Year	2025
Institution Code	SPAN d.d.

		REPLY	EXPLANATION	LINK TO THE COMPANY'S WEBSITE
1. Leadership/Collaboration	The company's articles of association and/or other internal acts clearly define the competences of the supervisory board and the management board, in accordance with the applicable laws and arrangements under which	YES		
1. Leadership/Collaboration	The Articles of Association of the Company (and/or other internal acts) are available free of charge on the Company's website?	YES		https://www.span.eu/hr/media/span-statut/
1. Leadership/Collaboration	The Supervisory Board has adopted a decision with a list of categories of decisions and legal transactions for which the prior consent of the Supervisory Board is required and for which decisions must the Management Board consult the Supervisory Board before being adopted?	YES		
1. Leadership/Collaboration	A summary of the decision is available free of charge on the company's website?	YES		https://www.span.eu/hr/media/poslovnik-o-radu-uprave/
1. Leadership/Collaboration	\nThe company's articles of association and/or internal acts provide for the prior consent of the supervisory board to take important decisions affecting the company's strategy, expenditure, risk exposure and reputation?	YES		
1. Leadership/Collaboration	The company's articles of association and/or internal acts stipulate that the supervisory board and its committees have timely access to documents, premises, as well as senior management and employees when necessary for the performance of their duties?	YES		
1. Leadership/Collaboration	The Management Board reported to the Supervisory Board at regular intervals on the Company's operating results, financial situation, significant financial and other risks, the Company's resilience and the results of interactions with shareholders and other	YES		
1. Leadership/Collaboration	The Management Board and the Supervisory Board have agreed on the content, form and frequency of these reports?	YES		
1. Leadership/Collaboration	The Articles of Association and/or internal acts prescribe that the President of the Management Board must inform the Supervisory Board if an event that potentially affects the results, financial, financial and financial situation arises or is likely to occur? position or reputation of the	YES		
1. Leadership/Code of Conduct	The Supervisory Board has given its consent to the Code of Conduct (or other internal act) that establishes rules of conduct that must be followed by members of the management and supervisory board, employees and others acting on behalf of the company?	YES		
1. Leadership/Code of Conduct	The Code of Conduct (or other internal act) contains provisions that ensure an inclusive working environment, equal opportunities for different sexes and the prohibition of any form of discrimination, as well as rules of conduct and measures to be taken in the event of their violation?	YES		
1. Leadership/Code of Conduct	The Code of Conduct (or other internal act) is available free of charge on the company's website?	YES		https://www.span.eu/hr/o-nama/kodeks-poslovnog-ponasanja/
1. Leadership/Code of Conduct	Does the Supervisory Board oversee the implementation and monitor the effectiveness of the Code of Conduct (or other internal act)?	YES		
1. Leadership/Code of Conduct	The Code of Conduct (and/or other internal act) has taken into account the recommendations for responsible business conduct as prescribed by the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the applicable implementing OECD Due Diligence Guidelines for Responsible Business Conduct?	YES		
2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	Are members of the Management Board and the Supervisory Board prohibited from participating in decision-making in relation to which they are in a conflict of interest?	YES		

2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	Has the company adopted a policy for managing conflicts of interest?	YES		
2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	Has the Supervisory Board given its prior consent to the conflict of interest management policy?	YES		
2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	The Conflict of Interest Management Policy is available free of charge on the company's website?	YES		https://www.span.eu/media/dvxpblfq/politika-upravljanja-sukobom-interesa-rev-2025.pdf
2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	Are the members of the supervisory board obliged to inform the entire supervisory board that they are in an existing or potential conflict of interest?	YES		
2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	Members of the Management Board are obliged to inform the Chairman of the Supervisory Board and other members of the Management Board about an existing or potential conflict of	YES		
2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	Is the supervisory board obliged to keep a record of all notifications relating to an existing or potential conflict of interest, including a description of the conduct and the outcome of the proceedings in relation to any existing or potential conflict of interest?	YES		
2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	Members of the Management Board and the Supervisory Board are obliged to notify the Chairman of the Supervisory Board if they believe that another member of the Management Board or the Supervisory Board has an existing or potential conflict of interest that he or she has not reported, or to notify the Deputy Chairman of the Supervisory Board if it is the Chairman of the Supervisory Board?	YES		
2. Duties of Management Board Members and Supervisory Board/Non-Competition	Members of the supervisory board and the management board do not perform activities that compete with the company's operations, either for their own account or for someone	YES		
2. Duties of Management Board Members and Supervisory Board/Non-Competition	Are the members of the supervisory board and the management board not members of the management or supervisory board of companies that carry out activities that compete with the	YES		
2. Duties of Management Board Members and Supervisory Board/Non-Competition	Members of the supervisory board and management do not hold significant shares in companies that compete with the company's	YES		
2. Duties of Management Board Members and Supervisory Board/Non-Competition	Members of the management and supervisory board who have shares in companies with which the company is in competition have informed the company secretary of such shares?	NO	Members of the supervisory board and management do not hold significant shares in companies that compete with the company's operations	
2. Duties of Management Board Members and Supervisory Board/Non-Competition	Details of the shares held by the supervisory board and the management board in companies that compete with the company's operations are available free of charge on the company's website?	NO	Members of the supervisory board and management do not hold significant shares in companies that compete with the company's operations	
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	No transaction between members of the management or supervisory board and the company (or persons associated with any party) can be concluded without the prior consent of the supervisory board?	YES		
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	The fair value of any tangible transaction, as defined by law, must be certified by an independent expert prior to any such transaction?	YES		
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	Must an independent expert's report on the fair value of each tangible transaction be available free of charge on the company's website?	YES		https://www.span.eu/media/dvxpblfq/politika-upravljanja-sukobom-interesa-rev-2025.pdf
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	If the supervisory committee has appointed a special committee in accordance with the law or authorised an audit committee to decide on prior consent for related party transactions, do the members of such a committee fulfil the conditions of independence laid down for members of the supervisory board?	NO	The Supervisory Board did not appoint a special committee in accordance with the law to decide on prior consent to enter into transactions with related parties or empowered the audit committee	

