2020	Year
1420	Institution code

- Instructions:

 * Year is entered without period (eg. 2019)

 * Enter the year for which data are entered in the questionnaire

COMPLIANCE QUESTIONAIRE FOR ISSUERS OF SHARES

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

The Corporate Governance Code is intended for companies with two-tier governance structure considering that such a governance structure is most common in companies whose shares are listed on the Zagreb Stock Exchange. If the issuer has a one-tier structure, the questionnaire on management practices is answered in accordance with Appendix B of the Code of Corporate Governance

Companies respond to questions from the compliance questionnaire with YES, NO or Partially by selecting answers from a drop-down menu for each question. For questions where company has responded with YES column Explanation is not filled.

For questions where company has responded with NO or PARTIALLY in the column Explanation it should explain why this is so, that is:

- explain in which part it does not comply with the provisions of the Code and for what reason,
- if the company intends to comply with the provisions of the Code in the future, indicate when it will start to act accordingly. - describe the measures taken in the place of compliance with provisions of the Code in order to fulfill the objectives set out in the relevant principles of the Code

instructions for generating XML Schema from XLS files are published on Hanfa's website under Technical instructions and forms in section Transparency of the issuer.

ANTICLE ANALYSES CREAT QUESTION ANALYSES (Each question is about a contract Committed Contract Analyses (Each question is about a contract Committed Contract The enticles of association analyse internal acts deathy define the powers of the supervisory beard and management beard and contract to the company. The supervisory beard has adopted a decision in which it stated chappes on the website Yegs The supervisory beard has adopted and contract the supervisory board and three commany. The supervisory beard has adopted and contract to the supervisory board and three commany. The adopted contract for making important decisions that affect the strategy of the company. The adopted contract for making important decisions that affect the strategy of the company. The adopted contract for making important decisions that affect the strategy of the company. The adopted contract for making important decisions that affect the strategy of the company. The adopted contract for making important decisions that affect the strategy of the company. The adopted contract for making important decisions that affect the strategy of the company. The supervisory board is proposed by the supervisory board and the supervi	Procedures are not formalized except by the Company's Articles of Association	PARTIALLY	The audit committee annually assesses the effectiveness of these procedures.	12	transactions	2
PROVISION ANTICLE CORPORATION CONSTRUCT The principle of association and/or other internal scal clashy define the powers of the properties of association and/or other internal scal clashy define the scale of change on the website of the properties of the proper	Determined by the Company's Articles of Association	PARTIALLY	The company has adopted procedures for the approval and disclosure of transactions between members of the management or supervisory board and the company (or a person affiliated with any party).	12	Related party transactions	2
ARTICLE ANSWER Cooperation 1 Pageminstry board and reacculation and/or other internal acts and analysis of the occurative to the accessor mental to accessor the accessor of the accessor mental to accessor the accessor of the accessor mental to accessor the accessor of the accessor mental to accessor the accessor that require prior approach by the supervisory board and the accessor beard require prior approach by the supervisory board and the accessor to the accessor mental accessor to the accessor that the supervisory board and the accessor to the accessor that the accessor that the supervisory board and the accessor to the accessor that the accessor that the supervisory board and the accessor that the accessor that the supervisory board and the accessor that the accessor that the supervisory board and the accessor that the accessor to the accessor that the accessor to the accessor that the accessor to the accessor to the accessor to the acces	δ	NO	The fair value of each material transaction must be confirmed by an independent expert prior to any such transaction, and his or her report has to be available free of charge on the website of the company.	=	Related party transactions	2
ARTICLE AUXILIES AUXILIE	1.	YES	No transactions between members of the management or supervisory board and the company (or a person affiliated with any party) can not be concluded without the prior consent of the supervisory board.	11	Related party transactions	2
ARTICLE Cooperation 1 The articles of association and/or other infernal acts clearly define the powers of the Cooperation 1 The articles of association and/or other infernal acts clearly define the powers of the Cooperation 1 The articles of association and/or other infernal acts are available free of charge on the wester (FS) Cooperation 1 The articles of association and/or infernal acts are available free of charge on the wester (FS) Cooperation 1 The articles of association and/or infernal acts are available free of charge on the wester of the Corporation of the Cooperation 1 The articles of association and/or infernal acts provided by the supervisory board of the Corporaty. The articles of association and/or infernal acryptony acts spoulate free of charge on the website of the company. The articles of association and/or infernal acryptony acts spoulate free of charge on the website of the company. The articles of association power for infernal acryptony acts spoulate free of charge on the website of the company. The articles of association and/or infernal acryptony acts spoulate free of charge on the website of the company. The articles of association and/or infernal company acts spoulate free of charge on the website of the company. The articles of association and/or infernal acryptony acts spoulate free of charge on the website of the company. The articles of association and/or infernal acryptony acts spoulate free of charge on the website of the company. The articles of association and/or infernal acryptony acts spoulate free of charge of the company. The articles of association and/or infernal acryptony acts spoulate free of the company. The articles of association and/or infernal acryptony acts spoulate free of the association of the company. The articles of association and/or infernal acryptony bears and association and/or infernal acryptony documents and articles of the state of the association and/or infernal acryptony documents and articles of an event to act of association and/	The Company has no secretary	NO	able free	10	Competition ban	2
ARTICLE ART		YES	Members of the supervisory board and management do not perform activities that compete with the business of the company, are not members of the management or supervisory boards of the companies that carry out such activities nor hold more than 5% stake in such companies.	10	Competition ban	2
ARTICLE QUESTION ARTICLE QUESTION ARTICLE QUESTION ARTICLE QUESTION The articles of association and/or other internal acts clearly define the powers of the answer from this drop-down menu) The articles of association and/or other internal acts are available free of charge on the website of the answer from this drop-down menu) The supervisory board and management board. Cooperation 1 Internal acts are available free of charge on the website of decisions and legit transactions that require prior approvals by the supervisory board and the expension of adult which it states deathgors of decisions and legit transactions and/or internal acts are available free of charge on the website of the company. Properation Cooperation 1 The articles of association and/or other internal acts are available free of charge on the website of the company. The articles of association and/or making important decisions that affect the strategy of the company. The articles of association and/or internal company acts spoulate the very expensive power of the supervisory board on making important decisions that affect the strategy of the company. The articles of association and/or internal company acts spoulate when the supervisory board on measurement of the supervisory board intervision in the population and/or internal company acts spoulate that the population of regulation of the company, included subtracts and other statements of populate intervision that the population of regulation of the company, included subtracts and other statements, premises and employees when the supervisory board and properties to potential position or reputation of the company. The articles of conduct to be followed by premises and other internal acts, indicate that the position of regulation of the company, which also commany, which also commany of the company of the company, which also commany, which also commany, which also commany the population of the company, which also commany, which also commany is realised free of charge on the web	A A A A A A A A A A A A A A A A A A A	YES	Member of the management board or the supervisory board has an obligation to inform the President and/or Vice-President of that board if it considers that another member of management or supervisory board is in an actual or potential conflict of interest.		Conflict of interes	2
