.	Partially	The company's internal acts stipulate the obligation of members of the Supervisory Board to comply with all positive regulations, including the obligation to inform about membership in the management board and the supervisory board of other companies.
4.	Frequency and manner of holding meetings	31.	Supervisory board meetings are held at least once every three months.	YES	
4.	Frequency and manner of holding meetings	31.	The Supervisory Board adopted a work plan that includes the timing and agenda of future meetings.	YES	
4.	Frequency and manner of holding meetings	31.	The committees of the Supervisory Board meet as often as necessary to effectively perform their duties and regularly report to the Supervisory Board on their activities.	YES	
4.	Frequency and manner of holding meetings	32.	Supervisory board meetings may be held without the presence of management board members when the supervisory board deems it appropriate.	YES	
4.	Frequency and manner of holding meetings	32.	Persons who are not members of the Supervisory Board may participate in board meetings only at the invitation of the board.	YES	
4.	Support	33.	The company has appointed a person to perform the duties of company secretary.	YES	
4.	Support	33.	In accordance with the statute and/or other internal acts of the company, the company secretary is responsible for ensuring compliance with the procedures of the supervisory board, for advising the supervisory board on governance matters, for supporting the chairman of the supervisory board, and for assisting the supervisory board and its committees to function effectively.	YES	
4.	Quality and timeliness of information	34.	The job descriptions of the members of the supervisory board and/or the company's internal documents provide for the obligation to deliver all materials necessary for the supervisory board meeting to their members no later than one week before the meeting.	Partially	The rules of procedure for the work of the supervisory board stipulate that materials should be submitted at least 5 days before the scheduled meeting.
4.	Quality and timeliness of information	34.	The terms of reference of the supervisory board committees and/or the company's internal regulations provide for the obligation to deliver all materials necessary for the supervisory board committee meeting to their members no later than one week before the meeting.	Partially	The rules of procedure for the work of the supervisory board stipulate that materials should be submitted at least 5 days before the scheduled meeting.
4.	Quality and timeliness of information	35.	The statute and/or internal acts of the company provide that the minutes of the supervisory board meeting must be available to all members of the supervisory board.	YES	
4.	Quality and timeliness of information	35.	Minutes from the meetings of the supervisory board contain information about the voting results, including details about the voting of individual members.	YES	
4.	Quality and timeliness of information	36.	The Supervisory Board has the right to receive information or advice from persons outside the company at the company's expense if it deems it necessary for the successful performance of its duties, provided that the procedure for this is specified in the company's internal acts adopted by the management with the consent of the Supervisory Board.	YES	
4.	Training and development	37.	All members of the supervisory board received induction training for their role upon appointment.	YES	
4.	Training and development	37.	All members of the Supervisory Board undergo continuous training and education to advance and improve their skills and knowledge.	YES	
4.	Training and development	38.	Supervisory board members regularly receive news and summaries from management and experts on issues important to the company and the duties of supervisory board members.	YES	
4.	Supervisory board evaluation	39.	The Supervisory Board assessed its effectiveness over the past 12 months.	YES	
4.	Supervisory board evaluation	39.	The Supervisory Board evaluated the individual results of its members over the past 12 months.	YES	
4.	Supervisory board evaluation	39.	The evaluation of the effectiveness of the supervisory board was conducted by the chairman or deputy chairman of the supervisory board.	YES	
4.	Supervisory board evaluation	40.	The evaluation of the supervisory board included the evaluation of all the circumstances mentioned in Article 40 of the Code.	YES	
4.	Supervisory board evaluation	41.	The annual report includes a report on the assessment of the supervisory board and its committees, which assesses all the circumstances listed in Article 41 of the Code.	Partially	The Supervisory Board's assessment report does not detail the procedures or actions carried out as part of the assessment, nor the persons consulted during the assessment.
