CHAPTER	PROVISION	ARTICLE		ANSWER (Each question is answered by chosing the answer from the drop-down menu)	EXPLANATION (fulfill only for questions that were answered with "NO" or "PARTIALLY")
1	Cooperation	1	The articles of association and/or other internal acts clearly define the powers of the supervisory board and management board.	YES	
1	Cooperation	1	The articles of associationand/or other internal acts are available free of charge on the website of the company.	YES	
1	Cooperation	2	The supervisory board has adopted a decision in which it stated categories of decisions and legal transactions that require prior approval by the supervisory board and those decisions about which management board must consult with the supervisory board before making a decision, and a summary thereof is available free of charge on the website of the company.		It is determined by the law, company's statute, but if necessary, the Supervisory Board use to make decisions outside the regulations defined by the statute, such as the decision that before appointing "Top Management" the Management Board must seek the consent of the Supervisory Board.
1	Cooperation	2	The articles of association and/or internal company acts provide for prior consent of the supervisory board for making important decisions that affect the strategy of the company, expenses, risk exposure and reputation.	YES	
1	Cooperation	3	The articles of association and/or internal company acts stipulate that the supervisory board and its committees have timely access to documents, premises and employees when necessary for the performance of their duties.	YES	
1	Cooperation	4	The articles of association and/or other internal company acts stipulate that the management board must report to the supervisory board at regular intervals on the operating results of the company, financial situation, substantial financial and non-financial risks and results of interaction with shareholders and other stakeholders.	YES	
1	Cooperation	5	Statutes and/or internal company documents stipulate that the president of the management board shall immediately notify the supervisory board if there is or is likely for an event to arise that has the potential to significantly affect the results, financial position or reputation of the company.	YES	
1	Rules of conduct	6	The supervisory board approved the code of conduct (or other internal act), which establishes rules of conduct to be followed by members of the management and supervisory board members, employees and others acting on behalf of the company, which also contains rules and measures to be taken in case of its violations.	YES	
1	Rules of conduct	6	Code of Conduct (or other internal act) is available free of charge on the website of the company.	YES	
2	Conflict of interest	7	For members of the management board and the supervisory board the prohibition of participation in decision-making in relation to which there are conflicts of interest is stipulated.	YES	
2	Conflict of interest	7	The supervisory board has given prior consent to the policy for managing conflicts of interest.	NO	legal regulations apply
2	Conflict of interest	7	The policy for managing conflicts of interest is available free of charge on the website of the company.	NO	not regulated by the acts of the company
2	Conflict of interest	8	Members of the supervisory board are obliged to inform the entire supervisory board that they are in an actual or potential conflict of interest.	YES	
2	Conflict of interest	8	Management board members have a duty to inform the president of the supervisory board and other members of the management board of an actual or potential conflict of interest.	YES	
2	Conflict of interest	8	The supervisory board keeps records of all notices pertaining to conflict of interest.	NO	there was no need
2	Conflict of interest	9	Member of the management board or the supervisory board has an obligation to inform the President and/or Vice-President of that board if it considers that another member of management or supervisory board is in an actual or potential conflict of interest.	NO	not regulated by the acts of the company
2	Competition ban	10	Members of the supervisory board and management do not perform activities that compete with the business of the company, are not members of the management or supervisory boards of the companies that carry out such activities nor hold more than 5% stake in such companies.	YES	
2	Competition ban	10	Members of the management board and the supervisory board who hold shares in the companies with which the company is in the competition, informed the secretary of the company of all the shares in such companies and the details of these shares are available free of charge on the website of the company.	NO	There was no need because according to the available information, the members of the S
2	Related party transactions		No transactions between members of the management or supervisory board and the company (or a person affiliated with any party) can not be concluded without the prior consent of the supervisory board.	YES	
2	Related party transactions	11	The fair value of each material transaction must be confirmed by an independent expert prior to any such transaction, and his or her report has to be available free of charge on the website of the company.	NO	It is not regulated by the acts of the company