ARTICLE Cooperation In arrices of association and/or other internal acts clearly define the powers of the depoleration is previously board and management board. Cooperation In grace-incorp board and management board in which it stated articopy board and management board and define the powers of the depoleration in the arrices of association and/or other internal acts are available fire of charge on the website (ES) The arrices of association and/or other internal acts are available fire of charge on the website (ES) The states of association and/or other internal company acts styling the company. Cooperation Cooperation Cooperation Cooperation Cooperation The arrices of association and/or internal company acts styling the professor and expensively board for making important decisions that affect the strategy of the company. The arrices of association and/or internal company acts styling that the management page of the company. The arrices of association and/or other internal company acts styling that the management company acts styling that the supervisory board and results of the supervisory board or making important decisions that affect the strategy of the company. The arrices of association and/or other internal company acts styling that the management company acts styling that the supervisory board and measures to be taken in company acts styling that the supervisory board and measures to be taken to supervisory board at the president of the management very styling and the supervisory board and measures to be taken to expensively promotes and the supervisory board and measures to be taken to expensively promotes of the management board and the supervisory board the prohibition of particion of interest. Conflict of interest: Conflict of interest: C	Whiterer	YES	The supervisory board keeps records of all notices pertaining to conflict of interest.		Conflict of interes	2
ARTICLE Cooperation 1 supervisory board and management board. Cooperation 1 supervisory board and management board must concluding the supervisory board and those designs and legal transactions that require prior approval by the supervisory board and those designs and legal transactions that require prior approval by the supervisory board and those designs and legal transactions that require prior approval by the supervisory board and those designs and legal transactions that require prior approval by the supervisory board and those designs and legal transactions that require prior approval by the supervisory board and those designs and legal transactions that require prior approval by the supervisory board and those designs and legal transactions that require prior approval by the supervisory board and those designs and design, and a summary thereof is available free of charge on the website of the approval of the company. Cooperation 2 subcritical prior and a summary thereof is available free of charge on the website of the approval of the company. The articles of association and/or internal company acts stipulate that the supervisory board and its committees have invested to available free of charge on the website of the articles of association and/or internal company acts stipulate that the management of the man	TAYAN MANANIYA MANANIYA TAYAN MANANIYA TAYAN MANANIYA TAYAN MANANIYA MANANIYA TAYANI MANANIYA TAYANIYA MANANIYA TAYANIYA MANANIYA MA	YES	Management board members have a duty to inform the president of the supervisory board and other members of the management board of an actual or potential conflict of interest.		Conflict of interes	2
ARTICLE Cooperation 1 supervisory board and management board. Cooperation 1 play a finite or descondation and/or other internal acts clearly define the powers of the supervisory board and management board. Cooperation 1 play a finite or descondation and/or other internal acts are available free of charge on the website of the company. The authorisory board has adopted a decision in which it stated categories of decisions and legal transactions that require for approach by the supervisory board and those decisions and legal transactions that require for approach by the supervisory board and those decisions and decision, and a summary heard in available free of charge on the website of the company. The articles of association and/or internal consult with the supervisory board and those decisions and legal transactions that require for approach by the supervisory board and those decisions and decision in which it stated categories of decisions and legal transactions which management board as available free of charge on the website of the company. The articles of association and/or internal company state provides the provision between the states of the company. The articles of association and/or making important decisions that affect the states of the company. The articles of association and/or internal company acts stipulate that the supervisory board and those and contains and the supervisory board internal company acts stipulate that the management of the company. The articles of association and/or other internal and internals on the operating results of the management board and mass and employees when the supervisory board are gular internals on the operating results of the management board and make approved the confloating the results of the management and supervisory board and the company. Essentially the provision of the company which also contains rules are confloated to the company, which also contains rules are confloated to interest. Conflict of interest. The supervisory board the provisor	A A A A A A A A A A A A A A A A A A A	YES	Members of the supervisory board are obliged to inform the entire supervisory board that they are in an actual or potential conflict of interest.		Conflict of interes	2
ARTICLE Cooperation 1 The articles of association and/or other internal acts are available free of charge on the website of the appendix pharmacology board and management board must consolut with the supervisory board and management board must consolut with the supervisory board and those decisions and legal transactions that require prior approval by the supervisory board and those decisions and legal transactions that require prior approval by the supervisory board and those decisions and legal transactions that require prior approval by the supervisory board and those decisions and legal transactions that require prior approval by the supervisory board and those decisions and capture which management board must consolut with the supervisory board decisions and decision, and as unmanay thereor is available free of charge on the website of the company. Cooperation 2 appreciase, insteadopate and regulation. The articles of association and/or internal company at the prior consent of the supervisory board before making a represent the supervisory board and those decisions and company. The articles of association and/or internal company at the prior consent of the supervisory board and supervis	Company does not have a formalized conflict of interest management policy		The policy for managing conflicts of interest is available free of charge on the website of the company.	7	Conflict of interes	2
ARTICLE Cooperation 1 The articles of association and/or other internal acts clearly define the powers of the supervisory board and management board. Cooperation 1 The articles of association and/or other internal acts are available free of charge on the website yes Cooperation 1 The articles of association and/or other internal acts are available free of charge on the website yes 1 The articles of association and/or other internal acts are available free of charge on the website yes 1 The articles of association and/or other internal acts are available free of charge on the website yes 2 appraisory board and management board must consult with the supervisory board and those decisions and elegal transactions that require prior approval by the supervisory board and those decisions and elegal transactions that require prior approval by the supervisory board and those decisions and elegal transactions and/or internal company, acts provide for prior consent of the supervisory board and free company. 1 The articles of association and/or internal company acts provide for prior consent of the company. 1 The articles of association and/or internal company acts provide for prior consent of the company. 2 appraisory board and provides that the supervisory board and provides when the supervisory board and english of association and/or internal company acts spoulate that the supervisory board and articles of association and/or internal company acts spoulate that the president of the management board and internal company acts spoulate that the president of the management board and internal company acts spoulate that the president of the management provides and english of association and other states provides that the supervisory board and provides and english and results of the company. 2 Essential and the supervisory board and provident internal and, which associated the tensiles of and measures to be company. 2 Essential and the supervisory board and provident provident and provident provident and the compan	Company does not have a formalized conflict of interest management policy				Conflict of interes	2