5.	Duties of the administration	42.	Duties of management include all activities listed in Article 42 of the Code.	YES	

5.	Duties of the administration	43.	The board adopted, and the supervisory board approved, the rules of procedure for the work of the board, which defines everything stated in Article 43 of the Code.	YES	
5.	Duties of the administration	44.	In the case of a group, the management of the lead company has the obligation to ensure effective supervision over the activities of other companies in the group.	YES	
5.	Duties of the administration	44.	The company's statute and/or internal acts contain rules that govern responsibilities and reporting procedures at the level of the parent company and subsidiaries.	YES	
5.	Composition	45.	The supervisory board ensures that the board maintains a board profile that determines the minimum number of members and the combination of members who possess the skills, knowledge and education, as well as the professional and practical experience required for the board.	YES	
5.	President	46.	The responsibility of the CEO for all activities listed in Article 46 of the Code is prescribed.	YES	
5.	Restrictions on other appointments	47.	The company's internal regulations stipulate that members of the management board must obtain prior consent from the supervisory board before accepting appointment to the management board or supervisory board of a company that is not part of the same group.	Partially	The company's internal acts stipulate the obligation of the members of the Management Board to comply with all positive regulations, including seeking approval for membership in the management board and supervisory board of other companies.
5.	Restrictions on other appointments	47.	The company's internal regulations prohibit members of the management board from holding more than two positions on the management or supervisory board of other such companies.	Partially	The company's internal regulations stipulate the obligation of members of the Management Board to comply with all positive regulations, so obtaining consent for membership in the Management Board and Supervisory Board of more than two companies outside the group would not be possible.
5.	Management assessment	48.	The Supervisory Board has assessed the effectiveness of the arrangements for cooperation between the Supervisory Board and the Management Board over the past 12 months, as well as the adequacy of the support and information it receives from the Management Board.	YES	
5.	Management assessment	48.	The results of the assessment of the arrangements for cooperation between the supervisory board and the management board are included in the annual report.	YES	
5.	Management assessment	49.	The Management Board has assessed its own effectiveness as well as the effectiveness of individual members over the past 12 months.	YES	
5.	Management assessment	49.	The Management Board reported to the Supervisory Board on the conclusions regarding the assessment of its own effectiveness and the effectiveness of individual members.	YES	
6.	The role of the remuneration committee	50.	The duties of the remuneration committee include all activities listed in Article 50 of the Code.	NO	The Supervisory Board believes that due to the amount of remuneration and the financial condition of the Company, there is no need to establish a separate Remuneration Committee; the aforementioned issue will be considered in the event of an increase in the number of Supervisory Board members.
6.	Remuneration of management members	51.	The Supervisory Board determines the annual remuneration of each member of the Management Board, based on the recommendations of the Remuneration Committee and in accordance with the approved remuneration policy.	Partially	The Supervisory Board determines the annual remuneration of each member of the Management Board based on a remuneration policy that it independently determines.
6.	Remuneration of management members	52.	The level of remuneration of management board members takes into account the agreed strategy, risk appetite, the economic environment in which the company operates, and the salaries and conditions of employees within the company.	YES	
6.	Remuneration of management members	53.	The remuneration policy stipulates that a member of the management board may not dispose of shares awarded to him as part of the remuneration for at least two years from the date on which they were awarded.	NO	Members of the Management Board are not awarded shares as part of their remuneration.
6.	Remuneration of management members	53.	The remuneration policy stipulates that a member of the management board may not exercise stock options granted to him as part of his remuneration for at least two years from the date on which they were granted.	NO	Members of the Management Board are not granted stock options as part of their remuneration.
6.	Remuneration of management members	53.	The receipts policy includes provisions that determine in more detail the circumstances in which a part of the management member's receipts would be withheld or their return would be requested.	NO	It is not foreseen to keep part of the receipts of the members of the management, nor to request a return, except in accordance with positive regulations
6.	Remuneration of supervisory board members	54.	The level of remuneration for the chairman of the supervisory board and for other members of the supervisory board reflects their time workload and responsibilities, including the time workload and responsibilities in the committees of the supervisory board.	YES	
6.	Remuneration of supervisory board members	55.	The remuneration policy and/or internal acts of the company prohibit the inclusion of variable elements or other elements related to business performance in the remuneration of the supervisory board.	YES	
6.	Reporting on receipts	56.	The company's remuneration policy was approved by shareholders at the general meeting.	Partially	The General Assembly approved the remuneration of the Supervisory Board members.
