

PODRAVKA Inc. - Questionnaire on compatibility of Code of Corporate Governance for the year 2025

		ANSWER	EXPLANATION	LINK TO COMPANY WEBSITE
1. Leadership/ Cooperation	The company's articles of association and/or other internal regulations set out clearly the authorities of the supervisory and management boards in accordance with the relevant legislation and the arrangements by which the two boards cooperate?	YES		
1. Leadership/ Cooperation	The company's articles of association (and/or other internal regulations) are freely available on the company's website?	YES		Documents Podravka
1. Leadership/ Cooperation	The supervisory board adopted a decision setting out the categories of decisions and legal transactions that require the supervisory board's prior approval and those decisions regarding which the management board is required to consult with the supervisory board before making a decision?	YES		
1. Leadership/ Cooperation	The summary of the decision is freely available on the company's website?	YES		Articles-of-Association-of-PODRAVKA-Inc.pdf
1. Leadership/ Cooperation	The company's articles of association and/or internal regulations provide for the supervisory board's prior approval when making major decisions that affect the company's strategy, expenditure, risk exposure and reputation?	YES		
1. Leadership/ Cooperation	The company's articles of association and/or internal regulations stipulate that the supervisory board and its committees have timely access to documents, premises, senior management and employees when necessary for the performance of their duties?	YES		

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1. Leadership/ Cooperation	The management board reported to the supervisory board at regular intervals on the company's operating performance, financial situation, major financial and other risks, its resilience and the results of its engagements with shareholders and other stakeholders?	YES		
1. Leadership/ Cooperation	The management and supervisory boards agreed on the content, format and frequency of these reports?	YES		
1. Leadership/ Cooperation	The articles of association and/or internal regulations stipulate that the president of the management board must notify the supervisory board if an event occurs or seems likely to occur that has the potential to affect the company's performance, financial position or reputation?	YES		
1. Leadership/Rules of conduct	The supervisory board approved the code of conduct (or other internal regulation) that establishes the rules of conduct to be followed by members of the management and supervisory boards, employees and others acting on behalf of the company?	YES		
1. Leadership/Rules of conduct	The code of conduct (or other internal regulation) contains provisions that ensure an inclusive work environment, equal opportunities for different genders and the prohibition of any form of discrimination, as well as the rules of conduct and measures to be taken if they are breached?	YES		
1. Leadership/Rules of conduct	The code of conduct (or other internal regulation) is freely available on the company's website?	YES		original-ekU4fM.pdf
1. Leadership/Rules of conduct	The supervisory board oversees the implementation and monitors the effectiveness of the code of conduct (or other internal regulation)?	YES		

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1. Leadership/Rules of conduct	The code of conduct (and/or other internal regulation) takes into account recommendations on responsible business conduct as set out in the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the applicable implementing OECD Due Diligence Guidance for Responsible Business Conduct?	YES		
2. Duties of board members/Conflict of interest	Members of the management and supervisory boards are prohibited from participating in decision-making where they have a conflict of interest?	YES		
2. Duties of board members/Conflict of interest	The company adopted a policy for managing conflicts of interest?	YES		
2. Duties of board members/Conflict of interest	The supervisory board gave prior approval to the policy for managing conflicts of interest?	YES		
2. Duties of board members/Conflict of interest	The policy for managing conflicts of interest is freely available on the company's website?	YES		original-ekU4fM.pdf
2. Duties of board members/Conflict of interest	Members of the supervisory board are obliged to inform the entire supervisory board that they are in an existing or potential conflict of interest?	YES		
2. Duties of board members/Conflict of interest	Members of the management board are obliged to inform the president of the supervisory board and other members of the management board of an existing or potential conflict of interest?	YES		
2. Duties of board members/Conflict of interest	The supervisory board is obliged to keep a record of all notifications relating to an existing or potential conflict of interest, including the description of the actions taken and the outcome of the actions taken as regards any existing or potential conflict of interest?	YES		

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2. Duties of board members/Conflict of interest	Members of the management and supervisory boards have an obligation to inform the president of the supervisory board if they consider that another member of the management or supervisory boards has not declared an existing or potential conflict of interest, or to inform the deputy president of the supervisory board if it concerns the president of the supervisory board?	YES		
2. Duties of board members/Competition ban	Members of the supervisory and management boards do not engage in activities that compete with the company's business, either on their own or another's behalf?	YES		
2. Duties of board members/Competition ban	Members of the supervisory and management boards are not members of the management or supervisory boards of companies which engage in activities that compete with the company's business?	YES		
2. Duties of board members/Competition ban	Members of the supervisory and management boards do not own significant holdings in companies that compete with the company's business?	YES		
2. Duties of board members/Competition ban	Members of the management and supervisory boards who own holdings in companies with which the company is in competition have informed the company secretary of such holdings?	PARTIALLY	The mentioned obligation is prescribed by the company's internal acts in accordance with the Corporate Governance Code, but there were no such notifications in 2025.	
2. Duties of board members/Competition ban	Details about the holdings owned by the supervisory and management boards in companies that compete with the company's business are freely available on the company's website?	PARTIALLY	There were no such notifications. If there were any such situations, they would be announced.	
2. Duties of board members/Related party transactions	No transactions involving members of the management or supervisory boards and the company (or persons related to either party) can be made without prior approval of the supervisory board?	YES		

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2. Duties of board members/Related party transactions	The fair value of each material transaction, as defined by law, must be confirmed by an independent expert prior to any such transaction?	YES		
2. Duties of board members/Related party transactions	An independent expert's report on the fair value of each material transaction must be made freely available on the company's website?	PARTIALLY	There weren't any reports like that.	
2. Duties of board members/Related party transactions	If the supervisory board appointed a special committee in accordance with the law or authorised the audit committee to decide on prior approval for entering into related party transactions, the members of such committee meet the independence requirements prescribed for members of the supervisory board?	YES		
2. Duties of board members/Related party transactions	If the supervisory board appointed a special committee in accordance with the law or authorised the audit committee to decide on prior approval for entering into related party transactions, the members of such committee are independent of persons and transactions subject to the prior approval?	YES		
2. Duties of board members/Related party transactions	The company adopted procedures for the approval and disclosure of transactions between members of the management or supervisory boards and the company (or persons related to either party)?	YES		
2. Duties of board members/Related party transactions	The audit committee reviews the effectiveness of these procedures once a year?	YES		
2. Duties of board members/Related party transactions	The company publishes information on its website without delay regarding related party transactions that require prior approval of the supervisory board, for transactions of the company and for transactions of subsidiaries with related parties of the parent company?	PARTIALLY	There weren't any such transactions.	