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ARTICLE ARTICLE Cooperation The articles of association and/or other internal acts clearly define the powers of the supervisory board and management board. Cooperation The articles of association and/or other internal acts are available free of charge on the website of the company. The supervisory board has adopted a decision in which it stated categories of decisions and legal transactions that require prior approvals by the supervisory board and those decisions and decision, and a summary thereof is available free of charge on the website of the company. The articles of association and/or internal company acts strictly board and those decisions and decision, and a summary thereof is available free of charge on the website of the company. The articles of association and/or internal company acts striputate that the supervisory board and its committees have timely access to documents, premises and employees when necessary for the performance of their duties. Cooperation Cooperation The articles of association and/or internal company acts stiputate that the supervisory board and its committees have timely access to documents, premises and employees when necessary for the performance of their duties. Cooperation The articles of association and/or other internal company acts stiputate that the management board shall immediately notify the supervisory board at regular intervals on the operating results of intervals on the operating results of the company. ES Cooperation The articles of association and/or other internal company acts stiputate that the management board shall immediately notify the supervisory board at regular intervals on the operating results of intervals on the operating results of the company. ES Cooperation The articles of association and/or other internal company acts stiputate that the management board shall immediately and other states of the results for an event to arise of the company. ES Cooperation The articles of association and/or other internal company acts stiputat				o	Rules of conduct	1
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PROVISION ARTICLE The articles of association and/or other internal acts clearly define the powers of the supervisory board and management board. Cooperation 1 The articles of association and/or other internal acts are available free of charge on the website of the company. Cooperation 2 legal transactions that require prior approval by the supervisory board and those decisions and decision, and a summary thereof is available free of charge on the website of the company. Cooperation 2 supervisory board for making important decisions that affect the strategy of the company. Cooperation 2 supervisory board for making important decisions that affect the strategy of the company. Cooperation 2 supervisory board for making important decisions that affect the strategy of the company. Cooperation 3 and its committees have time of charge on the website of the company. The articles of association and/or internal company acts stipulate that the supervisory board by the supervisory board by the supervisory board by the supervisory board by the company. Cooperation 4 company, for the performance of their duties. The articles of association and/or internal company acts stipulate that the supervisory board by the supervisor		YES	ν,	¢s.	Cooperation	1
ARTICLE ARTICLE ARTICLE ARTICLE ARTICLE ARTICLE Cooperation 1 The articles of association and/or other internal acts clearly define the powers of the supervisory board and management board. Cooperation 1 The stricles of association and/or other internal acts clearly define the powers of the supervisory board and management board. Cooperation 1 The supervisory board has adopted a decision in which it stated categories of decisions and degal transactions that require prior approval by the supervisory board and those decisions and decision, and a summary thereof is available free of charge on the website of the company. Cooperation 2 Inhe articles of association and/or other internal acts are available free of charge on the website of the company. The supervisory board for must consult with the supervisory board and those decisions and decision, and a summary thereof is available free of charge on the website of the company. The articles of association and/or internal acts clearly define the powers of the company. The articles of association and/or other internal acts are available free of charge on the website of the company. The articles of association and/or other internal acts are available free of charge on the website of the company. The articles of association and adopted a decision in which it stated categories of decisions and adopted a decision in which it stated categories of decisions and adopted a decision in which it stated categories of decisions and adopted a decision in which it stated categories of decisions and adopted a decision and adopted a decision in which it stated categories of decisions and adopted a decision and adopted a decision and adopted a decision in which it stated attended to the company. The articles of association and adopted a decision in which it stated and those decisions and adopted a decision and adopted a decision in which it stated and possession and adopted a decision in which it stated categories of decisions and adopted a decision and adopted a dec		YES	The articles of association and/or other internal company acts stipulate that the management board must report to the supervisory board at regular intervals on the operating results of the company, financial situation, substantial financial and non-financial risks and results of interaction with snareholders and other stakeholders.	4	Cooperation	.
ARTICLE ARTICLE ARTICLE ARTICLE ARTICLE Cooperation 1 The articles of association and/or other internal acts clearly define the powers of the supervisory board and management board. Cooperation 1 The supervisory board has decision in which it stated categories of decisions and decision, and a summary thereof is available free of charge on the website yES Cooperation 2 Internal acts clearly define the powers of the drop-down menu) The supervisory board has decision in which it stated categories of decisions and decision and/or internal acts are available free of charge on the website yES The supervisory board of association and/or internal acts are available free of charge on the website of the company. The supervisory board of association and/or internal acts are available free of charge on the website of the company. The articles of association and/or internal acts are available free of charge on the website of the company. The supervisory board of association and/or internal acts are available free of charge on the website of the company. The articles of association and/or internal acts are available free of charge on the website of the company. The articles of association and/or internal acts are available free of charge on the website of the company. The articles of association and/or internal acts are available free of charge on the website of the company. Associated the supervisory board of making in production and advanced the supervisory board of making in production and advanced the supervisory board of association and advanced the supervisory board of association and/or internal acts are available free of charge on the website of the company.			board	ω	Cooperation	
PROVISION ARTICLE Cooperation 1 In articles of association and/or other internal acts clearly define the powers of the suspenvisory board and management board. Cooperation 1 The articles of association and/or other internal acts are available free of charge on the website of the company. Cooperation 1 The supervisory board has doopted a decision in the require prior approval by the supervisory board and those decisions and decision, and a summary thereof is available free of charge on the website of the company. ANSWER (Each question is the canswer from the drop-down menu) The articles of association and/or other internal acts clearly define the powers of the drop-down menu) The supervisory board and dooped a decision is stated categories of decisions and legal transactions that require prior approval by the supervisory board and those decisions and decision, and a summary thereof is available free of charge on the website of the company. Association is required by the supervisory board before making a decision, and a summary thereof is available free of charge on the website of the company.	- Augustinists	ÆS	-	22	Cooperation	-
PROVISION ARTICLE Cooperation 1 The articles of association and/or other internal acts are available free of charge on the website yets ANSWER (Each question is answer from the drop-down menu) (Furifile (Furifile) (F	These categories of decisions are determined by the Company's Articles of Association		C.L.	N	Cooperation	and .
PROVISION ARTICLE QUESTION (Each question is answered by chosing the answer from the drop-down menu) Cooperation 1 The articles of association and/or other internal acts clearly define the powers of the yes.	Autopub. Aut	/ES			Cooperation	.1
PROVISION ARTICLE QUESTION (Each question is answered by chosing the answer from the drop-down menu)	AND THE PARTY OF T	ÆS	L		Cooperation	
	EXPLANATION (fulfill only for questions that were answered with "NO" or "PARTIALLY")	ANSWER (Each question is answered by chosing the answer from the drop-down menu)		ARTICLE	PROVISION	CHAPTER