2	Related party transactions		The company has adopted procedures for the approval and disclosure of transactions between members of the management or supervisory board and the company (or a person affiliated with any party).	NO	as before

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2	Related party transactions	12	The audit committee annually assesses the effectiveness of these procedures.	NO	No procedures have been adopted
3	The role of the supervisory board	13	The supervisory board is responsible for appointing and dismissing members of the management board and making recommendations for candidates for members of the supervisory board to the general meeting.	YES	
3	The role of the supervisory board	13	The supervisory board has approved formal and transparent procedure for the appointment to both management and supervisory boards.	PARTIALLY	Acts in accordance with the law, the Company's statutes and SB decisions
3	The role of the supervisory board	14	The supervisory board has set as a target percentage of female members of the supervisory board and the management board, which must be achieved in the next five years and adopted a plan for the implementation of this goal. Percentage on target and plan were published in the annual report.	NO	It is planned in the future
3	The role of the supervisory board	14	A report explaining progress on the plan has been published in the annual report.	NO	There is no such plan
3	The role of the nomination committee	15	The nomination committee has all the tasks listed in Article 15 of the Code.	NO	There is no nomination committee
3	Election of supervisory board members by the general meeting	16	When nominating candidates for the supervisory bord to the general meeting for election the company provides information within the general meetin materials on the items requested by Article 16. of the Code.	PARTIALLY	the candidate's curriculum vitae is published, listing skills, education and experience
3	Election of supervisory board members by the general meeting	16	Informations provided by Article 16 of the Code are freely available on the company's website.	NO	as before
3	Election of supervisory board members by the general meeting	17	Materials for the general meeting contain all the information listed in Article 17 of the Code.	PARTIALLY	materials not include the evaluation of the results of work
3	Election of supervisory board members by the general meeting	18	The information referred to in Article 17 of the Code is available free of charge on the website of the company also in cases where workers' representative or another member of the supervisory board which is not elected by the shareholders at the general meeting is apointed.	NO	as before
4	Responsibilities of the supervisory board	19	The terms od reference of the supervisory bord include all the responibilities set in Article 19. of the Code.	PARTIALLY	there is no inheritance planning
4	Composition	20	professionaln and practical experience that required in the supervisory board.	NO	is planned for the future
4	Composition	21	The supervisory board includes members of different gender, age, profile and experience to ensure a diversity perspective when making decisions.	YES	
4	Composition	22	Majority of the members of the supervisory board are independent in accordance with the definition set out in Appendix A of the Code.	YES	
4	Composition	22	The President or deputy president of the supervisory board are independent.	PARTIALLY	the deputy president is a representative of the workers
4	President	23	The president of the supervisory bord is responible for the activities listed in Article 23. of the Code.	YES	
4	Board committees	24	Supervisory board established the nomination committee.	NO	it is not provided for in the statute
4	Board committees	24	Supervisory board established the renumeration committee.	NO	as before
4	Board committees	24	Supervisory board established the audit committee.	NO	he was appointed by Ga in accordance with the statute
4	Board committees	24	The supervisory board stipulated the manadate and activities of each committee.	NO	as before
4	Board committees	26	Each committee of the supervisory board consists of members who have the necessary skills, knowledge and education, as well as professional and practical experience to carry out the committee responsibilities effectively.	YES	
4	Board committees	27	Each committee of the supervisory board has at least three members.	NO	SB has no board
4	Board committees	27	Majority of the members of each committee of the supervisory board are independent (as defined in Appendix A of the Code).	NO	he was appointed by Ga in accordance with the statute
4	Board committees	27	Board members are prohibited to be members of the committee of the supervisory board.	YES	
4	Board committees	28	The terms of reference of each committee is made freely available on the company's website	NO	There are no SB commites
4	Board committees	28	the committee.	NO	There are no SB commites
4	Time commitment	29	The minimun expected time commitmnet of each supervisory board member is specified on their appointment.	NO	There are no such provisions

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4	Time commitment	29	The annual report includes record of attendance at the meetings for each member of the supervisory board and its committees.	NO	as before
4	Time commitment	30	The articles of association and/or internal company acts stipulate the obligation of the supervisory board member to inform the secretary of the company about their membership in the supervisory board or the management board of other companies.	NO	The procedure is in accordance with the legal regulations, but in case of possible comp