2. Duties of Members of the Management Board and NO/Transactions with Related Parties	If the supervisory committee has appointed a special committee in accordance with the law or authorised an audit committee to decide on prior consent for related party transactions, are the members of such committee independent in relation to the persons and duties subject to the prior consent?	NO	The Supervisory Board did not appoint a special committee in accordance with the law to decide on prior consent to enter into transactions with related parties or empowered the audit committee	
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	Has the company adopted procedures for approving and disclosing transactions between members of the management or supervisory board and the company (or persons associated with any party)?	YES		
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	Does the Audit Committee assess the effectiveness of these procedures once a year?	YES		
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	Does the company publish on its website without delay information on transactions with related parties that require the prior approval of the supervisory board, for transactions of the company and for transactions of a subsidiary with related parties of the parent company?	YES		https://www.span.eu/hr/investitori/izvjestaji/godisnji-izvjestaji/godisnje-izvjesce-za-2025-span-grupa-i-span-dd/
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	Does the notification of a related party transaction contain at least information on the nature of the relationship with the related party, the names of the related parties, the date and value of the transaction?	YES		
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	Such a transaction notification has been available to the public for at least five years on the company's website?	YES		https://www.span.eu/hr/investitori/izvjestaji/godisnji-izvjestaji/godisnje-izvjesce-za-2025-span-grupa-i-span-dd/
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	Once a year, the Management Board prepares a report on transactions with related parties in the content as prescribed by the Companies Act?	YES		https://www.span.eu/hr/investitori/izvjestaji/godisnji-izvjestaji/godisnje-izvjesce-za-2025-span-grupa-i-span-dd/
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	The auditor has audited the report on related party transactions and submitted its signed report to the company's management?	YES		
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	Has the Supervisory Board examined the report on related party transactions and taken a position on the results of the audit and reported this to the General Meeting in its report to the General Meeting?	YES		https://www.span.eu/hr/media/izvjesce-nadzornog-odbora-o-obavljenom-nadzoru-vodenja-poslova-drustva-u-poslovnoj-godini-2025/
3. Appointment of Management Board Members and Supervisory Board Roles	The Supervisory Board is responsible for appointing and recalling members of the Management Board and making recommendations for a candidate for a member	YES		
3. Appointment of Management Board Members and Supervisory Board Roles	Has the Supervisory Board adopted formal and transparent procedures for appointment to the Management Board and Supervisory Board and for the selection of senior management?	YES		
3. Appointment of Management Board Members and Supervisory Board Roles	The Supervisory Board has adopted a succession plan?	Partially	The succession plan in accordance with the obligation from the amendments to the Rules of Procedure of the Supervisory Board from 2025 is being prepared	
3. Appointment of Management Board Members and Supervisory Board Roles	The procedures for appointment to the management and supervisory boards and for the selection of senior management contain objective criteria for appointment or selection, giving preference to a person of the under-represented sex under the same conditions?	YES		
3. Appointment of Management Board Members and Supervisory Board Roles	Has a preliminary impact assessment of the procedures for appointment to the management and supervisory board and for the selection of senior management as well as the succession plan on gender equality has been carried out?	NO	The Supervisory Board of Span is composed of 60% women, the Management Board is composed of 50% women, while the senior management has 27.1% of employees of women (higher than the industry average), and it was assessed that equality is ensured	
3. Appointment of Management Board Members and Supervisory Board Roles	The preliminary assessment of the impact of the procedures for appointment to the management and supervisory board and for the selection of senior management as well as the succession plan on gender equality has been published free of charge on the company's website?	NO	The Supervisory Board of Span is composed of 60% women, the Management Board is composed of 50% women, while the senior management has 27.1% of employees of women (higher than the industry average), and it was assessed that equality is ensured	
3. Appointment of Management Board Members and Supervisory Board Roles	Is the representation of at least 40% of the members of the under-represented sex in the supervisory board or in the supervisory board and the management board together?	YES		

3. Appointment of Management Board Members and Supervisory Board Roles	If the representation of at least 40% of members of the underrepresented sex has not been achieved, has the company taken measures to achieve the prescribed representation and adopted a plan and a deadline for achievement that may not exceed two years from the occurrence of the gender imbalance?	NO	Representation is assured	
3. Appointment of Management Board Members and Supervisory Board Roles	All measures taken by the company, the plan and deadline for achieving the prescribed representation of the underrepresented sex, together with an explanation of why the percentage has not been achieved, are	NO	Representation is assured	
3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	The Nominations Committee oversees the appointment process to the Supervisory Board and the Board of Directors to ensure that it is fair, transparent and non-discriminatory, that it promotes diversity, inclusion and equal opportunities, and that it achieves gender balance?	YES		
3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	The Nominations Committee has developed descriptions of roles and candidates for each vacancy in accordance with the profile of the Management Board or the Supervisory Board, and has identified and recommended suitable candidates to the Supervisory Board?	Partially	The aforementioned obligation from the Procedure for the appointment of the Management Board and the Supervisory Board from December 2025 is in the process of being fulfilled during 2026	
3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	When searching for the independent candidates of the Supervisory Board, the Nomination Committee found that the candidates were independent and on the basis of what criteria (as defined in Appendix A)?	YES		
3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	The Nomination Committee has prepared a succession plan for the reappointment or replacement of the members of the Supervisory Board and the Management Board, in consultation with the Chairman of the	Partially	The succession plan in accordance with the obligation from the amendments to the Rules of Procedure of the Supervisory Board from 2025 is being prepared	
3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	The Nominations Committee oversaw progress in achieving the percentage of female board and supervisory board members and senior management?	YES		
3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	The Nomination Committee oversaw the administration's policies in the selection and appointment of senior management?	Partially	The development of the policy in accordance with the obligation from the amendments to the Rules of Procedure of the Supervisory Board from 2025 is being drafted	
3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	The Nomination Committee supervised the conduct of an internal evaluation and a survey on workers' perceptions of gender equality and equal opportunities in society?	YES		
3. Appointment of Management Board Members and Supervisory Board Members/Election of Supervisory Board Members at the General Assembly	When proposing candidates for the Supervisory Board to the General Assembly, among the materials for the General Assembly, the Company shall make available free of charge on the Company's website all the information referred to in Article 19 of the Code. of the	NO	In 2025, there were no appointments of members of the Supervisory Board	
3. Appointment of Management Board Members and Supervisory Board Members/Election of Supervisory Board Members at the General Assembly	The proposal for the election of members of the Supervisory Board must also contain information for each proposed member on whether he or she is independent within the meaning of the provision of Article 255, paragraph 6 of the Companies Act. i.e. why does the Supervisory Board consider the candidate to be independent and on the basis of what criteria from the	NO	In 2025, there were no appointments of members of the Supervisory Board	
3. Appointment of Management Board Members and Supervisory Board Members/Election of Supervisory Board Members at the General Assembly	In the event that a current member of the Supervisory Board is proposed, the materials for the General Assembly shall also contain all the information referred to in Article 20. of the	NO	In 2025, there were no appointments of members of the Supervisory Board	
3. Appointment of Management Board Members and Supervisory Board Members/Election of Supervisory Board Members at the General Assembly	The information referred to in Articles 19 and 20. of the Code are available free of charge on the company's website even in the event that an employee representative or other member of the supervisory board who is not elected by the shareholders at the general meeting is	NO	In 2025, there were no appointments of members of the Supervisory Board	