LIANT III		the supervisory board or the management board of other companies.			
There is no secretary	Z O		30	Time commitment	4
Not formalized	NO		29	Time commitment	4
Not formalized	NO	The minimun expected time commitmet of each supervisory board member is specified their appointment.	rt 29	Time commitment	4
Not in 2020, in 2021 it will be included	NO		28	Board committees	4
Not formalized	NO	The terms of reference of each committee is made freely available on the company's website	. 28	Board committees	4
- Address	YES		s 27	Board committees	4
A STATE OF THE STA	YES		s 27	Board committees	4
A STATE OF THE STA	YES		s 27	Board committees	4
It has an Audit Committee, and the Receipts Committee is in the process of being constituted	PARTIALLY	Each committee of the supervisory board consists or members who aver the necessary skins, knowledge and education, as well as professional and practical experience to carry out the committee responsibilities effectively.	26	Board committees	4
This is a supplemental to the supplemental to	YES			Board committees	4
Label and the second se	YES		1	Board committees	4
100 1	PARTIALLY	Supervisory board established the renumeration committee.	s 24	Board committees	4 4
it is not, but the establishment is planned by the end of 2021	NO	┸	+		
	YES	_	23	President	4
1 <u>5</u> -	PARTIALLY	_	8	Composition	4
the most members of the Subervisory board are dependent on the sessed of the employment in the Company, significant shareholder, or other business relations with the Company.	NO O		22	Composition	4
the state of the first state of the state of	YES		21	Composition	4
The Company does not have a formalized profile of Supervisory Board members	NO		20	Composition	4
- ALLEGORIES	YES		19	Responsibilities of the supervisory board	4
In 2020, there was no appointment of employee representative to the Supervisory Board	PARTIALLY	The information referred to in Article 17 of the Code is available free of charge on the website of the company also in cases where workers' representative or another member of the supervisory board which is not elected by the shareholders at the general meeting is apointed.	-	Election of supervisory board members by the general meeting	ပ
Not formalized	PARTIALLY	Materials for the general meeting contain all the information listed in Article 17 of the Code.	17	Election of supervisory board members by the general meeting	3
Not formalized	PARTIALLY	Informations provided by Article 16 of the Code are freely available on the company's website.	<u>0</u>	Election of supervisory board members by the general meeting	з
TOT OWNER.	YES	When nominating candidates for the supervisory bord to the general meeting for election the company provides information within the general meetin materials on the items requested by Article 16, of the Code.	कं	Election of supervisory board members by the general meeting	u
The Company does not have a Nomination Committee	NO	The nomination committee has all the tasks listed in Article 15 of the Code.	5	The role of the nomination committee	ω
An explanation of business results is generally given in relation to the previous business year	ŏ	A report explaining progress on the plan has been published in the annual report.	14	The role of the supervisory board	ఆ
The Company has 40% female members on the Supervisory board, no target percentage has been set. The plan is expected to be adopted in the future.	No	The supervisory board has set as a target percentage of female members of the supervisory board and the management board, which must be achieved in the next five years and adopted a plan for the implementation of this goal. Percentage on target and plan were published in the annual report.	14	The role of the supervisory board	ω
Management and Supervisory board	NO	The supervisory board has approved formal and transparent procedure for the appointment to both management and supervisory boards.	13	The role of the supervisory board	3
the state of the s	YES	The supervisory board is responsible for appointing and dismissing members of the management board and making recommendations for candidates for members of the supervisory board to the general meeting.	ಚ	The role of the supervisory board	ω
The state of the s		The superisons heard is responsible for appointing and dismissing members of the			