4	Frequency and format of meetings	31	The supervisory board meets at least every three months.	YES	
4	Frequency and format of meetings	31	The supervisory board has adopted a workplan that includes time and agenda of future meetings.	NO	There are no SB commites
4	Frequency and format of meetings	31	Committees of the supervisory board shall meet as often as necessary for the effective discharge of their duties, and regularly report to the supervisory board on its activities.	YES	
4	Frequency and format of meetings	32	The supervisory board can meet without the participation of the management board where it considers it appropriate.	YES	
4	Frequency and format of meetings	32	Non-Board committee memebers can participate in committee meeting only at the invitation of the committee.	NO	There are no SB commites
4	Support	33	The company has designated an individual to carry out the duties of a company secretary.	YES	
4	Support	33	According to the company's internal acts, the person carrying out the duties of a company	PARTIALLY	not regulated by the company's statute
4	Quality and timeliness of information	34	The heard terms of reference and/or internal acts require the materials for supervisory heard	PARTIALLY	three to five days
4	Quality and timeliness of information	34	The bord committee terms of reference and/or internal acts require the materials for board committee meetings to be provided to all its members at least one week before the meeting.	NO	There are no SB commites
4	Quality and timeliness of information	35	The articles of association and/or internal company acts anticipate that the minutes of the meeting of the supervisory board must be available to all members of the supervisory board.	YES	
4	Quality and timeliness of information	35	Supervisory Board meeting minutes provide data on voting results including details of how individual members voted.	YES	
4	Quality and timeliness of information	36	The supervisory board has the right to receive information and advice from people outside the company at the expense of the company if it considers it necessary to successfully carry out its duties, provided that the procedure for it is specified in the internal documents of the company issued by the management board with the consent of the supervisory board.	YES	
4	Training and development	37	All members of the supervisory board at the time of appointment received introduction training for their role.	NO	there is no training for SB members
4	Training and development	37	All supervisory bord members receive ongoing training and education to improve their sills and knowledge.	NO	as before
4	Training and development	38	The supervisory board members receive regular updates and briefings from the management board and experts on matters relevant to the company and to their duties.	YES	
4	Supervisory board evaluation	39	The supervisory board evaluated its effectiveness in the past 12 months.	PARTIALLY	the assessment is partly contained in the report of the Supervisory Board
4	Supervisory board evaluation	39	The supervisory board assessed the individual results of its members in the last 12 months.	NO	they are not evaluated individually
4	Supervisory board evaluation	39	The evaluation of the supervisory board was led by the president or deputy president.	NO	as before
4	Supervisory board evaluation	40	The evaluation of the supervisory board included an assessment of all the matters specified in Article 40 of the Code	NO	The evaluation was not conducted
4	Supervisory board evaluation	41	The annual report includes the assessment report of the supervisory board and its committees in which they assessed all the circumstances set out in Article 41 of the Code.	NO	The evaluation was not conducted
5	Responsibilities of the management bord	42	The duties of management board include all the activities listed in Article 42 of the Code.	YES	
5	Responsibilities of the management bord	43	The supervisory board has approved internal rules of procedure adopted by the management board that define the matters specified in Article 43. of the Code.	PARTIALLY	The Supervisory Board adopted the Rules of Procedure of the Management Board
5	Responsibilities of the management bord	44	In the case of groups, the management board of the parent company is obliged to ensure effective oversight over the activities of other companies in the group.	YES	
5	Responsibilities of the management	44	The articles of association and/or internal company acts contain rules governing responsibilities and reporting procedures at the level of the parent company and subsidiaries.	YES	

			The supervisory board ensures that management maintains a profile of the management board		
5	Composition	45	which determines the minimum number of members and a combination of members who	YES	
			possess the skills, knowledge and education, as well as professional and practical experience that are required for management board.		
			The president of the management board is formally responsible for the activities listed in Article		
5	The president	46	46. of the Code.	YES	
			Internal company documents provide that the members of the management board must obtain		
5	Limits on other	47	the prior consent of the supervisory board before accepting appointment to the management	YES	
	appointments		board or supervisory board which is not part of the same group.		