6.	Reporting on receipts	56.	The approved remuneration policy of the company is available free of charge on the company's website.	Partially	Data on the receipts of NO members were published
6.	Reporting on receipts	57.	The annual report on receipts includes data on the receipts of each individual member of the supervisory board and other information contained in Article 57 of the Code.	YES	
7.	The role of the supervisory board and management	58.	The management board, with the prior approval of the supervisory board, adopted a policy that determines the nature and scope of risks that the company must and is willing to take in order to achieve all long-term strategic goals ("risk appetite").	Partially	The aforementioned policy is an integral part of the business plan, which is approved by the Supervisory Board.
7.	The role of the supervisory board and management	59.	The management is responsible for all activities listed in Article 59 of the Code.	YES	
7.	The role of the audit committee	60.	The terms of reference of the audit committee include all activities listed in Article 60 of the Code.	YES	
7.	The role of the audit committee	61.	The Audit Committee, the Supervisory Board or one of its committees has undertaken the activities specified in Article 61 of the Code.	YES	
7.	Relations with the external auditor	62.	The Audit Committee oversees the process of selecting and appointing the external auditor in accordance with legal requirements and makes recommendations to the Supervisory Board for the selection of the external auditor and the conditions for his appointment.	YES	
7.	Relations with the external auditor	63.	Over the past 12 months, the audit committee has approved the work plan of the external auditor, which includes the scope and content of the activities that will be subject to audit.	YES	
7.	Relations with the external auditor	63.	The audit committee meets as necessary with the external auditor to discuss issues identified during the audit and to monitor the quality of services provided.	YES	
7.	Relations with the external auditor	64.	The Audit Committee is responsible for overseeing the independence and objectivity of the external auditor.	YES	
7.	Relations with the external auditor	64.	The Audit Committee has approved a policy on permitted non-audit services provided by an external auditor.	Partially	The audit committee expresses its opinion on the need to provide non-audit services at the moment of determining the need to provide them
7.	Risk management and internal control	65.	The Audit Committee assessed the effectiveness of the risk management and internal control systems as a whole at least once a year.	YES	
7.	Risk management and internal control	65.	The Audit Committee, as necessary, makes recommendations to the Supervisory Board and the Company's Management Board regarding the effectiveness of risk management and the internal control system.	YES	
7.	Risk management and internal control	66.	The Company maintains an effective risk management system that ensures reliable risk identification, measurement, response, reporting and monitoring.	YES	
7.	Risk management and internal control	66.	The Company has defined clear internal responsibilities for maintaining the risk management system and a clear procedure for maintaining contact between responsible persons and the audit committee.	YES	
7.	Risk management and internal control	67.	The Company has established an internal audit function responsible for monitoring the effectiveness of the internal control system, including risk management.	NO	The company has not established a single internal audit function, but it is performed by the controlling department, management, supervisory board, audit committee and external auditor.

7.	Risk management and internal control	67.	The Audit Committee has approved the internal audit plan for the past 12 months.	NO	The company has not established a single internal audit function, but it is performed by the controlling department, management, supervisory board, audit committee and external auditor.
7.	Risk management and internal control	67.	The Audit Committee receives reports from the internal auditor and monitors the implementation of his recommendations.	NO	The company has not established a single internal audit function, but it is performed by the controlling department, management, supervisory board, audit committee and external auditor.
7.	Risk management and internal control	68.	The audit committee is obliged to recommend to the supervisory board the appointment or dismissal of the head of the internal audit function.	NO	The company has not established a single internal audit function, but it is performed by the controlling department, management, supervisory board, audit committee and external auditor.