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The president	Composition	Responsibilities of the management bord	Responsibilities of the management bord	Responsibilities of the management bord	Responsibilities of the management bord	Supervisory board evaluation	Supervisory board evaluation	Supervisory board evaluation	Supervisory board	Supervisory board evaluation	Training and development	Training and development	Training and	Quality and timeliness of information	Quality and timeliness of information	Quality and timeliness of information	Quality and timeliness of information	Quality and timeliness of information	Support	Support	Frequency and format of meetings	Frequency and format of meetings	Frequency and format of meetings	Frequency and format of meetings	format of meetings
	45	44	4	£	42	41	45	39	39	39	38	37	37	36	35	35	22	32	33	33	32	32	31	31	31
The president of the management board is formally responsible for the activities listed in Article 46, of the Code.	The supervisory board ensures that management maintains a profile of the management board which determines the minimum number of members and a combination of members who possess the skills, knowledge and education, as well as professional and practical experience that are required for management board.	The articles of association and/or internal company acts contain rules governing responsibilities and reporting procedures at the level of the parent company and subsidiaries.	In the case of groups, the management board of the parent company is obliged to ensure effective oversight over the activities of other companies in the group.	The supervisory board has approved internal rules of procedure adopted by the management board that define the matters specified in Article 43, of the Code.	The duties of management board include all the activities listed in Article 42 of the Code.	The annual report includes the assessment report of the supervisory board and its committees in which they assessed all the circumstances set out in Article 41 of the Code.	The evaluation of the supervisory board included an assessment of all the matters specified in Article 40 of the Code	The evaluation of the supervisory board was led by the president or deputy president.	The supervisory board assessed the individual results of its members in the last 12 months.	The supervisory board evaluated its effectiveness in the past 12 months.	The supervisory board members receive regular updates and briefings from the management board and expens on matters relevant to the company and to their duties.	All supervisory bord members receive ongoing training and education to improve their sills and knowledge.	All members of the supervisory board at the time of appointment received introduction training for their role.	The supervisory board has the right to receive information and advice from people outside the company at the expense of the company if it considers it necessary to successfully carry out its duties, provided that the procedure for it is specified in the internal documents of the company issued by the management board with the consent of the supervisory board.	Supervisory Board meeting minutes provide data on voting results including details of how individual members voted.	The articles of association and/or internal company acts anticipate that the minutes of the meeting of the supervisory board must be available to all members of the supervisory board.	The bord committee terms of reference and/or internal acts require the materials for board committee meetings to be provided to all its members at least one week before the meeting.	The board terms of reference and/or internal acts require the materials for supervisory board meetings to be provided to all its members at least one week before the meeting.	According to the company's internal acts, the person carrying out the duties of a company secretary is responsible for ensuring that supervisory board procedures are compiled with, advising the supervisory board on governance matters, supporting the president of the supervisory board and helping the supervisory board and committees to function efficiently.	has designated an individual to carry out the duties of a company secretary.	nemebers can participate in committee meeting only at the invitation of	The supervisory board can meet without the participation of the management board where it considers it appropriate.		The supervisory board has adopted a workplan that includes time and agenda of future meetings.	
YES	YES	YES	YES	YES	YES	NO	NO	No	O	PARTIALLY	YES	YES	NO	YES	YES	YES	YES	YES	NO	SO	YES	ÆS	PARTIALLY	NO	AH20
Language Andrews		and the second s	- ALLEGO AND			It was not in 2020, but it is planned	There was no formal evaluation	There was no formal evaluation	Not formalized	Through the report of the Supervisory Board	The state of the s	THE PARTY OF THE P	Not prescribed by internal acts	The right is not formalized by internal acts	The state of the s		And the second s	And the second s	There is no secretary	In 2020 there was no secretary of the Company	The state of the s	Triange and the second	Currently only the Audit Committee	The Supervisory Board meets as needed	- Comment - Comm