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2. Duties of board members/Related party transactions	The notice of a related party transaction contains at least information on the nature of the relationship with the related party, the names of the related parties, and the date and value of the transaction?	YES		
2. Duties of board members/Related party transactions	Such transaction notice is available to the public for at least five years on the company's website?	PARTIALLY	There weren't any such notices.	
2. Duties of board members/Related party transactions	The management board prepares a report on related party transactions once a year, with the content as prescribed by the Companies Act?	PARTIALLY	There were no such transactions.	
2. Duties of board members/Related party transactions	The auditor audited the report on related party transactions and submitted the signed report to the management board of the company?	YES		
2. Duties of board members/Related party transactions	The supervisory board examined the report on related party transactions, took a position on the audit results, and informed the general meeting thereof in its report submitted to the general meeting?	PARTIALLY	There were no such transactions.	
3. Appointment of board members/Role of the supervisory board	The supervisory board is responsible for appointing and dismissing members of the management board and for recommending candidates for members of the supervisory board to the general meeting?	YES		
3. Appointment of board members/Role of the supervisory board	The supervisory board adopted formal and transparent procedures for appointments to both management and supervisory boards and for the selection of senior management?	YES		
3. Appointment of board members/Role of the supervisory board	The supervisory board adopted a succession plan?	NO	The company doesn't have a succession plan for the Board of Directors and the Supervisory Board members.	
3. Appointment of board members/Role of the supervisory board	Procedures for appointment to the management and supervisory boards and for the selection of senior management contain objective criteria for appointment or selection, giving priority under the same conditions to the underrepresented gender?	YES		

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3. Appointment of board members/Role of the supervisory board	A prior assessment of the impact on gender equality of the procedures for appointment to the management and supervisory boards, the selection of senior management, and the succession plan was carried out?	YES		
3. Appointment of board members/Role of the supervisory board	A prior assessment of the impact on gender equality of the procedures for appointment to the management and supervisory boards, the selection of senior management, and the succession plan was published free of charge on the company's website?	NO	The company didn't post it on their website in 2025.	
3. Appointment of board members/Role of the supervisory board	The representation of at least 40% of members of the underrepresented gender on the supervisory board or on the supervisory and management boards together was ensured?	NO	Existing mandates are carried out until they expire according to the Law on Amendments and Supplements to the ZTD.	
3. Appointment of board members/Role of the supervisory board	If the representation of at least 40% of members of the underrepresented gender was not achieved, the company took measures to achieve the prescribed representation and adopted a plan and a deadline for achievement that may not exceed two years from the occurrence of the gender imbalance?	NO	Existing mandates are carried out until they expire according to the Law on Amendments and Supplements to the ZTD.	
3. Appointment of board members/Role of the supervisory board	All measures taken by the company, the plan and the deadline for achieving the prescribed representation of the underrepresented gender, together with an explanation as to why the percentage was not achieved, are published in the company's annual report?	NO	Existing mandates are carried out until they expire according to the Law on Amendments and Supplements to the ZTD.	
3. Appointment of board members/Role of the nomination committee	The nomination committee oversees the appointment process for the supervisory and management boards to ensure that it is fair, transparent and non-discriminatory, that it promotes diversity, inclusiveness and equal opportunities, and that it manages to achieve a balanced representation of both genders?	YES		

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3. Appointment of board members/Role of the nomination committee	The nomination committee developed role and candidate descriptions for each vacancy consistent with the profile of the management or supervisory boards, as well as identified and recommended suitable candidates to the supervisory board?	YES		
3. Appointment of board members/Role of the nomination committee	When seeking independent members of the supervisory board, the nomination committee confirmed that the candidates are independent and determined the independence criteria (as defined in Appendix A)?	YES		
3. Appointment of board members/Role of the nomination committee	The nomination committee drew up a succession plan for the reappointment or replacement of members of the supervisory and management boards in consultation with the president of the relevant board?	NO	The company doesn't have a succession plan for the Board of Directors and the Supervisory Board members.	
3. Appointment of board members/Role of the nomination committee	The nomination committee monitored progress in achieving the target percentage of female members on the supervisory and management boards and in senior management?	YES		
3. Appointment of board members/Role of the nomination committee	The nomination committee monitored the policy of the management board on the selection and appointment of senior management?	NO	It will be carried out in 2026.	
3. Appointment of board members/Role of the nomination committee	The nomination committee monitored the internal evaluation and the survey on workers' perceptions of gender equality and equal opportunities in the company?	NO	It will be carried out in 2026.	
3. Appointment of board members/Election of supervisory board members by the general meeting	When proposing candidates for the supervisory board to the general meeting, the company includes all information from Article 19 of the Code in the general meeting materials and makes it available free of charge on the company's website?	YES		General Assembly (Corporate governance) Podravka

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3. Appointment of board members/Election of supervisory board members by the general meeting	The proposal for the election of members of the supervisory board must also include, for each proposed member, information on whether they are independent within the meaning of the provisions of Article 255, paragraph 6 of the Companies Act, or why the supervisory board considers the candidate to be independent and on the basis of which criteria from the Companies Act/Code?	YES		General Assembly (Corporate governance) Podravka
3. Appointment of board members/Election of supervisory board members by the general meeting	In case of nomination of a current supervisory board member, the materials for the general meeting also include all information from Article 20 of the Code?	YES		General Assembly (Corporate governance) Podravka
3. Appointment of board members/Election of supervisory board members by the general meeting	The information from Articles 19 and 20 of the Code is freely available on the company's website also in cases when appointing workforce representatives or other supervisory board members not elected by shareholders at the general meeting?	YES		General Assembly (Corporate governance) Podravka
4. Supervisory board and its committees/Responsibilities of the supervisory board	The tasks of the supervisory board include: appointing and dismissing members of the management board and ensuring succession planning; contributing to the development of, and approving the company's strategy, business plan and budget; and monitoring the management board's performance in achieving its objectives and the manner in which it carries out its duties, including how it engages with shareholders and other stakeholders?	YES		
4. Supervisory board and its committees/Responsibilities of the supervisory board	The tasks of the supervisory board also include ensuring at least 40% of the underrepresented gender on the supervisory board or on the supervisory and management boards together?	YES		