4.NO and its Committees/Competence of the Supervisory Board	The tasks of the Supervisory Board include: appointing and dismissing members of the Management Board and succession planning; contributing to the development and approval of the Company's strategy, business plan and budget; and; supervising the Management Board's performance in achieving its objectives and the manner in which it performs its duties, as well as the manner in which it cooperates	YES		
4.NO and its Committees/Competence of the Supervisory Board	The tasks of the supervisory board also include ensuring at least 40% representation of the under-represented sex in the supervisory board or the supervisory board and the management board together?	YES		
4.NO and its Boards/Composition of the Supervisory Board	The Supervisory Board has drawn up a Supervisory Board profile that determines the minimum number of members and the combination of age, gender, skills, knowledge and education, as well as the professional and practical experience required in the Supervisory	YES		
4.NO and its Boards/Composition of the Supervisory Board	The Supervisory Board includes members of different genders, ages, profiles and experiences to ensure a diversity of perspectives in decision-making and a balanced representation of both genders?	YES		
4.NO and its Boards/Composition of the Supervisory Board	A majority of the members of the Supervisory Board are independent as defined in Appendix A of the Code?	YES		
4.NO and its Boards/Composition of the Supervisory Board	Are the Chairman or Deputy Chairman of the Supervisory Board independent?	YES		
4.NO and its Boards/Composition of the Supervisory Board	If the majority of the members of the supervisory board are not independent, has the supervisory board adopted measures, a plan and a deadline for achieving independence that may not exceed two years from the date on which the majority of the members of the supervisory	NO	Most are independent	
4.NO and its Boards/Composition of the Supervisory Board	All measures taken by the company to achieve the independence of the supervisory board, the plan and deadline for achieving independence, together with an explanation of why independence has not been achieved, are published by the company in the annual report?	NO	Most are independent	
4.NO and its committees/Chairman	The Chairman of the Supervisory Board has the tasks set out in Article 26 of the Code. The	YES		
4.NO and its Boards/Boards of the Supervisory Board	The Supervisory Board has set up a nomination committee?	YES		
4.NO and its Boards/Boards of the Supervisory Board	The Supervisory Board has established a remuneration committee?	YES		
4.NO and its Boards/Boards of the Supervisory Board	The Supervisory Board has established an audit committee?	YES		
4.NO and its Boards/Boards of the Supervisory Board	The Supervisory Board has determined the mandate and activities of each of its	YES		
4.NO and its Boards/Boards of the Supervisory Board	Each board of the supervisory board is composed of members who possess the necessary skills, knowledge and education, professional and practical experience to carry out the functions of that board effectively?	YES		
4.NO and its Boards/Boards of the Supervisory Board	Each board of the supervisory board has at least three members?	YES		
4.NO and its Boards/Boards of the Supervisory Board	A majority of the members of each board of the Supervisory Board are independent as defined in Appendix A of the Code?	YES		
4.NO and its Boards/Boards of the Supervisory Board	Members of the Management Board are prohibited from being members of the Board of	YES		
4.NO and its Boards/Boards of the Supervisory Board	Is the independence of the Board of Supervisors ensured through independent members of the Board of Directors?	YES		
4.NO and its Boards/Boards of the Supervisory Board	The job description of each board of the supervisory board is available free of charge on the company's website?	YES		https://www.span.eu/hr/investitori/korporativni-dokumenti-i-korporativni-dogadaji/korporativni-dokumenti/poslovnici-i-pravilnici/
4.NO and its Boards/Boards of the Supervisory Board	Does the company include in the annual report a report on the work of each board of the supervisory board, including information on the number of meetings held, board members and the independence of each board member?	YES		https://www.span.eu/hr/investitori/izvjestaji/godisnji-izvjestaji/godisnje-izvjesce-za-2025-span-grupa-i-span-dd/

4.NO and its committees/Time load	The expected minimum time workload of each member of the supervisory board is determined at the time of his appointment?	YES		
4.NO and its committees/Time load	In the company's annual report, a record of the attendance of each member of the supervisory board at the meetings of the supervisory board and its committees was published?	YES		https://www.span.eu/hr/investitori/izvjestaji/godisnji-izvjestaji/godisnje-izvjesce-za-2025-span-grupa-i-span-dd/
4.NO and its committees/Time load	Do the company's articles of association and/or internal acts provide for an obligation for the members of the supervisory board to inform the company secretary of their membership in the supervisory board or the management board of	YES		
4.NO and its committees/Frequency and manner of holding meetings	Supervisory board meetings are held at least once every three months?	YES		
4.NO and its committees/Frequency and manner of holding meetings	The Supervisory Board has adopted a work plan that includes the time and agenda of future meetings?	YES		
4.NO and its committees/Frequency and manner of holding meetings	Do the Supervisory Board Committees meet as often as necessary for the effective performance of their duties and report regularly to the Supervisory Board on their activities?	YES		
4.NO and its committees/Frequency and manner of holding meetings	Meetings of the Supervisory Board may be held without the presence of the members of the Management Board when the Supervisory Board	YES		
4.NO and its committees/Frequency and manner of holding meetings	Members of the Management Board do not attend meetings at which the Supervisory Board discusses the results and remuneration of the Management Board and its members?	YES		
4.NO and its committees/Frequency and manner of holding meetings	Persons who are not members of the board of the supervisory board can participate in board meetings only at the invitation of the board?	YES		
4.NO and its committees/Support	The company has appointed a person who will perform the duties of the secretary of the	YES		
4.NO and its committees/Support	In accordance with the articles of association (or other internal acts), the company secretary is responsible for ensuring that the supervisory board acts in accordance with the procedures of the supervisory board, for advising the supervisory board on management issues, for supporting the chairman of the supervisory board and assisting the supervisory board and its committees?	YES		
4.NO and its committees/Quality and timeliness of information	All materials required for the meeting of the supervisory board or the board of the supervisory board are delivered to their members no later than one week before the	YES		
4.NO and its committees/Quality and timeliness of information	The minutes of the supervisory board meeting are available to all members of the supervisory board?	YES		
4.NO and its committees/Quality and timeliness of information	The minutes of the meetings of the Supervisory Board contain information on the results of voting, including details of the voting of individual members?	YES		
4.NO and its committees/Quality and timeliness of information	Does the Supervisory Board have the right to receive information/advice from persons outside the company at the expense of the company if it considers it necessary for the successful performance of its duties, and the procedure for this is specified in the internal acts of the Management Board with the prior	YES	Some of the members of the Supervisory Board have many years of experience in managing and supervising companies	
4.NO and its committees/Training and development	All members of the supervisory board received introductory training for their role when they were appointed?	NO		
4.NO and its committees/Training and development	All members of the supervisory board are continuously trained and educated in order to improve and improve their skills and	YES		
4.NO and its committees/Training and development	Continuous training of supervisory board members covers the topics of business sustainability, responsible business conduct and achieving balanced representation of both genders in the supervisory board, management and senior management?	NO	In 2025, the Supervisory Board did not have training on the above topics	