5	Limits on other	47	Internal documents of the company provide that board members are prohibited from holding	NO	no prohibition is provided for in the acts of the company
	appointments		more than two positions in the management or supervisory board of other such companies.		The promise in the promise in the date of the desimpanty
_	Doord evaluation	48	The supervisory board in the last 12 months, evaluated the effectiveness of arrangements for	YES	
5	Board evaluation	40	cooperation between the supervisory board and the management board, as well as the adequacy of support and information received from the management board.	ITES	
_			Results of the evaluation of arrangements for cooperation between the supervisory board and		
5	Board evaluation	48	management are included in the annual report.	YES	
5	Board evaluation	49	The management board has evaluated its own effectiveness and that of its individual members	NO	no evaluation is carried out
5	board evaluation	49	in the last 12 months.	NO	
5	Board evaluation	49	The management board has reported the conclusions of the evaluations of its members to the	NO	as before
-			supervisory board.		
6	Role of remuneration	50	The duties of the remuneration board include all the activities listed in Article 50 of the Code.	NO	there is no receipts committee
0	committee	50	The duties of the remaineration board include all the activities listed in Article 50 of the Code.	INO	linere is no receipts committee
	Remuneration of		The supervisory board determines the annual remuneration of of each member of the		
6	management board	51	management board, based on recommendations of the remuneration committee and in	NO	as before
	members		accordance with the approved remuneration policy.		
	Remuneration of		The level of receipts of members of the management board takes into account the agreed		
6	management board	52	strategy, risk appetite, the economic environment in which the company operates as well as	YES	
	members Remuneration of		wages and conditions of workers within companies. Remuneration policy provides that a management board member may not dispose of the shares		
6	management board	53	assigned to it as part of the remuneration at least two years from the date on which the shares	NO	are not assigned
	members	55	were assigned to him or her.		are not assigned
	Remuneration of		Remuneration policy provides that a management board member may not make use of stock		
6	management board	53	options assigned to him or her as part of the remuneration for at least two years from the date on	NO	are not assigned
	members		which stock options were assigned to him or her.		
	Remuneration of		Remuneration policy includes provisions that closely define the circumstances in which a portion		
6	management board members	53	of the remuneration of management board member was put on hold or to was asked to be returned.	NO	are not assigned
	Remuneration of		Remuneration level for the president of the supervisory board and of other members of the		
6	supervisory board	54	supervisory board reflects the time commitment and responsibilities, including the time	NO	it is determined by the General Assembly
	members		commitment and responsibilities in the committees of the supervisory board.		
	Remuneration of		Remuneration policy and/or internal company documents prohibit the inclusion of variable		
6	supervisory board	55	elements or other elements related to performance in the remuneration of the supervisory board.	NO	there are no prohibitions
	members		2. Since the second to performance in the remaindration of the duporvisory bound.		
6	Reporting on remuneration	56	Remuneration policy of the company was approved by shareholders at a general meeting.	YES	
	Reporting on		The company has made freely available on its website its remuneration policy, as approved by		
6	remuneration	56	the shareholders.	YES	
6	Reporting on	<i>E7</i>	Annual report on remuneration includes data on remuneration of each individual member of the	YES	
6	remuneration	57	supervisory board as well as other information contained in Article 57 of the Code.	150	
	Roles of the		Management board, with the prior approval of the supervisory board, adopted a policy that		
7	supervisory and	58	determines the nature and extent of risk that company needs and that is willing to take in order	NO	no such policy has been adopted
	management boards		to achieve all the long-term strategic objectives ("risk appetite").		