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4. Supervisory board and its committees/Composition of the supervisory board	The supervisory board developed a supervisory board profile which specifies the minimum number of members and the combination of age, gender, skills, knowledge and education, as well as professional and practical experience that is required in the supervisory board?	YES		
4. Supervisory board and its committees/Composition of the supervisory board	The supervisory board includes members with different genders, ages, backgrounds and experience to ensure different perspectives in decision-making and the balanced representation of both genders?	YES		
4. Supervisory board and its committees/Composition of the supervisory board	The majority of all supervisory board members are independent in accordance with the definition in Appendix A of the Code?	YES		
4. Supervisory board and its committees/Composition of the supervisory board	Either president or deputy president of the supervisory board are independent?	YES		
4. Supervisory board and its committees/Composition of the supervisory board	If the majority of supervisory board members are not independent, the supervisory board adopted measures, a plan, and a deadline for achieving independence that may not exceed two years from the date on which the majority of supervisory board members were not independent?	YES		
4. Supervisory board and its committees/Composition of the supervisory board	All the measures taken by the company to achieve supervisory board independence, the plan and the deadline for achieving independence, together with an explanation as to why the independence has not been achieved, are published in the company's annual report?	YES		15e8de91-c24f-4f2a-97f9-f39a9d61af53Podravka Group Annual report_2025.pdf
4. Supervisory board and its committees/President	The president of the supervisory board has the tasks specified in Article 26 of the Code?	YES		
4. Supervisory board and its committees/Supervisory board committees	The supervisory board established a nomination committee?	YES		
4. Supervisory board and its committees/Supervisory board committees	The supervisory board established a remuneration committee?	YES		
4. Supervisory board and its committees/Supervisory board committees	The supervisory board established an audit committee?	YES		

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4. Supervisory board and its committees/Supervisory board committees	The supervisory board stipulated the mandate and activities of each committee?	YES		
4. Supervisory board and its committees/Supervisory board committees	Each supervisory board committee consists of members who have the necessary skills, knowledge and education, as well as professional and practical experience to carry out the functions of that committee effectively?	YES		
4. Supervisory board and its committees/Supervisory board committees	Each supervisory board committee has at least three members?	YES		
4. Supervisory board and its committees/Supervisory board committees	The majority of the members of each committee are independent in accordance with the definition in Appendix A of the Code?	YES		
4. Supervisory board and its committees/Supervisory board committees	Members of the management board are prohibited from being members of supervisory board committees?	YES		
4. Supervisory board and its committees/Supervisory board committees	The independence of supervisory board committees was ensured through independent supervisory board members?	YES		
4. Supervisory board and its committees/Supervisory board committees	The terms of reference of each supervisory board committee are freely available on the company's website?	YES		15e8de91-c24f-4f2a-97f9-f39a9d61af53Podravka Group Annual report 2025.pdf
4. Supervisory board and its committees/Supervisory board committees	The company includes a report on the work of each supervisory board committee in the annual report, including information on the number of meetings held, the committee members, and the independence of each committee member?	YES		15e8de91-c24f-4f2a-97f9-f39a9d61af53Podravka Group Annual report 2025.pdf
4. Supervisory board and its committees/Time commitment	The minimum expected time commitment of each supervisory board member was specified on their appointment?	YES		
4. Supervisory board and its committees/Time commitment	In the annual report, the company published a record of each supervisory board member's attendance at the meetings of the supervisory board and its committees?	YES		15e8de91-c24f-4f2a-97f9-f39a9d61af53Podravka Group Annual report 2025.pdf

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4. Supervisory board and its committees/Time commitment	The company's articles of association and/or internal regulations provide for the obligation of supervisory board members to inform the company secretary of their membership on the supervisory or management boards of other companies?	PARTIALLY	The information is listed in the court register, and the Company regularly checks this data with the members of the Supervisory Board.	
4. Supervisory board and its committees/Frequency and format of meetings	Supervisory board meetings are held at least every three months?	YES		
4. Supervisory board and its committees/Frequency and format of meetings	The supervisory board adopted a work plan that includes the timing and agenda of future meetings?	YES		
4. Supervisory board and its committees/Frequency and format of meetings	Supervisory board committees meet as often as necessary to discharge their responsibilities effectively, and regularly report to the supervisory board on their activities?	YES		
4. Supervisory board and its committees/Frequency and format of meetings	Supervisory board meetings may be held without the presence of management board members when the supervisory board considers it appropriate?	YES		
4. Supervisory board and its committees/Frequency and format of meetings	Members of the management board are not present at meetings where the supervisory board discusses the performance and remuneration of the management board and its members?	YES		
4. Supervisory board and its committees/Frequency and format of meetings	Persons who are not members of supervisory board committees may participate in committee meetings only at the invitation of the committee?	YES		
4. Supervisory board and its committees/Support	The company designated an individual to perform the activities of a company secretary?	YES		
4. Supervisory board and its committees/Support	According to the articles of association (or other internal regulations), the company secretary is responsible for ensuring that the supervisory board complies with its procedures, advising the supervisory board on governance matters, supporting the president of the supervisory board and helping the supervisory board and its committees?	YES		

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4. Supervisory board and its committees/Quality and timeliness of information	All materials required for a meeting of the supervisory board or a supervisory board committee are provided to all its members at least one week before the meeting?	YES		
4. Supervisory board and its committees/Quality and timeliness of information	Supervisory board meeting minutes are made available to all supervisory board members?	YES		
4. Supervisory board and its committees/Quality and timeliness of information	The minutes of supervisory board meetings contain information on the voting results, including details of how individual members voted?	YES		
4. Supervisory board and its committees/Quality and timeliness of information	The supervisory board is entitled to receive information/advice from parties outside of the company at the company's expense if the supervisory board considers it necessary to carry out its duties effectively, and the procedure for doing so is specified in internal regulations adopted by the management board with prior approval by the supervisory board?	YES		
4. Supervisory board and its committees/Training and development	All supervisory board members received induction training into their role on appointment?	YES		
4. Supervisory board and its committees/Training and development	All supervisory board members undergo ongoing training and education to further develop and improve their skills and knowledge?	YES		
4. Supervisory board and its committees/Training and development	The ongoing training of supervisory board members covers the topics of business sustainability, responsible business conduct and achieving a balanced representation of both genders on the supervisory and management boards and in senior management?	YES		
4. Supervisory board and its committees/Training and development	Supervisory board members receive regular updates and briefings from the management board and experts on matters relevant to the company and to their duties as supervisory board members?	YES		

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4. Supervisory board and its committees/Supervisory board evaluation	The supervisory board evaluated its effectiveness and composition in the past twelve months?	YES		15e8de91-c24f-4f2a-97f9-f39a9d61af53Podravka_Group_Annual_report_2025.pdf
4. Supervisory board and its committees/Supervisory board evaluation	The supervisory board evaluated the effectiveness and composition of its committees in the past twelve months?	YES		
4. Supervisory board and its committees/Supervisory board evaluation	The supervisory board evaluated the individual performance of its members and the members of its committees in the past twelve months?	YES		
4. Supervisory board and its committees/Supervisory board evaluation	The evaluation was led by the president or by the deputy president of the supervisory board if the president is not independent?	YES		
4. Supervisory board and its committees/Supervisory board evaluation	The evaluation of the supervisory board and its committees included an assessment of all the circumstances from Article 43 of the Code?	YES		
4. Supervisory board and its committees/Supervisory board evaluation	The evaluation of the supervisory board and its committees identifies whether there is a need for improvements in the operation and preparation of their meetings?	YES		
4. Supervisory board and its committees/Supervisory board evaluation	The annual report includes a report on the evaluation of the supervisory board and its committees?	YES		
4. Supervisory board and its committees/Supervisory board evaluation	The report on the evaluation of the supervisory board and its committees includes how the evaluation was carried out, whether external assessors were employed and who was consulted during the process, as well as a summary of the actions taken or to be taken as a result of the evaluation?	YES		
5. Management board/Responsibilities of the management board	The management board has the responsibilities specified in Article 45 of the Code?	YES		
5. Management board/Responsibilities of the management board	The management board set the percentage of the underrepresented gender in senior management as a target to be achieved in the next five years?	YES		