4.NO and its committees/Training and development	Do the members of the supervisory board regularly receive updates and summaries from the management and experts on issues that are important for the company and the duties of the members of the supervisory board?	YES		
4.NO and its Committees/Evaluation of the Supervisory Board	Has the Supervisory Board assessed its effectiveness and composition in the last twelve months?	YES		
4.NO and its Committees/Evaluation of the Supervisory Board	Has the Supervisory Board assessed the effectiveness and composition of its committees over the last twelve months?	YES		
4.NO and its Committees/Evaluation of the Supervisory Board	The Supervisory Board has evaluated the individual results of its members and members of its committees in the last twelve months?	YES		
4.NO and its Committees/Evaluation of the Supervisory Board	Was the evaluation led by the chairman or deputy chairman of the supervisory board if the chairman is not independent?	YES		
4.NO and its Committees/Evaluation of the Supervisory Board	The evaluation of the Supervisory Board and the Supervisory Board Committee included an assessment of all the circumstances referred to	YES		
4.NO and its Committees/Evaluation of the Supervisory Board	By evaluating the Supervisory Board and the Supervisory Board Committee, it is identified whether there is a need for improvements in the functioning and preparation of the Board	YES		
4.NO and its Committees/Evaluation of the Supervisory Board	The annual report includes an evaluation report of the supervisory board and its committees?	YES		https://www.span.eu/hr/media/izvjesce-nadzornog-odbora-o-obavljenom-nadzoru-vodenja-poslova-drustva-u-poslovnoj-godini-2025/
4.NO and its Committees/Evaluation of the Supervisory Board	The report on the evaluation of the supervisory board and its committees contains how the evaluation was carried out, whether external evaluators were engaged and who were consulted during the procedure, and a summary of the actions taken or will be taken on the basis of the results of the evaluation?	YES		
5. Management/Duties of the Management Board	The Management Board has the duties set out in Article 45. of the Code?	YES		
5. Management/Duties of the Management Board	The management has set the percentage of the underrepresented sex in senior management as a goal that must be achieved in the next five years?	NO	The target was not set due to the limited availability of qualified female candidates in the industrial labour market	
5. Management/Duties of the Management Board	The annual report publishes the set percentage of the underrepresented gender in senior management, together with an explanation of why it was chosen, why the percentage was not achieved if so, the measures taken by the company to achieve it, and the plan and deadline for achievement that cannot be longer than five years, and an indication of progress according to the plan?	NO	The percentage of representation has been achieved	
5. Management/Duties of the Management Board	The Management Board has adopted the Rules of Procedure of the Management Board, which defines the distribution of responsibilities and the manner of cooperation between the members of the Management Board, including	YES		
5. Management/Duties of the Management Board	Do the Rules of Procedure of the Management Board have to be approved by the Supervisory	YES		
5. Management/Duties of the Management Board	In the case of a group, has the management of the parent company ensured effective supervision of the activities of the other companies in the group and the existence of appropriate cooperation within the group?	YES		
5. Management/Duties of the Management Board	In the case of a group, has the management of the parent company provided rules governing the scope of operations, responsibilities and reporting procedures at the level of the parent company and subsidiaries and the rules preventing conflicts of interest?	YES		
5. Management/Duties of the Management Board	In the case of a group, information on the system of supervision and cooperation within the group and the intra-group rules of operation are available free of charge on the company's website?	NO	It is an internal document of the company	

5. Management/Duties of the Management Board	In the event that the contract on the management of the company's affairs has not been concluded, the management of the subsidiary has prepared a report on the company's relations with related companies in	YES		
5. Management/Duties of the Management Board	The report of the management of a subsidiary on relations with related companies contains all legal transactions that the company undertook in the previous year with the parent company or related companies or according to instructions in the interest of these companies, as well as all other actions that it undertook or failed to undertake in the previous year according to the instructions of these companies?	YES		
5. Management/Duties of the Management Board	The report of the management of a subsidiary on relations with related companies contains all the information prescribed by Article 497, paragraphs 1 and 2 of the Companies Act, in legal transactions and other activities.	YES		
5. Management/Duties of the Management Board	The auditor conducted an audit of the report of the management of the subsidiary on relations with related companies and submitted its signed report to the management of the company?	YES		
5. Management/Duties of the Management Board	The Supervisory Board has examined the report of the management of the subsidiary on relations with related companies and has taken a position on the results of the audit and reported to the General Assembly in its report to the General Meeting?	YES		https://www.span.eu/hr/media/izvjesce-nadzornog-odbora-o-obavljenom-nadzoru-vodenja-poslova-drustva-u-poslovnoj-godini-2025/
5. Management Board/Composition	The supervisory board ensures that the management maintains a profile that determines the minimum number of members and the combination of members of a certain age, gender, skills, knowledge and education, as well as professional and practical experience, taking care to ensure a balanced representation	YES		
5. Management Board/President	The responsibility of the President of the Management Board for all activities referred to in Article 49. of the Code is prescribed?	YES		
5. Management/Limitations of other appointments	Do the internal acts of a company provide that members of the management board must obtain the prior consent of the supervisory board before accepting appointment to the management or supervisory board of a company that is not part of the same group?	YES		
5. Management/Limitations of other appointments	Members of the management board do not hold more than two positions in the management or supervisory board of companies that are not	YES		
5. Management Board/Management Assessment	In the last 12 months, the Supervisory Board has assessed the effectiveness of the cooperation arrangements between the Supervisory Board and the Management Board, as well as the adequacy of the support and information it	YES		
5. Management Board/Management Assessment	The results of the evaluation of the cooperation arrangements between the Supervisory Board and the Management Board are included in the	YES		https://www.span.eu/hr/media/izvjesce-nadzornog-odbora-o-obavljenom-nadzoru-vodenja-poslova-drustva-u-poslovnoj-godini-2025/
5. Management Board/Management Assessment	Has the management assessed its own effectiveness and the effectiveness of individual members at least once a year, applying the same criteria and avoiding any form of discrimination?	YES		
5. Management Board/Management Assessment	Has the Management Board informed the Supervisory Board of its conclusions regarding the assessment of its own effectiveness and the effectiveness of individual members?	YES		
6. Remuneration of members of the Management Board and Supervisory Board/Role of the remuneration committee	The remuneration committee recommends to the Supervisory Board, at least every three years, the remuneration policy for members of the management board, taking into account the amount and structure of the remuneration of senior management and workers as a whole, having carried out a prior assessment of the effects of that policy on gender pay equality for equal and/or work of equal value?	YES		