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Relations with the external auditor	Relations with the external auditor	Relations with the external auditor	Relations with the external auditor	Role of the audit committee	Role of the audit committee	Roles of the supervisory and management boards	Roles of the supervisory and management boards	Reporting on remuneration	Reporting on remuneration	Reporting on remuneration	Remuneration of supervisory board members	Remuneration of supervisory board members	Remuneration of management board members	Remuneration of management board members	Remuneration of management board members	Remuneration of management board members	Remuneration of management board members	Role of remuneration committee	Board evaluation	Board evaluation	Board evaluation	Board evaluation	Limits on other appointments	appointments
2	63	63	62	61	60	59	58	57	56	yı On	55	54	53	53	53	52	51	50	49	49	48	48	47	47
The audit committee if responsible for monitoring the independence and objective of external auditor.		The audit committee in the last 12 months approved the work plan of the external auditors, which includes the scope and content of the activities to be audited.	rs in bard	The audit committee, the supervisory board or one of its committees, undertook the activities referred to in Article 61 of the Code.	is	The management board is formally responsible for the activities listed in Article 59 of the Code.	olicy that take in order	Annual report on remuneration includes data on remuneration of each individual member of the supervisory board as well as other information contained in Article 57 of the Code.		Remuneration policy of the company was approved by shareholders at a general meeting.	ion of variable ne supervisory	100	r define the circumstances in which a nember was put on hold or to was asked to	I management board member may not make use of stock art of the remuneration for at least two years from the date ed to him or her.		ent board takes into account the agreed n which the company operates as well as		Code.	ard has reported the conclusions of the evaluations of its members to the		ervisory board and		s are prohibited from holding rd of other such companies.	the prior consent of the supervisory board before accepting appointment to the management board or supervisory board which is not part of the same group.
NO	YES	YES	YES	YES	YES	PARTIALLY	NO	YES	YES	YES	YES	NO	YES	YES	YES	YES	PARTIALLY	YES	YES	PARTIALLY	NO	YES	NO	YES
It is not in a formal sense, but it is taken for granted		PARAMETER STATE OF THE STATE OF	THE PARTY OF THE P		ACCOUNTY AND ADDRESS OF THE PARTY AND ADDRESS	It is not in a formal sense, but it is taken for granted	It is not in formal form, but this matter has been agreed with the Supervisory Board	INVESTIGATION AND ADMINISTRATION ADMINISTRATION AND ADMINISTRATION AND ADMINISTRATION ADMINISTRATION AND ADM		- ALWANNIN	Action (1977)	It is determined in a fixed amount by a decision of the General Assembly	1.00000	A COMMAND AND A COMMAND A COMMAND AND A COMMAND AND A COMMAND AND A COMMAND AND A COMM	1000000	A A A A A A A A A A A A A A A A A A A	The Receipts Committee is in the process of being constituted	a a supplier in the supplier i	A A LANGE OF THE PARTY OF THE P	Not formalized	Are included in the Supervisory Board report	The state of the s	Not formalized	Liver many