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5. Management board/Responsibilities of the management board	The set percentage of representation of the underrepresented gender in senior management, together with an explanation of why it was selected, why the percentage was not achieved, if applicable, the measures the company is taking to achieve it, the plan and deadline for achievement, which may not exceed five years, and the progress achieved against the plan were published in the annual report?	YES		15e8de91-c24f-4f2a-97f9-f39a9d61af53Podravka Group Annual report 2025.pdf
5. Management board/Responsibilities of the management board	The management board adopted the rules of procedure of the management board which define the distribution of responsibilities and the manner of cooperation between management board members, including procedures for conducting meetings and adopting decisions?	YES		
5. Management board/Responsibilities of the management board	The rules of procedure of the management board must be approved by the supervisory board?	YES		
5. Management board/Responsibilities of the management board	In the case of groups, the management board of the parent company ensured effective oversight of the activities of the other companies in the group and the existence of appropriate intra-group cooperation?	YES		
5. Management board/Responsibilities of the management board	In the case of groups, the management board of the parent company ensured there are rules setting out the scope, responsibilities and reporting arrangements at the parent company and subsidiary level, as well as rules to prevent conflicts of interest?	YES		
5. Management board/Responsibilities of the management board	In the case of groups, information about the supervision system and intra-group cooperation, as well as the intra-group rules of action are available free of charge on the company's website?	YES		15e8de91-c24f-4f2a-97f9-f39a9d61af53Podravka Group Annual report 2025.pdf

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5. Management board/Responsibilities of the management board	In the case that no management control agreement has been concluded, the management board of a subsidiary prepared a report on the company's relations with related companies within the first three months of the business year?	YES		
5. Management board/Responsibilities of the management board	The report of the management board of a subsidiary on relations with related companies contains all legal transactions that the company undertook in the previous year with the controlling company or its related companies, or according to instructions in the interest of those companies, as well as all other actions that it undertook or failed to undertake in the past year according to instructions of those companies?	YES		
5. Management board/Responsibilities of the management board	The report of the management board of a subsidiary on relations with related companies contains, for both legal transactions and other actions, all information prescribed by Article 497, paragraphs 1 and 2 of the Companies Act?	YES		
5. Management board/Responsibilities of the management board	The auditor audited the report of the management board of a subsidiary on relations with related companies and submitted the signed report to the management board of the company?	YES		
5. Management board/Responsibilities of the management board	The supervisory board examined the report of the management board of a subsidiary on relations with related companies, took a position on the audit results, and informed the general meeting thereof in its report submitted to the general meeting?	YES		General Assembly (Corporate governance) Podravka

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5. Management board/Composition	The supervisory board ensures that the management board maintains a profile that specifies the minimum number of members and the combination of members of a given age, gender, skills, knowledge and education, as well as professional and practical experience, taking into account the need to ensure a balanced representation of both genders?	YES		
5. Management board/President	The responsibility of the president of the management board for all activities under Article 49 of the Code is stipulated?	YES		
5. Management board/Limits on other appointments	The company's internal regulations provide that members of the management board must obtain prior approval from the supervisory board before accepting an appointment to join a board of a company that is not part of the same group?	YES		
5. Management board/Limits on other appointments	Members of the management board hold no more than two positions in management or supervisory boards of companies that are not part of the same group?	YES		
5. Management board/Management board evaluation	In the past twelve months, the supervisory board evaluated the effectiveness of the arrangements for cooperation between the supervisory and management boards, and the adequacy of the support and information it receives from the management board?	YES		
5. Management board/Management board evaluation	The results of the evaluation of the arrangements for cooperation between the supervisory and management boards are included in the annual report?	YES		15e8de91-c24f-4f2a-97f9-f39a9d61af53Podravka_Group_Annual_report_2025.pdf
5. Management board/Management board evaluation	At least once a year, the management board evaluated its own effectiveness and that of its individual members, applying the same criteria and avoiding any form of discrimination?	YES		

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5. Management board/Management board evaluation	The management board reported to the supervisory board the conclusions of the evaluations of its own effectiveness and that of its individual members?	YES		
6. Remuneration of board members/Role of the remuneration committee	The remuneration committee recommends to the supervisory board the remuneration policy for management board members at least every three years, taking into account the amount and structure of the remuneration of senior management and the workforce as a whole, having carried out a preliminary assessment of the effects of that policy on the equality of remuneration of different genders for equal work and/or work of equal value?	YES		
6. Remuneration of board members/Role of the remuneration committee	The remuneration committee recommended to the supervisory board the remuneration for management board members based on an assessment of the company's and their individual performance, taking into account the equality of remuneration of different genders for equal work and/or work of equal value?	YES		
6. Remuneration of board members/Role of the remuneration committee	The remuneration committee recommended to the supervisory board the remuneration policy for supervisory board members and carried out a preliminary assessment of the effects of that policy on the equality of remuneration of different genders for equal work and/or work of equal value, and that policy was submitted for approval by the general meeting?	YES		
6. Remuneration of board members/Role of the remuneration committee	The remuneration committee monitored the amount and structure of remuneration of senior management and the workforce as a whole, taking into account the equality of remuneration of different genders for equal work and/or work of equal value, and made recommendations to the management board on its policies?	PARTIALLY	The report on earnings shows the average income of PODRAVKA d.d. employees in gross terms, which includes the fixed and variable parts of the salary, other benefits in kind, and all other payments related to the employee's status, divided by full-time equivalent (FTE), that is, the equivalent of full-time work for the observed period.	