6. Remuneration of members of the Management Board and Supervisory Board/Role of the remuneration committee	The remuneration committee recommended to the supervisory board remuneration for members of the management board based on an assessment of the company's performance and their personal results, taking into account equality of remuneration between the different sexes for equal work and/or work of equal	YES		
6. Remuneration of members of the Management Board and Supervisory Board/Role of the remuneration committee	The remuneration committee recommended to the supervisory board the remuneration policy for the members of the supervisory board and carried out a preliminary assessment of the effects of the said policy on equality of remuneration of different sexes for equal work and/or work of equal value, and which policy was given to the general assembly for approval?	YES		
6. Remuneration of members of the Management Board and Supervisory Board/Role of the remuneration committee	The remuneration committee monitored the amount and structure of remuneration of senior management and workers as a whole, taking into account gender pay equality for equal and/or work of equal value, and made recommendations to the management on its policies?	YES		
6. Remuneration of members of the Management Board and Supervisory Board/Role of the remuneration committee	The Remuneration Committee supervised the preparation of the legally prescribed mandatory annual report on remuneration for the approval of the Supervisory Board?	YES		
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Management Board	The Supervisory Board has determined the annual remuneration of each member of the Management Board, based on the recommendations of the remuneration	YES		
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Management Board	Is the remuneration policy non-discriminatory and aligned with sustainability objectives, and prepared in accordance with the relevant legal requirements?	YES		
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Management Board	The level of remuneration of board members takes into account the agreed strategy, risk appetite, the economic environment in which the company operates, the fulfilment of sustainability objectives, and the wages and conditions of employees within the company?	YES		
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Management Board	The remuneration policy stipulates that a member of the management board may not dispose of the shares allocated to him as part of the remuneration for at least two years from the date on which they were allocated to him?	NO	The entire bonus was paid to the members of the Management Board in the company's shares	
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Management Board	The remuneration policy stipulates that a member of the management board may not exercise the stock options granted to him as part of the remuneration for at least two years from the date on which they were granted to him?	NO	The remuneration policy does not include options	
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Management Board	The remuneration policy includes provisions that specify the circumstances in which part of the remuneration of a member of the management board would be retained or reimbursed?	YES		
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Supervisory Board	Does the level of remuneration for the Chairperson of the Supervisory Board and for the other members of the Supervisory Board reflect their time load and responsibilities, including the time load and responsibilities in the Supervisory Board Committees?	YES		
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Supervisory Board	Do the remuneration policy and/or internal acts of the company prohibit the inclusion of variable elements or other elements related to the performance of the business in the remuneration of the supervisory board?	YES		
6. Remuneration of members of the Management Board and Supervisory	The Company has adopted a remuneration policy for the Supervisory Board, Management	Partially	The remuneration policy refers to the remuneration of the Management Board and the Supervisory Board	
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	Has the company carried out an assessment of the effects of remuneration policies on gender pay equality?	NO	The remuneration policy is equally applicable to all members regardless of gender	
6. Remuneration of members of the Management Board and Supervisory	The remuneration policy was approved by the shareholders at the general meeting?	YES		
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	The approved remuneration policy of the company is available free of charge on the company's website?	YES		https://www.span.eu/hr/media/politika-primitaka/

6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	An assessment of the effects of remuneration policies on gender pay equality is available free of charge on the company's website?	NO	The company did not carry out an assessment	
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	The annual report on remuneration shall include data on the remuneration of each individual member of the supervisory board and the management board, in the content as determined by Article 60 of the Companies Act. of the Code and the Companies Act?	YES		
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	The annual remuneration report contains information on how the remuneration policy for the management is determined, the relationship between remuneration and long-term results, the sustainability and resilience of the company, the structure and parameters of the calculation of remuneration for the management, the consistency of the remuneration of the management with the remuneration of senior management and employees as a whole, and	YES		
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	The annual report on remuneration shall contain information on the remuneration of each member of the board of the supervisory board who is not a member of the supervisory board, if	NO	Members did not receive the income referred to in point 60. of the Code	
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	The annual report on receipts is available free of charge on the company's website?	YES		https://www.span.eu/hr/media/izvjesce-o-primicima-2025/
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	The auditor's report on the examination of the annual remuneration report is available free of charge on the company's website?	YES		https://www.span.eu/hr/media/izvjesce-o-primicima-2025/
7. Risks, internal control and audit/Role of the supervisory board and management	The Management Board, with the prior consent of the Supervisory Board, has adopted a risk management policy that determines the nature and extent of the risks that the company must and is willing to assume in order to achieve its long-term strategic objectives?	YES		
7. Risks, internal control and audit/Role of the supervisory board and management	A risk management policy takes sustainability issues into account?	YES		
7. Risks, internal control and audit/Role of the supervisory board and management	Do the company's articles of association and/or internal acts prescribe the responsibility of the management to identify significant financial, operational and external risks related to the implementation of the strategy and the maintenance of the company's activities, and to maintain an appropriate risk management and internal control system in order to manage and avoid these risks?	YES		
7. Risks, internal control and audit/Role of the supervisory board and management	Does the company's management regularly report to the supervisory board on the status of	YES		
7. Risks, internal control and audit/Role of the audit committee	Does the audit committee supervise the correctness and completeness of the company's financial statements, accounting policies and other official communications related to the company's financial results?	YES		
7. Risks, internal control and audit/Role of the audit committee	Does the audit committee oversee the soundness and completeness of corporate sustainability reporting reports and sustainability reporting policies and other official communications related to companies' sustainability performance?	YES		
7. Risks, internal control and audit/Role of the audit committee	Does the Audit Committee oversee the implementation of tax planning, including the allocation of taxes on profits generated from cross-border activities?	NO	Tax risks are managed by the management through regular financial, accounting and tax processes and, when necessary, with the help of external advisors	
7. Risks, internal control and audit/Role of the audit committee	Does the audit committee oversee the effectiveness of the company's internal financial	YES		
7. Risks, internal control and audit/Role of the audit committee	Does the Audit Committee ensure the sufficiency, independence and effectiveness of the external audit function?	YES		
7. Risks, internal control and audit/Role of the audit committee	Does the audit committee ensure the independence and sufficiency of the internal	YES		
7. Risks, internal control and audit/Role of the audit committee	Does the Audit Committee oversee the implementation of the measures that have been determined as a result of external and internal	YES		

7. Risks, internal control and audit/Role of the audit committee	Does the supervisory board (or a specific board of the supervisory board or the audit committee) undertake activities to oversee the effectiveness of the company's overall internal control and risk management system?	YES		
7. Risks, internal control and audit/Role of the audit committee	Does the supervisory board (or a special board of the supervisory board or the audit committee) supervise the application of the procedures for reporting breaches of the law or the company's internal rules of conduct?	YES		
7. Risks, Internal Control and Audit/External Auditor Relations	Does the Audit Committee oversee the process of selecting and appointing the external auditor in accordance with legal requirements and make recommendations to the Supervisory Committee for the selection of the external auditor and the conditions for his appointment?	YES		
7. Risks, Internal Control and Audit/External Auditor Relations	Over the past twelve months, the Audit Committee has approved the work plan of the external auditor, which includes the scope and content of the activities to be audited?	YES		
7. Risks, Internal Control and Audit/External Auditor Relations	The audit committee meets with the external auditor as necessary to discuss the issues identified during the audit and to monitor the quality of the services provided?	YES		
7. Risks, Internal Control and Audit/External Auditor Relations	The audit committee monitors the independence and objectivity of the external	YES		
7. Risks, Internal Control and Audit/External Auditor Relations	Has the audit committee approved the policy on the permitted non-audit services provided by the external auditor and oversees the implementation of the policy?	YES		
7. Risks, Internal Control and Audit/Risk Management and Internal Control	Has the Audit Committee assessed the effectiveness of risk management and the internal control system as a whole at least once a year?	YES		
7. Risks, Internal Control and Audit/Risk Management and Internal Control	Has the audit committee made recommendations to the supervisory board and the company's management regarding the effectiveness of risk management and the internal control system, if necessary?	NO	There were no recommendations	
7. Risks, Internal Control and Audit/Risk Management and Internal Control	In its annual report, the company stated how the supervisory board conducted oversight regarding the effectiveness of risk management and the internal control system?	Partially	The audit committee carried out an oversight of the effectiveness of risk management and internal control systems	
7. Risks, Internal Control and Audit/Risk Management and Internal Control	In the Annual Report, the Company described which significant internal controls were not effective and the measures and activities that were taken or proposed to improve them?	NO	The effectiveness of the internal audit work and the measures and activities undertaken or proposed to improve them are subject to scrutiny by the Audit Committee	
7. Risks, Internal Control and Audit/Risk Management and Internal Control	The Company maintains an effective risk management system that ensures reliable risk identification, measurement, response, reporting and risk management. supervision.	YES		
7. Risks, Internal Control and Audit/Risk Management and Internal Control	A risk management system covers all risks that a company faces or may face, including climate and environmental risks, health crises, disruptions in supply chains, geopolitical tensions, tax risks, risks related to cybersecurity and the use of digital technologies, as well as financial and operational risks?	YES		
7. Risks, Internal Control and Audit/Risk Management and Internal Control	Has the company established clear internal responsibilities for maintaining the risk management system and a clear procedure for maintaining contacts between the responsible persons and the audit committee?	YES		
7. Risks, Internal Control and Audit/Risk Management and Internal Control	Has the company established an internal audit function responsible for overseeing the effectiveness of the internal control system, including risk management?	YES		
7. Risks, Internal Control and Audit/Risk Management and Internal Control	Has the audit committee approved the internal audit plan in the last twelve months?	YES		