6. Lighting. 6. The audit committee evaluated the effectiveness of risk management and internal control. 7. The audit committee evaluated the effectiveness of risk management and internal control. 8. System as who as least order a year. 8. Set management board regarding the effectiveness of risk management and internal control. 8. Systems. 8. The audit committee who are appropriate, makes recommendations to the supervisiony board and year of the property plants and recommittee approved the previous of the management plants of risk management. 8. Systems. 8. Experiment board regarding the effectiveness of risk management and internal control with the property plants and recommittee approved the internal audit function responsible for the national recommendation of risk measurement, analysis of the property plants also an internal audit function responsible for the national recommendation of the management board to the recommendations. 8. The audit committee approved the internal audit function responsible for the national recommendation of the recommendations. 8. The audit committee approved the internal audit function in the last 12 months: 9. Systems. 9. The audit committee approved the internal audit function in the last 12 months: 9. Systems are recommendated to the recommendation of the systems. 9. Systems are recommendation of the systems are recommendation of the systems. 9. Systems are recommendated to the recommendation of the systems are recommendation of the systems. 9. Systems are recommendated to the recommendation of the systems are recommendated to recommendation of the systems are recommendated to recommendation. 9. Systems are recommendated to recommendation of the systems and recommendation of the	Not prescribed by an internal act and not recialized appointed	NO	79 opportunity to exercise their right to vote electronically without restrictions.		General meeting	9
Section	The state of the s		10	+	General meeting	9
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The auditor. The auditor. The auditor. The auditor. The auditor. The auditor. The audit committee evaluated the effectiveness of risk management and internal control system as a whole at least once a year. The audit committee, where appropriate, makes recommendations to the supervisory board and management board regarding the effectiveness of risk management and internal control systems. The company maintains an effective risk management system that provides reliable identification of risk measurement, answers, reporting and supervision. The company has determined clear internal responsibilities for the maintenance of the risk management and responsibilities for the audit committee. The company has established an internal audit function responsible for monitoring the effectiveness of internal control systems, including risk management. NO There is the audit committee. The company has established an internal audit function responsible for monitoring the effectiveness of internal control systems, including risk management.	No formal plan has been adopted	Ö			Risk management and internal control	7
The auditor. The audit committee evaluated the effectiveness of risk management and internal control system as a whole at least once a year. The audit committee, where appropriate, makes recommendations to the supervisory board and management board regarding the effectiveness of risk management and internal control yES systems. The company maintains an effective risk management system that provides reliable identification of risk measurement, answers, reporting and supervision. The company has determined clear internal responsibilities for the maintenance of the risk management and clear procedure for maintaining contact between persons PARTIALLY Company for the nucle committee.		NO O			Risk management and internal control	7
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The auditor. The audit committee evaluated the effectiveness of risk management and internal control system as a whole at least once a year. The audit committee, where appropriate, makes recommendations to the supervisory board and yes 55 management board regarding the effectiveness of risk management and internal control yes systems.	The risk management system is adapted to the size and environment in which the Company operates	PARTIALLY			Risk management and internal control	7
he auditor. The auditor. The auditor. The auditor. NO There is a uniformittee evaluated the effectiveness of risk management and internal control system as a whole at least once a year.	To Annual Property and Control of	YES			Risk management and internal control	7
64 auditor. Committee approved a pointy of permitted for reduction recently of the months of the second NO		YES		-	Risk management and internal control	7
The second the person of a policy on partitly of one qualific partition for civil and hy the external	There is no formalized policy	NO	The audit committee approved a policy on permitted non-audit services provided by the external auditor.	-	Relations with the	7