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6. Remuneration of board members/Role of the remuneration committee	The remuneration committee oversaw the preparation of the annual remuneration report required by law for approval by the supervisory board?	YES		
6. Remuneration of board members/Remuneration of management board members	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		
6. Remuneration of board members/Remuneration of management board members	The remuneration policy is non-discriminatory, consistent with sustainability objectives, and prepared in accordance with the relevant legal requirements?	YES		
6. Remuneration of board members/Remuneration of management board members	Levels of remuneration for management board members take into account the agreed strategy, risk appetite, the economic environment in which the company operates, the fulfilment of sustainability objectives, and the pay and conditions of employees within the company?	YES		
6. Remuneration of board members/Remuneration of management board members	The remuneration policy prescribes that a member of the management board may not dispose of shares awarded to them as part of the remuneration package for at least two years from the day on which the shares were awarded to them?	YES		
6. Remuneration of board members/Remuneration of management board members	The remuneration policy prescribes that a member of the management board may not exercise share options awarded to them as part of the remuneration package for at least two years from the day on which the options were awarded to them?	YES		
6. Remuneration of board members/Remuneration of management board members	The remuneration policy includes provisions specifying the circumstances in which part of a management board member's remuneration would be withheld or recovered?	YES		

		ANSWER	EXPLANATION	LINK TO COMPANY WEBSITE
6. Remuneration of board members/Remuneration of supervisory board members	Levels of remuneration for the president of the supervisory board and other supervisory board members reflect their time commitment and responsibilities, including the time commitment and responsibilities in supervisory board committees?	YES		General Assembly (Corporate governance) Podravka 15e8de91-c24f-4f2a-97f9-f39a9d61af53Podravka Group Annual report 2025.pdf
6. Remuneration of board members/Remuneration of supervisory board members	The company's remuneration policy and/or internal regulations prohibit the inclusion of variable elements or other performance-related elements in the remuneration of the supervisory board?	YES		
6. Remuneration of board members/Reporting on remuneration	The company adopted a remuneration policy for the supervisory board, management board, and senior management?	YES		
6. Remuneration of board members/Reporting on remuneration	The company carried out an assessment of the effects of remuneration policies on the equality of remuneration of different genders?	YES		
6. Remuneration of board members/Reporting on remuneration	The remuneration policy was approved by shareholders at the general meeting?	YES		
6. Remuneration of board members/Reporting on remuneration	The approved remuneration policy of the company is freely available on the company's website?	YES		
6. Remuneration of board members/Reporting on remuneration	The assessment of the effects of remuneration policies on the equality of remuneration of different genders is freely available on the company's website?	YES		
6. Remuneration of board members/Reporting on remuneration	The annual remuneration report includes information on the remuneration of all individual members of the supervisory and management boards, with the content as specified in Article 60 of the Code and the Companies Act?	YES		

		ANSWER	EXPLANATION	LINK TO COMPANY WEBSITE
6. Remuneration of board members/Reporting on remuneration	The annual remuneration report includes information on the manner of determining the remuneration policy for the management board, the link between remuneration and long-term results, sustainability and resilience of the company, the structure and parameters for calculating the remuneration for the management board, the compliance of remuneration of the management board with the remuneration of senior management and the workforce as a whole, and the reasons for deviating from the implementation of the remuneration policy for the management board, if applicable?	YES		
6. Remuneration of board members/Reporting on remuneration	The annual remuneration report includes information on the remuneration of each member of supervisory board committees who is not a member of the supervisory board, if applicable?	YES		
6. Remuneration of board members/Reporting on remuneration	The annual remuneration report is freely available on the company's website?	YES		General Assembly (Corporate governance) Podravka
6. Remuneration of board members/Reporting on remuneration	The auditor's report on the examination of the annual remuneration report is freely available on the company's website?	YES		General Assembly (Corporate governance) Podravka
7. Risks, internal control and audit/Roles of the supervisory and management boards	The management board adopted, upon prior approval by the supervisory board, a risk management policy specifying the nature and extent of the risks the company needs to and is willing to take in order to achieve its long-term strategic objectives?	YES		
7. Risks, internal control and audit/Roles of the supervisory and management boards	The risk management policy takes sustainability matters into account?	YES		

		ANSWER	EXPLANATION	LINK TO COMPANY WEBSITE
7. Risks, internal control and audit/Roles of the supervisory and management boards	The company's articles of association and/or internal regulations prescribe the management board's responsibility for identifying the major financial, operational and external risks associated with achieving the strategy and sustaining the company's activities, and for maintaining adequate risk management and internal control systems to manage and mitigate those risks?	YES		
7. Risks, internal control and audit/Roles of the supervisory and management boards	The management board reports regularly to the supervisory board on the status of the major risks?	YES		
7. Risks, internal control and audit/Role of the audit committee	The audit committee monitors the integrity and completeness of the financial statements and accounting policies of the company and other formal announcements relating to the company's financial performance?	YES		
7. Risks, internal control and audit/Role of the audit committee	The audit committee monitors the integrity and completeness of corporate sustainability reports and sustainability reporting policies and other formal announcements relating to the company's sustainability-related performance?	YES		
7. Risks, internal control and audit/Role of the audit committee	The audit committee monitors the implementation of tax planning, including the distribution of tax on profit from cross-border activities?	YES		
7. Risks, internal control and audit/Role of the audit committee	The audit committee monitors the effectiveness of the company's internal financial controls?	YES		
7. Risks, internal control and audit/Role of the audit committee	The audit committee ensures the adequacy, independence and effectiveness of the external audit function?	YES		
7. Risks, internal control and audit/Role of the audit committee	The audit committee ensures the independence and adequacy of the internal audit function?	YES		
7. Risks, internal control and audit/Role of the audit committee	The audit committee monitors the implementation of actions identified as a result of external and internal audit and its own monitoring?	YES		

		ANSWER	EXPLANATION	LINK TO COMPANY WEBSITE
7. Risks, internal control and audit/Role of the audit committee	The supervisory board (or a separate supervisory board committee or the audit committee) undertakes activities to monitor the effectiveness of the company's overall internal control and risk management systems?	YES		
7. Risks, internal control and audit/Role of the audit committee	The supervisory board (or a separate supervisory board committee or the audit committee) monitors the application of the procedures for reporting breaches of the law or the company's code of conduct?	YES		
7. Risks, internal control and audit/Relations with the external auditor	The audit committee oversees the process of selecting and appointing the external auditor in accordance with the requirements of the law, and makes recommendations to the supervisory board on the choice of the external auditor and the terms of their appointment?	YES		
7. Risks, internal control and audit/Relations with the external auditor	In the past twelve months, the audit committee approved the work plan of the external auditor covering the scope and materiality of the activities to be audited?	YES		
7. Risks, internal control and audit/Relations with the external auditor	The audit committee meets with the external auditor as needed to discuss issues identified in the course of the audit and to monitor the quality of the services provided?	YES		
7. Risks, internal control and audit/Relations with the external auditor	The audit committee monitors the independence and objectivity of the external auditor?	YES		
7. Risks, internal control and audit/Relations with the external auditor	The audit committee approved a policy on the provision of permitted non-audit services by the external auditor and monitors the implementation of that policy?	YES		