7. Risks, Internal Control and Audit/Risk Management and Internal Control	Has the audit committee received the internal auditor's reports and supervised the implementation of his recommendations?	YES		
7. Risks, Internal Control and Audit/Risk Management and Internal Control	Is the audit committee obliged to recommend to the supervisory board the appointment or dismissal of the head of the internal audit function?	NO	There is no internal audit manager in the company	
7. Risks, Internal Control and Audit/Risk Management and Internal Control	If there is no internal audit function in the company, the audit committee has assessed the need for this function once in the last 12 months as part of the its assessment of the internal control system	NO	Internal audit activities are performed by an external auditor	
7. Risks, internal control and audit/Reporting of irregularities	The Management Board, with the prior consent of the Supervisory Board, has adopted procedures for reporting violations of the law, internal rules of the company or unethical behavior, including cases where there is a suspicion of a violation or the possibility of it?	YES		
7. Risks, internal control and audit/Reporting of irregularities	The procedure ensures that workers or external stakeholders do not suffer negative consequences if they report suspicious behaviour and that the identity of the	YES		
7. Risks, internal control and audit/Reporting of irregularities	Are the procedures in line with the regulations on the protection of whistleblowers, gender equality, protection from any form of harassment and combating discrimination?	YES		
7. Risks, internal control and audit/Reporting of irregularities	A detailed description of the procedure for reporting violations of the law, internal rules of the company or unethical behaviour is available free of charge on the company's website?	YES		https://www.span.eu/hr/o-nama/kodeks-poslovnog-ponasanja/procedura-prijave-sumnje-ili-povrede/
7. Risks, internal control and audit/Reporting of irregularities	The management has appointed a person in charge of resolving the issue of reported irregularities?	YES		
7. Risks, internal control and audit/Reporting of irregularities	Do the Articles of Association and/or internal acts of the company provide for the duty of the management to immediately report to the Supervisory Board of any irregularities observed, to agree on the measures that must be implemented and to report to the Supervisory Board on the results of the measures	YES		
7. Risks, internal control and audit/Reporting of irregularities	Do the articles of association and/or internal acts of the company provide for the duty of the management to inform the whistleblower of the results of the measures implemented, unless otherwise regulated by the relevant regulation?	YES		
7. Risks, internal control and audit/Reporting of irregularities	The company's articles of association and/or internal acts provide for the duty of the management to ensure the protection of the identity of the whistleblower and protection	YES		
7. Risks, internal control and audit/Reporting of irregularities	Has the Audit Committee assessed the effectiveness of the whistleblowing procedure and its application at least once a year?	YES		
8. Disclosure and transparency/Use of the Company's website	All the information that the company is required to publish in accordance with the law, the rules on listing, the Code and its own articles of association is available free of charge on the company's website?	YES		
8. Disclosure and transparency/Use of the Company's website	The company's website is easily accessible, accessible to end users, and clear and easy to find information?	YES		
8. Disclosure and transparency/Use of the Company's website	The company's annual report is available on the company's website?	YES		
8. Disclosure and transparency/Use of the Company's website	The company's website provides a semi-annual and quarterly report and other financial information that is required to be disclosed?	YES		https://www.span.eu/hr/investitori/izvjestaji/
8. Disclosure and transparency/Use of the Company's website	Is sustainability-related information available on the company's website that can reasonably be expected to influence the investor's valuation of the company or its investment or voting decisions?	YES		https://www.span.eu/hr/odrzivost/

8. Disclosure and transparency/Use of the Company's website	Information on the rules of operation, composition and members of the supervisory board and its committees and management is available on the company's website, including information on the independence of each individual board member and the criteria for their independence?	YES		https://www.span.eu/hr/investitori/izvjestaji/godisnji-izvjestaji/
8. Disclosure and transparency/Use of the Company's website	The company's articles of association and other internal acts in accordance with this Code are available on the company's website?	YES		https://www.span.eu/hr/investitori/korporativni-dokumenti-i-korporativni-dogadaji/korporativni-dokumenti/
8. Disclosure and transparency/Use of the Company's website	The company's policies on social and environmental impact, human rights, including children's rights, an inclusive working environment, bribery and corruption, and discrimination are available on the company's website?	YES		https://www.span.eu/hr/o-nama/kodeks-poslovnog-ponasanja/ https://www.span.eu/hr/media/politika-procjene-uc-inka-aktivnosti-drus-tva-na-okolis-i-zajednicu-te-upravljanja-povezanim-rizicima/
8. Disclosure and transparency/Use of the Company's website	On the company's website, the company's internal rules and the method of reporting irregularities are available?	YES		https://www.span.eu/hr/o-nama/kodeks-poslovnog-ponasanja/procedura-prijave-sumnje-ili-povrede/
8. Disclosure and transparency/Use of the Company's website	An organisational chart is available on the company's website with a detailed overview of the company's position within the group, if the company is part of the group, including intra-group policies?	YES		https://www.span.eu/hr/investitori/izvjestaji/godisnji-izvjestaji/godisnje-izvjesce-za-2025-span-grupa-i-span-dd/
8. Disclosure and transparency/Use of the Company's website	On the company's website, information on mutual holding of shares is available, where is the company involved?	NO	No reciprocal holding of shares	
8. Disclosure and transparency/Use of the Company's website	A report on corporate income tax information is available on the company's website?	YES		https://www.span.eu/hr/investitori/izvjestaji/godisnji-izvjestaji/godisnje-izvjesce-za-2025-span-grupa-i-span-dd/
8. Disclosure and transparency/Use of the Company's website	Is a report on related party transactions available on the company's website?	YES		https://www.span.eu/hr/investitori/izvjestaji/godisnji-izvjestaji/godisnje-izvjesce-za-2025-span-grupa-i-span-dd/
8. Disclosure and transparency/Use of the Company's website	A report on the company's relations with related companies is available on the company's website?	Partially	The report has been revised, it has not been published on the website	
8. Disclosure and transparency/Use of the Company's website	On the company's website, information on concluded shareholder agreements is available, including information on who are its contracting parties, what is the basic purpose of the concluded agreement and how it is realized, as prescribed by law?	NO	No shareholders' agreements concluded	
8. Disclosure and transparency/Use of the Company's website	On the company's website, details are available on changes in the holding of shares of members of the supervisory board and management, other persons performing managerial duties and persons closely associated with them, who must be declared under applicable laws and regulations, and transactions with related parties?	YES		https://www.span.eu/hr/investitori/korporativni-dokumenti-i-korporativni-dogadaji/korporativni-dogadaji/obavijesti-o-transakcijama-rukovoditelja/
8. Disclosure and transparency/Use of the Company's website	On the company's website, there is a remuneration policy for members of the supervisory board, management and senior management, as well as an annual report on remuneration?	YES		https://www.span.eu/hr/media/politika-primitaka/ https://www.span.eu/hr/investitori/korporativni-dokumenti-i-korporativni-dogadaji/korporativni-dokumenti/glavna-skupstina-2026/
8. Disclosure and transparency/Use of the Company's website	Is the dividend policy available on the company's website?	YES		https://www.span.eu/hr/media/politika-isplate-dividende-drustva-span-dd/
8. Disclosure and transparency/Use of the Company's website	A risk management policy is available on the company's website, including information on the nature and effectiveness of related due diligence procedures and measures?	Partially	The risk management policy is available on the company's intranet, while the aggregated policy of all management systems in abbreviated form for each system is available at: https://www.span.eu/hr/o-nama/kodeks-poslovnog-ponasanja/politika-sustava-upravljanja/	
8. Disclosure and transparency/Use of the Company's website	A calendar of events within the next twelve months is available on the company's website, including the dates of the general meeting, announcements of business results, dividend payments and investor conferences?	NO	Span is not obliged to publish	
8. Disclosure and transparency/Use of the Company's website	All materials related to the sessions of the General Assembly, including decisions from the meetings, are available on the company's website.	YES		https://www.span.eu/hr/investitori/korporativni-dokumenti-i-korporativni-dogadaji/korporativni-dokumenti/glavna-skupstina-2026/