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9	General meeting	79	Explanation of other ways in which shareholders can exercise its right to vote are set out in the documents for the general meeting.	YES	- Address - Addr
9	General meeting	8	blished no later than 30 days before it is held.	YES	ALL PARTY.
9	General meeting	88	re available	YES	THE ACTUAL TO THE PARTY OF THE
9	General meeting	80	All documents are available in English and Croatian language.	PARTIALLY	Documents are available in Croatian and partly in English
9	General meeting	8	at the general meeting in the past	O	For 2020, the General Assembly has not yet been held
9	General meeting	81	The external auditor was present at the general meeting where financial statements are presented.	NO	The auditor was present for the financial statements for 2019, and for 2020 the General Assembly has not yet been held
9	General meeting	82	The company has made the desicions of a general meeting freely available on its website without delay.	YES	TAXABLE TAXABE TAXABLE TAXABLE TAXABLE TAXABLE TAXABLE TAXABLE TAXABLE TAXABLE
9	General meeting	82	Within 30 days from the date of the general meeting the company has made available on its website free of charge answers to questions raised at the general meeting.	YES	and the state of t
10	Corporate social responsibility	83	The supervisory and managent boards have agreed and adopted policies listed in Article 83 of the Code.	PARTIALLY	Not formalized
10	Corporate social responsibility	83	These policies are available free of charge on the company's website.	NO	There is no obligation for these policies on the website
10	Corporate social responsibility	22	When the management board asks prior consent from the supervisory board for the decisions, accompanying documents explain how the recommended measure is in line with the policies associated with the impact assessment of company's admitties on the environment and the community, with the policies associated with the preservation of human rights and workers' rights and the measures associated with prevention and sanctioning of corruption and bribery.	YES	
i d	Stakeholder engagement	85	The supervisory board and management board jointly identified which are considered key stakeholders in relation to company.	NO	Not formalized
10	Stakeholder engagement	85	Management board has ensured the existence of effective mechanisms for regular interraction with key stakeholders, as well as to inform the supervisory board about the results of these communications.	YES	100 100 100 100 100 100 100 100 100 100
Ö	Stakeholder engagement	86	The supervisory board is authorized, subject to prior notification to the president of the management board, to organize meetings with external stakeholders when it deems it necessary.	YES	
10	Stakeholder engagement	87	In the mandate of every committee of the supervisory board it is provided for what purpose president of the committe may communicate directly with stakeholders and what procedure to follow	PARTIALLY	Not fully formalized