		ANSWER	EXPLANATION	LINK TO COMPANY WEBSITE
7. Risks, internal control and audit/Risk management and internal control	The audit committee reviewed the effectiveness of the risk management and internal control systems as a whole at least once a year?	YES		
7. Risks, internal control and audit/Risk management and internal control	The audit committee made recommendations to the supervisory and management boards of the company regarding the effectiveness of the risk management and internal control systems, as necessary?	YES		
7. Risks, internal control and audit/Risk management and internal control	In its annual report, the company stated how the supervisory board conducted supervision regarding the effectiveness of the risk management and internal control systems?	YES		15e8de91-c24f-4f2a-97f9-f39a9d61af53Podravka Group Annual report 2025.pdf
7. Risks, internal control and audit/Risk management and internal control	In its annual report, the company described which significant internal controls were not effective, as well as measures and activities taken or proposed for their improvement?	YES		15e8de91-c24f-4f2a-97f9-f39a9d61af53Podravka Group Annual report 2025.pdf
7. Risks, internal control and audit/Risk management and internal control	The company maintains an effective risk management system that ensures reliable risk identification, measurement, responses, reporting, and monitoring?	YES		
7. Risks, internal control and audit/Risk management and internal control	The risk management system covers all the risks that the company faces or may face, including climate and environmental risks, health crises, disruptions in supply chains, geopolitical tensions, tax risks, cybersecurity risks and risks related to the use of digital technologies, as well as financial and operational risks?	YES		
7. Risks, internal control and audit/Risk management and internal control	The company designated clear internal responsibilities for maintaining the risk management system, as well as a clear procedure for maintaining contact between responsible persons and the audit committee?	YES		
7. Risks, internal control and audit/Risk management and internal control	The company established an internal audit function with responsibility for supervising the effectiveness of internal control systems, including the management of risks?	YES		

		ANSWER	EXPLANATION	LINK TO COMPANY WEBSITE
7. Risks, internal control and audit/Risk management and internal control	The audit committee approved the internal audit plan in the past twelve months?	YES		
7. Risks, internal control and audit/Risk management and internal control	The audit committee received the internal auditor's reports and monitored the implementation of their recommendations?	YES		
7. Risks, internal control and audit/Risk management and internal control	The audit committee is obliged to recommend the appointment or dismissal of the head of the internal audit function to the supervisory board?	YES		
7. Risks, internal control and audit/Risk management and internal control	Where there is no internal audit function, the audit committee reviewed the need for such a function as part of its review of the internal control system in the past twelve months?	YES		
7. Risks, internal control and audit/Whistleblowing	The management board, with the prior approval of the supervisory board, adopted procedures for reporting breaches of the law, the company's code of conduct, or unethical behaviour, including cases where there is a suspicion of a breach or the possibility of one occurring?	YES		
7. Risks, internal control and audit/Whistleblowing	The procedure ensures that employees or external stakeholders do not suffer negative consequences if they report suspected misconduct, and that the identity of the whistle-blower remains protected?	YES		
7. Risks, internal control and audit/Whistleblowing	The procedures comply with the rules on the protection of whistleblowers, gender equality, protection against any form of harassment, and anti-discrimination?	YES		
7. Risks, internal control and audit/Whistleblowing	A detailed description of the procedure for reporting breaches of the law, the company's code of conduct, or unethical behaviour is freely available on the company's website?	YES		original-wKo1ey.pdf
7. Risks, internal control and audit/Whistleblowing	The management board appointed a person in charge of resolving reported irregularities?	YES		

		ANSWER	EXPLANATION	LINK TO COMPANY WEBSITE
7. Risks, internal control and audit/Whistleblowing	The company's articles of association and/or internal regulations prescribe the management board's duty to immediately report all identified irregularities to the supervisory board, arrange the measures to be taken, and inform the supervisory board of the results of the implemented measures?	YES		
7. Risks, internal control and audit/Whistleblowing	The company's articles of association and/or internal regulations prescribe the management board's duty to inform the whistleblower of the results of the implemented measures, unless otherwise regulated by the relevant regulation?	YES		
7. Risks, internal control and audit/Whistleblowing	The company's articles of association and/or internal regulations prescribe the management board's duty to ensure the protection of the whistleblower's identity and the protection against possible retaliation?	YES		
7. Risks, internal control and audit/Whistleblowing	The audit committee reviewed the effectiveness of the whistleblowing procedure and its application at least annually?	YES		
8. Disclosure and transparency/Use of the company website	All information that the company is required to disclose in accordance with the law, listing rules, the Code and its own articles of association is freely available on the company's website?	YES		
8. Disclosure and transparency/Use of the company website	The company's website is easily accessible, available to end users, clear and user-friendly?	YES		
8. Disclosure and transparency/Use of the company website	The company's annual report is available on the company's website?	YES		
8. Disclosure and transparency/Use of the company website	The half-year and quarterly reports and other financial information required to be disclosed are available on the company's website?	YES		Financial reports Podravka
8. Disclosure and transparency/Use of the company website	Sustainability-related information that can reasonably be expected to influence the investor's valuation of the company or their investment or voting decisions is available on the company's website?	YES		Sustainable Business Strategy Podravka

		ANSWER	EXPLANATION	LINK TO COMPANY WEBSITE
8. Disclosure and transparency/Use of the company website	Information on the terms of reference, composition and members of the supervisory board and its committees, and the management board, including information on the independence of each individual board member and the criteria for their independence is available on the company's website?	YES		15e8de91-c24f-4f2a-97f9-f39a9d61af53Podravka Group Annual report 2025.pdf
8. Disclosure and transparency/Use of the company website	The company's articles of association and other internal regulations in accordance with the Code are available on the company's website?	YES		Documents Podravka
8. Disclosure and transparency/Use of the company website	The company's policies on environmental and social impact, human rights, including children's rights, inclusive working environment, corruption and bribery, and discrimination are available on the company's website?	YES		Policies Podravka
8. Disclosure and transparency/Use of the company website	The company's code of conduct and details of how to report suspected misconduct are available on the company's website?	YES		original-wKo1ey.pdf
8. Disclosure and transparency/Use of the company website	The organisational chart detailing the position of the company within the group, if the company is part of a group, including intra-group policies, is available on the company's website?	YES		Organizational structure Podravka
8. Disclosure and transparency/Use of the company website	Information on any cross-shareholdings involving the company is available on the company's website?	PARTIALLY	There is no case of mutual shareholding involving the company.	
8. Disclosure and transparency/Use of the company website	The report on corporate income tax information is available on the company's website?	YES		15e8de91-c24f-4f2a-97f9-f39a9d61af53Podravka Group Annual report 2025.pdf
8. Disclosure and transparency/Use of the company website	The report on related party transactions is available on the company's website?	PARTIALLY	It hasn't been published because we don't have that case.	
8. Disclosure and transparency/Use of the company website	The report on the company's relations with related companies is available on the company's website?	NO	The company does not make the report on its relations with affiliated companies publicly available.	