	Roles of the				
_	supervisory and	50	The manufacture of the control of th	DARTIALLY	
7	management	59	The management board is formally responsible for the activities listed in Article 59 of the Code.	PARTIALLY	no such policy has been adopted
	boards				
7	Role of the audit	60	Terms of reference of the audit committee includes all activities listed in Article 60 of the Code.	NO	does not currently monitor the effectiveness of internal control
	committee				,
7	Role of the audit committee	61	The audit committee, the supervisory board or one of its committees, undertook the activities referred to in Article 61 of the Code.	NO	as before
	COMMINGE		policined to in Attitude of or the Code.	I	I

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Internal auditor 19						
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Risk management of the company has determined clear internal responsibilities for the maintenance of the risk management system and a clear procedure for maintaining contact between presons responsible and the audit committee. 7 Risk management of Risk management of Risk management system and a clear present of the system and a clear present o	7		66	of risk measurement, answers, reporting and supervision.	NO	as before
Rock management system and a clear procedure for maintaining contact between persons NO as before						
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A continued control of the company Vision Experimental control opsterms, including fisk management, and internal control opsterms, and interna	_	Risk management	07	The company has established an internal audit function responsible for monitoring the	VE0	
The dust committee equipment in the stall committee in the stall recommend and internal control and internal con	/		67		YES	
An internal control Fig.	7	Risk management	67	The qualit committee community of the intermed quality plan in the least 40 months	NO	forested in the first we
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recommendations recommendations and internal control and internal common with a supervisory board the appointment or dismissal of an internal control and internal control systems. 7 Whistle-blowing 8 Whistle-blowing 8 The procedure and internal control and protection and internal control and internal	7	Risk management	67	The audit committee receives reports of internal auditors and monitors the implementation of its	NO	an hofara
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Management board, with the prior approval of the supervisory board, adopted a procedure for procedure for programment board to reporting violations of laws or internal rules of the company, actual or in the case of suspected YES	,	and internal control	00	the heads of the internal audit function.	NO	It is defined by the acts of company
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9	General meeting	78	The articles of associationand/or internal rules of the company do not in any way limit the ability of shareholders to call a general meeting, to participate in it or to add items to the agenda.	YES	
9	General meeting	79	The articles of association and/or internal company documents allow shareholders the opportunity to exercise their right to vote by proxy without restriction.	YES	
9	General meeting	79	The articles of associationand/or internal company documents allow shareholders the opportunity to exercise their right to vote electronically without restrictions.	NO	they must be present
9	General meeting	79	Explanation of other ways in which shareholders can exercise its right to vote are set out in the documents for the general meeting.	NO	there is no other way
9	General meeting	80	Notice of the general meeting is published no later than 30 days before it is held.	YES	
9	General meeting	80	The agenda, decisions and all other materials required for the general meeting are available free of charge on the website of the company.	YES	
9	General meeting	80	All documents are available in English and Croatian language.	YES	
9	General meeting	81	All persons referred to in Article 81 of the Code were present at the general meeting in the past 12 months.	PARTIALLY	a member of the audit firm was present online
9	General meeting	81	The external auditor was present at the general meeting where financial statements are presented.	YES	online
9	General meeting	82	The company has made the desicions of a general meeting freely available on its website without delay.	YES	
9	General meeting	82	Within 30 days from the date of the general meeting the company has made available on its website free of charge answers to questions raised at the general meeting.	NO	there were no questions
10	Corporate social responsibility	83	The supervisory and managent boards have agreed and adopted policies listed in Article 83 of the Code.	NO	predicted in the future
10	Corporate social responsibility	83	These policies are available free of charge on the company's website.	NO	predicted in the future
10	Corporate social responsibility	84	When the management board asks prior consent from the supervisory board for the decisions, accompanying documents explain how the recommended measure is in line with the policies associated with the impact assessment of company's activities on the environment and the community, with the policies associated with the preservation of human rights and workers' rights and the measures associated with prevention and sanctioning of corruption and bribery.	NO	no policies have been adopted, it is predicted in the future
10	Stakeholder engagement	85	The supervisory board and management board jointly identified which are considered key stakeholders in relation to company.	NO	there was no need
10	Stakeholder engagement	85	Management board has ensured the existence of effective mechanisms for regular interaction with key stakeholders, as well as to inform the supervisory board about the results of these communications.	NO	as before
10	Stakeholder engagement	86	The supervisory board is authorized, subject to prior notification to the president of the management board, to organize meetings with external stakeholders when it deems it necessary.	NO	there was no need to convene a meeting
10	Stakeholder engagement	87	In the mandate of every committee of the supervisory board it is provided for what purpose president of the committe may communicate directly with stakeholders and what procedure to follow.	NO	There are no SB commites