8. Disclosure and transparency/Use of the Company's website	The name and contact details of the persons in charge of investor relations are available on the company's website?	YES		https://www.span.eu/hr/investitori/
8. Disclosure and transparency/Use of the Company's website	The Company has ensured that the information on the website is up-to-date and published within the deadlines prescribed by law and regulations?	YES		
8. Disclosure and transparency/Use of the Company's website	All information on the website is available free of charge and unconditionally in Croatian?	YES		
8. Disclosure and transparency/Use of the Company's website	All information on the website is available free of charge and unconditionally in English?	YES		
8. Disclosure and Transparency/Annual Report	The annual report of the company contains records of the number of meetings held by the Supervisory Board and the Board of the Supervisory Board and the presence of each member at these sessions?	YES		
8. Disclosure and Transparency/Annual Report	The company's annual report contains data on all shares and other financial instruments of the company held by members of the supervisory board and management and senior management, for which there is an obligation to report according to the applicable laws and regulations, and in other companies whose operations are in competition with the company's operations?	YES		
8. Disclosure and Transparency/Annual Report	The company's annual report contains information on all contracts and agreements concluded between members of the management or supervisory board and the company (or persons associated with any	YES		
8. Disclosure and Transparency/Annual Report	Does the company's annual report contain the results of the Supervisory Board's assessment of its effectiveness and the effectiveness of its arrangements for cooperation with the	YES		
8. Disclosure and Transparency/Annual Report	The company's annual report contains a report on the work of each board of the supervisory board, including data on the number of meetings held, board members and records of their attendance?	YES		
8. Disclosure and Transparency/Annual Report	The annual report of the company contains information on the concluded agreements of the shareholders, including information on who are its contracting parties, what is the basic purpose of the concluded agreement and how it is realized, as prescribed by law?	NO	There was no shareholders' agreement	
8. Disclosure and Transparency/Annual Report	The company's annual report contains a report on gender equality, the fulfilment of the conditions regarding the balanced representation of both sexes in the supervisory board, management and senior management, with an explanation if they are not met?	YES		
8. Disclosure and Transparency/Annual Report	The company's annual report contains information on the fulfilment of the conditions regarding the independence of the members of the supervisory board and the criteria for their	YES		
8. Disclosure and Transparency/Annual Report	The company's annual report includes a description of the objectives related to the sustainability issues that the company has set and a report on their fulfilment?	YES		
8. Disclosure and Transparency/Annual Report	The annual report includes information on bonds issued, debt agreements concluded, including information on obligations assumed by the company under such agreements, which, in the event of a breach of the terms of the agreement, may limit the rights of management and shareholders or request changes in the company's operations, as well as information on the likelihood of such events occurring?	YES		
8. Disclosure and Transparency/Annual Report	A report on the application of the corporate governance code is included in the company's annual report?	YES		
8. Disclosure and Transparency/Annual Report	The report on the implementation of the corporate governance code contains everything that is prescribed by the Accounting Act?	YES		

8. Disclosure and Transparency/Annual Report	The company has ensured that all shareholders, regardless of the number or type of shares they hold, have equal access to information about the company and how they can exercise and protect their rights?	YES		
9. Shareholders and General Meeting/Shareholder Relations	The Company has effective mechanisms that enable minority shareholders to ask questions directly to the President of the Management Board and the Supervisory Board, and all information is	Partially	Questions can be asked through the person in charge of investor relations, whose contact details are listed on the Company's website. Direct questions can be asked at the General Assembly of the Company.	
9. Shareholders and General Meeting/Shareholder Relations	Information on the formal mechanisms that allow minority shareholders to ask questions directly to the President of the Management Board and the Chairman of the Supervisory Board is available free of charge on the company's website?	Partially	Questions can be asked through the person in charge of investor relations, whose contact details are listed on the Company's website. Direct questions can be asked at the General Assembly of the Company.	
9. Shareholders and General Meeting/Shareholder Relations	The company has designated an individual who will be the contact person for investor relations in relation to all shareholders, and whose duties include responding promptly to requests for information?	YES		
9. Shareholders and the General Assembly/General Assembly	The company's articles of association and/or internal acts of the company do not in any way restrict the ability of shareholders to convene a general meeting, to participate in it or to add items to the agenda?	YES		
9. Shareholders and the General Assembly/General Assembly	Do the company's articles of association and/or internal acts of the company allow shareholders to exercise their right to vote by proxy without restriction?	YES		
9. Shareholders and the General Assembly/General Assembly	Do the company's articles of association and/or internal acts of the company allow shareholders to exercise their right to vote by means of electronic communication without restriction?	Partially	The Company's Articles of Association empower the Management Board to enable the members of the Company to exercise all their rights in full via videoconference, under certain conditions.	
9. Shareholders and the General Assembly/General Assembly	An explanation of the other ways in which shareholders can exercise their right to vote is provided in the documents for the general	YES		
9. Shareholders and the General Assembly/General Assembly	Is it possible for the general assembly to be held in a hybrid manner by the company's articles of association or by a decision of the management	YES		
9. Shareholders and the General Assembly/General Assembly	Is the company's articles of association or a decision of the management board allowing shareholders who do not participate in the work of the general meeting to cast their votes in writing or by electronic communication (correspondence voting) after the announcement of the invitation to the general	NO	It was possible to participate in the 2025 Assembly in person or through a proxy at the session	
9. Shareholders and the General Assembly/General Assembly	The notice of the General Assembly is published no later than 30 days before the day of the General Meeting?	YES		
9. Shareholders and the General Assembly/General Assembly	The agenda, decisions and all other materials required for the general meeting are available free of charge on the company's website?	YES		https://www.span.eu/hr/investitori/korporativni-dokumenti-i-korporativni-dogadaji/korporativni-dokumenti/glavna-skupstina-2026/
9. Shareholders and the General Assembly/General Assembly	All documents are available in Croatian and English?	YES		
9. Shareholders and the General Assembly/General Assembly	The Company has published on its website how shareholders can participate in the General Assembly and exercise the right to vote, especially when it is exercised through electronic communication, and how the Company has ensured the legally prescribed conditions for the use of electronic communication?	YES		
9. Shareholders and the General Assembly/General Assembly	The Chairman and Deputy Chairman of the Supervisory Board, the Chairmen of the Supervisory Board and all members of the Management Board were present at the General Assembly in the past twelve months?	YES		
9. Shareholders and the General Assembly/General Assembly	The external auditor was present at the general meeting where the financial statements were presented?	YES		
9. Shareholders and the General Assembly/General Assembly	The Company has made the decisions of the General Assembly available on its website free of charge?	YES		https://www.span.eu/hr/investitori/korporativni-dokumenti-i-korporativni-dogadaji/korporativni-dokumenti/glavna-skupstina-2026/