		ANSWER	EXPLANATION	LINK TO COMPANY WEBSITE
8. Disclosure and transparency/Use of the company website	Information on the concluded shareholders' agreements, including detailed information on who the parties to the agreement are, what is the basic purpose of the concluded agreement and how it is achieved, as prescribed by law, is available on the company's website?	PARTIALLY	We don't have such cases. If they appear, they will be posted on the company's website.	
8. Disclosure and transparency/Use of the company website	Details of changes in the shareholdings of supervisory and management board members, other persons discharging managerial responsibilities, as well as persons closely associated with them, notifiable under applicable laws and regulations, and any related party transactions are available on the company's website?	PARTIALLY	We don't have such cases. If they appear, they will be posted on the company's website.	
8. Disclosure and transparency/Use of the company website	The remuneration policy for members of the supervisory board, management board and senior management, as well as the annual remuneration report are available on the company's website?	YES		Broj: UD- -2009
8. Disclosure and transparency/Use of the company website	The company's dividend policy is available on the company's website?	YES		Politika-isplate-dividende_en.pdf
8. Disclosure and transparency/Use of the company website	The risk management policy, including information on the nature and effectiveness of the related due diligence procedures and measures, is available on the company's website?	PARTIALLY	Information about risk management, related procedures, and due diligence measures is published in the Podravka Group Sustainability Report. The risk management policy is not publicly available.	
8. Disclosure and transparency/Use of the company website	A calendar of events for the next twelve months, including dates of the general meeting, publication of financial results, dividend payments and investor conferences, is available on the company's website?	YES		Investors Podravka
8. Disclosure and transparency/Use of the company website	All materials related to the general meeting, including the decisions of the meeting, are available on the company's website?	YES		General Assembly (Corporate governance) Podravka
8. Disclosure and transparency/Use of the company website	The name and contact details of the persons in charge for investor relations are available on the company's website?	YES		Investor contact Podravka

		ANSWER	EXPLANATION	LINK TO COMPANY WEBSITE
8. Disclosure and transparency/Use of the company website	The company ensured that the information on the website is kept up to date and published in accordance with time limits prescribed by law and regulations?	YES		
8. Disclosure and transparency/Use of the company website	All information on the website is freely available in the Croatian language?	YES		
8. Disclosure and transparency/Use of the company website	All information on the website is freely available in the English language?	YES		
8. Disclosure and transparency/Annual report	The company's annual report contains a record of the number of supervisory board and committee meetings held, and each member's attendance at these meetings?	YES		
8. Disclosure and transparency/Annual report	The company's annual report contains information on all shares and other financial instruments of the company held by supervisory and management board members and senior management, notifiable under applicable laws and regulations, and in other companies that compete with the company's business?	YES		
8. Disclosure and transparency/Annual report	The company's annual report contains information on all contracts and agreements between members of the management or supervisory boards and the company (or persons related to either party)?	YES		
8. Disclosure and transparency/Annual report	The company's annual report contains the results of the supervisory board's evaluation of its own effectiveness, and the effectiveness of the arrangements for cooperation with the management board?	YES		
8. Disclosure and transparency/Annual report	The company's annual report contains a report on the work of each supervisory board committee, including information on the number of meetings held, the members of the committee and their attendance record?	YES		

		ANSWER	EXPLANATION	LINK TO COMPANY WEBSITE
8. Disclosure and transparency/Annual report	The company's annual report contains information on the concluded shareholders' agreements, including detailed information on who the parties to the agreement are, what is the basic purpose of the concluded agreement and how it is achieved, as prescribed by law?	YES		
8. Disclosure and transparency/Annual report	The company's annual report contains a report on gender equality and the fulfilment of the conditions regarding gender balance on the supervisory board, management board and senior management, with an explanation if these are not met?	YES		
8. Disclosure and transparency/Annual report	The company's annual report contains a report on the fulfilment of the conditions relating to the independence of the supervisory board members and the criteria for their independence?	YES		
8. Disclosure and transparency/Annual report	The company's annual report includes a description of sustainability-related objectives determined by the company, and the report on their achievement?	YES		
8. Disclosure and transparency/Annual report	The company's annual report includes information on issued bonds and other concluded debt agreements, including information on the obligations assumed by the company under such agreements, which, in the event of a breach of the terms of the agreement, may limit the rights of the management board and shareholders or require changes in the company's operations, as well as information on the likelihood of such events occurring?	YES		
8. Disclosure and transparency/Annual report	The statement of application of the corporate governance code is included in the company's annual report?	YES		

		ANSWER	EXPLANATION	LINK TO COMPANY WEBSITE
8. Disclosure and transparency/Annual report	The statement of application of the corporate governance code contains all information prescribed by the Accounting Act?	YES		
9. Shareholders and the general meeting/Relations with shareholders	The company ensured that all shareholders, irrespective of the number or class of shares they hold, have equal access to information about the company and how they can exercise and protect their rights?	YES		
9. Shareholders and the general meeting/Relations with shareholders	The company has effective formal mechanisms to enable minority shareholders to raise issues directly with the presidents of the supervisory and management boards?	PARTIALLY	Minority shareholders have the chance to ask questions at the Company's General Meeting and get answers.	
9. Shareholders and the general meeting/Relations with shareholders	Information on formal mechanisms to enable minority shareholders to raise issues directly with the presidents of the supervisory and management boards is freely available on the company's website?	PARTIALLY	Minority shareholders have the chance to ask questions at the Company's General Meeting and get answers.	
9. Shareholders and the general meeting/Relations with shareholders	The company designated an individual as the investor relations contact for all shareholders, whose responsibilities include ensuring that shareholders receive a rapid response to requests for information?	YES		
9. Shareholders and the general meeting/General meeting	The company's articles of association and/or internal regulations do not place any restrictions on the ability of shareholders to convene or participate in a general meeting, or to place items on the agenda?	YES		
9. Shareholders and the general meeting/General meeting	The company's articles of association and/or internal regulations provide all shareholders with the opportunity to exercise their votes by proxy without any restrictions?	YES		
9. Shareholders and the general meeting/General meeting	The company's articles of association and/or internal regulations provide all shareholders with the opportunity to exercise their votes by electronic communication without any restrictions?	YES		