7.	Risk management and internal control	68.	If the company does not have an internal audit function, the audit committee has assessed the need for such a function as part of its assessment of the internal control system once in the last 12 months.	YES	
7.	Report irregularities	69.	The management, with the prior approval of the supervisory board, has adopted a procedure for reporting violations of the law or internal rules of the company, actual or in case of suspected violations.	YES	
7.	Report irregularities	69.	The procedure ensures that employees or external stakeholders do not suffer negative consequences if they report suspicious behavior.	YES	
7.	Report irregularities	69.	Details of the application process are available free of charge on the company's website.	YES	
7.	Report irregularities	70.	The company's statute and/or internal acts provide for the management's duty to report to the supervisory board all observed irregularities and agree on measures that must be implemented.	YES	
7.	Report irregularities	70.	The audit committee assessed the effectiveness of the procedure and its implementation over the past 12 months.	YES	
8.	Using the company's website	71.	All information that the company must publish in accordance with the law, the rules on listing, the Code and its own statute are available free of charge on the company's website.	YES	
8.	Using the company's website	72.	All information specified in Article 72 of the Code is available free of charge on the company's website and can be easily accessed.	YES	
8.	Using the company's website	73.	The company has ensured that the information on the website is up-to-date and published within the deadlines prescribed by law and regulations.	YES	
8.	Using the company's website	73.	All information on the website is available free of charge in Croatian and English.	YES	
8.	Annual report	74.	The annual report contains all the information referred to in Article 74 of the Code.	Partially	The annual report contains some information from Art. 74 of the Code, and some are available on the Company's internal web pages
9.	Shareholder relations	75.	The company has ensured that all shareholders, regardless of the number or type of shares they hold, have equal access to information about the company and how they can exercise and protect their rights.	YES	
9.	Shareholder relations	76.	The Company has established effective formal mechanisms that provide minority shareholders with the opportunity to ask questions directly to the Chairman of the Management Board and the Chairman of the Supervisory Board, and details of the functioning of these mechanisms are available free of charge on the Company's website.	YES	
9.	Shareholder relations	77.	The Company has designated an individual who will be the contact person for investor relations for all shareholders, and the contact information for this person is available free of charge on the Company's website.	YES	
9.	General Assembly	78.	The company's statute 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.	General Assembly	79.	The company's statute and/or internal company documents allow shareholders the opportunity to exercise their voting rights through a proxy without restrictions.	YES	
9.	General Assembly	79.	The company's statute and/or internal company documents allow shareholders the opportunity to exercise their voting rights electronically without restrictions.	NO	This possibility will be considered during the next amendment to the statute.
9.	General Assembly	79.	An explanation of other ways in which shareholders can exercise their voting rights is set out in the documents for the general meeting.	YES	
9.	General Assembly	80.	The notice of the general meeting shall be published no later than 30 days before the date of its holding.	YES	
9.	General Assembly	80.	The agenda, decisions and all other materials required for the general meeting are available free of charge on the company's website.	YES	
9.	General Assembly	80.	All documents are available in Croatian and English.	YES	
9.	General Assembly	81.	All persons listed in Article 81 of the Code were present at the general meeting in the past 12 months.	NO	Certain persons referred to in Article 81 of the Code have apologized for their absence from the general meeting.
9.	General Assembly	81.	The external auditor was present at the general meeting where the financial statements were presented.	Partially	The external auditor was available to the GS participants upon request and was located at the company's headquarters at the time of the GS.
9.	General Assembly	82.	The Company made the decisions of the General Assembly available on its website free of charge.	YES	
9.	General Assembly	82.	The Company made available, free of charge, on its website, within 30 days of the date of the general meeting, answers to questions raised at the general meeting.	YES	
10.	Corporate social responsibility	83.	The Supervisory Board and the Management Board have agreed and adopted the policies prescribed in Article 83 of the Code.	YES	
10.	Corporate social responsibility	83.	Policies are available free of charge on the company's website.	YES	
10.	Corporate social responsibility	84.	When management requests prior approval of decisions from the supervisory board, the accompanying documents explain how the recommended measure is in line with policies related to assessing the impact of the company's activities on the environment and the community, with policies related to the preservation of human and worker rights, and with measures related to the prevention and sanctioning of bribery and corruption.	YES	
10.	Stakeholder involvement	85.	The Supervisory Board and the Management Board have jointly identified who they consider to be key stakeholders in relation to the company.	YES	
10.	Stakeholder involvement	85.	The management board has 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.	Stakeholder involvement	86.	The Supervisory Board is authorized, with prior notice to the President of the Management Board, to organize meetings with external stakeholders when it deems it necessary.	YES	
10.	Stakeholder involvement	87.	The powers of each supervisory board committee stipulate for what purposes the chairman of the board may communicate directly with stakeholders and what procedure must be followed.	YES	