9. Shareholders and the General Assembly/General Assembly	Within 30 days from the date of the General Meeting, the Company made available on its website free of charge the answers to the questions posed at the General Meeting?	NO	There were no questions related to the agenda of the General Assembly	
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	Have the Supervisory Board and the Management Board agreed and adopted policies regarding the assessment of the impact of the company's activities on the environment and the community and the management of related	YES		https://www.span.eu/hr/media/politika-procjene-uc-inka-aktivnosti-drus-tva-na-okolis-i-zajednicu-te-upravljanja-povezanim-rizicima/
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	The Supervisory Board and the Management Board have agreed and adopted policies regarding the safeguarding of human, children's and workers' rights, especially persons with disabilities, throughout the value chain?	YES		https://www.span.eu/hr/o-nama/kodeks-poslovnog-ponasanja/
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	Have the Supervisory Board and the Management Board agreed and adopted policies regarding the creation of an inclusive working environment, especially for persons with	YES		https://www.span.eu/hr/media/politika-raznolikosti-i-ukljucivosti_04042024/
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	Have the Supervisory Board and the Management Board agreed and adopted policies regarding the achievement of work-life balance for employees?	Partially	Certain work-life balance measures exist in practice, but they are not formally regulated by an internal act or written policy. In particular, employees have the option of flexible working hours and working from home, as well as additional days of absence (2 days) without the need to report sick leave. The head of each department is responsible for respecting and applying such practices, including flexible working hours, which ensures adaptation to the specific needs of the team, but without a single written framework that would formally regulate it at the level of the entire company	
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	Have the Supervisory Board and the Management Board agreed and adopted policies regarding ensuring equal pay for the different sexes for equal work and/or work of equal	YES		https://www.span.eu/hr/media/politika-raznolikosti-i-ukljucivosti_04042024 https://www.span.eu/hr/o-nama/kodeks-poslovnog-ponasanja// and the Rules of Procedure of the Issuer, which is not a public document
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	The Supervisory Board and the Management Board have agreed and adopted policies regarding the prevention and sanctioning of any form of discrimination, especially on the basis of gender and disability, and the protection of whistleblowers?	YES		https://www.span.eu/hr/o-nama/kodeks-poslovnog-ponasanja/c
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	The Supervisory Board and the Management Board have agreed and adopted policies related to the prevention and sanctioning of bribery and corruption and the protection of	YES		https://www.span.eu/hr/o-nama/kodeks-poslovnog-ponasanja/
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	Have the Supervisory Board and the Management Board agreed and adopted tax planning policies that ensure the payment of most taxes in the countries where the activities are carried out and the revenue is generated?	NO	All tax obligations in all countries are fulfilled on a regular basis	
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	Have the Supervisory Board and the Management Board agreed and adopted policies regarding the implementation of communication between the company and the main	YES		https://www.span.eu/hr/media/politika-procjene-uc-inka-aktivnosti-drus-tva-na-okolis-i-zajednicu-te-upravljanja-povezanim-rizicima/
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	Have the supervisory board and the management agreed and adopted policies relating to the application of due diligence procedures and measures in the company, its subsidiaries and, where applicable, its direct and indirect business partners?	YES		https://www.span.eu/hr/o-nama/kodeks-poslovnog-ponasanja/
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	When agreeing and adopting the policies listed in Article 88 of the Code, the Supervisory Board and the Management Board have been guided by the recommendations on responsible business conduct as prescribed by the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the applicable implementing OECD Due Diligence Guidelines for Responsible Business Conduct?	YES		
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	All policies referred to in Article 88. of the Code are available free of charge on the company's website?	YES		
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	The Supervisory Board and the Management Board have ensured periodic monitoring of the implementation and effectiveness of all policies they have agreed and adopted in accordance with Article 88 of the Code. of the Code?	Partially	Periodic monitoring of the effectiveness of the policies within their remit is ensured through the work of the Appointments and Remuneration Committee and the Audit Committee	

10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	When the management asks the supervisory board for prior approval of decisions, the supporting documents explain how the recommended measure is in line with the policies prescribed in Article 88 of the Code.	Partially	Not applicable to all decisions	
10. Stakeholders, sustainability and resilience/Stakeholder involvement	The Supervisory Board and the Management Board have jointly identified who they consider to be key stakeholders in relation to the	YES		
10. Stakeholders, sustainability and resilience/Stakeholder involvement	Has the Management Board ensured that effective mechanisms are in place for regular interaction with key stakeholders, as well as for informing the Supervisory Board about the results of these communications?	YES		
10. Stakeholders, sustainability and resilience/Stakeholder involvement	The Supervisory Board is authorized, with prior notification to the President of the Management Board, to organize meetings with external stakeholders when it deems it necessary?	YES		
10. Stakeholders, sustainability and resilience/Stakeholder involvement	The powers of each board of the supervisory board clearly stipulate the purposes for which the chairman of the board can communicate directly with stakeholders and the procedure to be followed in such cases?	NO	The procedure is not established, the purposes are evaluated on a case-by-case basis	
10. Stakeholders, sustainability and resilience/Internal education	The company organizes continuous education for the supervisory board, management and all employees in terms of gender equality, inclusion of persons with disabilities and children's rights, especially when the structure of employees changes significantly or when there are significant changes in regulations related to these areas?	Partially	Continuous education was conducted for workers and the Management Board	
10. Stakeholders, sustainability and resilience/Internal education	Trainings are organized in cooperation with competent institutions, civil society organizations or experts who deal with these issues in the field of employment and work?	YES		