		ANSWER	EXPLANATION	LINK TO COMPANY WEBSITE
9. Shareholders and the general meeting/General meeting	An explanation of the different means by which shareholders can exercise their votes is included in the documents for the general meeting?	YES		
9. Shareholders and the general meeting/General meeting	The company's articles of association or the management board's decision allow for the general meeting to be held in a hybrid format?	NO	It's not allowed given the number of shareholders.	
9. Shareholders and the general meeting/General meeting	The company's articles of association or the management board's decision enable shareholders who do not participate in the work of a general meeting to cast their votes in writing or via electronic communication (correspondence voting) after the publication of the invitation to a general meeting but before it is held?	NO	It's not allowed given the number of shareholders.	
9. Shareholders and the general meeting/General meeting	The notice of a general meeting was issued no later than 30 days before the general meeting?	YES		
9. Shareholders and the general meeting/General meeting	The agenda, resolutions and all other documents required for the general meeting are freely available on the company's website?	YES		General Assembly (Corporate governance) Podravka
9. Shareholders and the general meeting/General meeting	All documents are available in both Croatian and English?	YES		
9. Shareholders and the general meeting/General meeting	The company published on its website how shareholders can participate in the general meeting and exercise the right to vote, especially when this right is exercised via electronic communication, and how the company has ensured the legally prescribed conditions for the use of electronic communication?	YES		
9. Shareholders and the general meeting/General meeting	The president and deputy president of the supervisory board, the presidents of the supervisory board committees, and all members of the management board attended the general meeting in the past twelve months?	YES		
9. Shareholders and the general meeting/General meeting	The external auditor attended the general meeting at which the financial reports were presented?	YES		

		ANSWER	EXPLANATION	LINK TO COMPANY WEBSITE
9. Shareholders and the general meeting/General meeting	The company made the decisions of the general meeting freely available on its website?	YES		f4c240e4-93a3-41c0-a010-67e1326f8f0eResolutions-of-the-General-Assembly-962026.pdf
9. Shareholders and the general meeting/General meeting	The company made the answers to questions asked at the general meeting freely available on its website within 30 days of the meeting?	PARTIALLY	There were no such questions in 2025. If any questions had been asked, the answers would have been posted on the company's website.	
10. Shareholders, sustainability and resilience/Responsible business conduct	The supervisory and management boards agreed and adopted policies on assessing the environmental and social impacts of the company's activities, and managing the associated risks, in the entire value chain?	YES		15e8de91-c24f-4f2a-97f9-f39a9d61af53Podravka Group Annual report 2025.pdf
10. Shareholders, sustainability and resilience/Responsible business conduct	The supervisory and management boards agreed and adopted policies on the protection of human rights, children's rights and the rights of employees, particularly persons with disabilities, in the entire value chain?	YES		Policies Podravka
10. Shareholders, sustainability and resilience/Responsible business conduct	The supervisory and management boards agreed and adopted policies on creating an inclusive work environment, in particular for persons with disabilities?	YES		original-ekU4fM.pdf
10. Shareholders, sustainability and resilience/Responsible business conduct	The supervisory and management boards agreed and adopted policies on achieving the work-life balance of employees?	YES		Business Conduct Policy Inclusive Work Environment and Work-Life Balance Model of the Podravka Group.pdf
10. Shareholders, sustainability and resilience/Responsible business conduct	The supervisory and management boards agreed and adopted policies on ensuring the equal remuneration for different genders, for equal work and/or work of equal value?	YES		Business Practice Policy Podravka Group Pay Equity Model.pdf
10. Shareholders, sustainability and resilience/Responsible business conduct	The supervisory and management boards agreed and adopted policies on preventing and sanctioning any form of discrimination, especially on the basis of gender and disability, and protecting the persons reporting it?	YES		original-wKo1ey.pdf

		ANSWER	EXPLANATION	LINK TO COMPANY WEBSITE
10. Shareholders, sustainability and resilience/Responsible business conduct	The supervisory and management boards agreed and adopted policies on preventing and sanctioning corruption and bribery, and protecting the persons reporting them?	YES		original-ekU4fM.pdf
10. Shareholders, sustainability and resilience/Responsible business conduct	The supervisory and management boards agreed and adopted policies on tax planning which ensure that most of the taxes are paid in the countries where activities are carried out and income is generated?	YES		OB-MS-043-01-Dokumentacija poslovnih procesa.docx
10. Shareholders, sustainability and resilience/Responsible business conduct	The supervisory and management boards agreed and adopted policies on communication between the company and the main stakeholders?	YES		OB-MS-043-01-Dokumentacija poslovnih procesa.docx
10. Shareholders, sustainability and resilience/Responsible business conduct	The supervisory and management boards agreed and adopted policies on the due diligence procedures and measures in the company, its associated companies and, where relevant, its direct and indirect business partners?	NO	The procedure and due diligence measures haven't been implemented yet.	
10. Shareholders, sustainability and resilience/Responsible business conduct	When agreeing on and adopting the policies specified in Article 88 of the Code, the supervisory and management boards were guided by the recommendations on responsible business conduct as set out in the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the applicable implementing OECD Due Diligence Guidance for Responsible Business Conduct?	YES		
10. Shareholders, sustainability and resilience/Responsible business conduct	All policies from Article 88 of the Code are freely available on the company's website?	PARTIALLY	We don't have a policy regarding the application of due diligence procedures and measures in the Company, its subsidiaries, and, if needed, its direct and indirect business partners.	

		ANSWER	EXPLANATION	LINK TO COMPANY WEBSITE
10. Shareholders, sustainability and resilience/Responsible business conduct	The supervisory and management boards ensured periodic monitoring of the implementation and effectiveness of all policies they agreed on and adopted in accordance with Article 88 of the Code?	YES		
10. Shareholders, sustainability and resilience/Responsible business conduct	When the management board seeks the supervisory board's prior approval on decisions, the supporting documents explain how the recommended action is consistent with the policies set out in Article 88 of the Code?	YES		
10. Shareholders, sustainability and resilience/Stakeholder engagement	The supervisory and management boards jointly identified who they consider to be the company's key stakeholders?	YES		
10. Shareholders, sustainability and resilience/Stakeholder engagement	The management board ensured that there are effective mechanisms in place for regular engagement with the key stakeholders, and that the supervisory board is informed of the results of these engagements?.	YES		
10. Shareholders, sustainability and resilience/Stakeholder engagement	The supervisory board is authorised, with prior notice to the president of the management board, to organise meetings with external stakeholders where it considers it necessary?	YES		
10. Shareholders, sustainability and resilience/Stakeholder engagement	The mandate for each supervisory board committee clearly specifies the purposes for which the president of a committee can communicate directly with stakeholders and the procedure to be followed in such cases?	YES		
10. Shareholders, sustainability and resilience/In-house training	The company continuously organises training for the supervisory and management boards and all employees regarding gender equality, inclusion of persons with disabilities and children's rights, especially when the structure of employees has changed significantly or when the regulations related to these matters have changed significantly?	YES		

10. Shareholders, sustainability and resilience/In-house training	Training is organised in cooperation with competent institutions, civil society organisations or experts dealing with these matters in the field of employment and labour?
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ANSWER EXPLANATION LINK TO COMPANY WEBSITE

YES