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Attachment I.

INFORMATION FROM THE CODE OF CORPORATE GOVERNANCE COMPLIANCE
QUESTIONNAIRE FOR ISSUERS OF SHARES - 2025

Code Chapter	No.	Question	Answer	Explanation
1. Leadership/Cooperation	1	The articles of association and/or other internal acts clearly define the powers of the supervisory board and management board, in accordance with the applicable laws and arrangements under which the management board and supervisory board cooperate?	YES	
	2	The articles of association and/or other internal acts are available free of charge on the website of the company.	YES	
	3	The supervisory board has adopted a decision in which it stated categories of decisions and legal transactions that require prior approval by the supervisory board and those decisions about which management board must consult with the supervisory board before making a decision?	YES	
	4	A summary decision thereof is available free of charge on the website of the company?	YES	
	5	The articles of association and/or internal company acts provide for prior consent of the supervisory board for making important decisions that affect the strategy of the company, expenses, risk exposure and reputation.	YES	
	6	The articles of association and/or internal company acts stipulate that the supervisory board and its committees have timely access to	YES	



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	documents, premises and employees when necessary for the performance of their duties.		
7	The management board has reported to the supervisory board at regular intervals on the operating results of the company, financial situation, substantial financial and non-financial risks, resilience of the company and results of interaction with shareholders and other stakeholders?	YES	
8	The management board and the supervisory board have agreed on the content, format, and frequency of these reports?	YES	
9	Statute and/or internal company documents stipulate that the president of the management board shall immediately notify the supervisory board if there is or is likely for an event to arise that has the potential to significantly affect the results, financial position or reputation of the company?	YES	
10	The supervisory board approved the code of conduct (or other internal act), which establishes rules of conduct to be followed by members of the management and supervisory board members, employees and others acting on behalf of the company, which also contains rules and measures to be taken in case of its violations	YES	
11	The code of conduct (or other internal policy) contains provisions ensuring an inclusive work environment, equal opportunities for different genders, and the prohibition of all forms of discrimination, as	YES	

1. Leadership/Code of conduct



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2. Duties of management board and supervisory board members/Conflict of interest

	well as rules of conduct and measures to be taken in case of their violation?		
12	Code of Conduct (or other internal act) is available free of charge on the website of the company.	YES	
13	The supervisory board oversees the implementation and monitors the effectiveness of the Code of Conduct (or other internal policy)?	NO	The Company will include monitoring the effectiveness into the Company internal acts.
14	The Code of Conduct (and/or other internal policy) takes into account the recommendations for responsible business conduct as set out in the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the applicable OECD Due Diligence Guidance for Responsible Business Conduct?	NO	The Company will include the recommendations into the Company internal acts.
15	For members of the management board and the supervisory board the prohibition of participation in decision-making in relation to which there are conflicts of interest is stipulated?	YES	
16	The company has adopted the policy for managing conflicts of interest?	YES	
17	The supervisory board has given prior consent to the policy for managing conflicts of interest?	NO	The Company will retain the approval of the Supervisory Board for the existing Policy for managing conflicts of interest.
18	The policy for managing conflicts of interest is available free of charge on the website of the company?	YES	



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2. Duties of
management board and
supervisory board
members /Competition
ban

19	Members of the supervisory board are obliged to inform the entire supervisory board that they are in an actual or potential conflict of interest?	YES	
20	Management board members have a duty to inform the president of the supervisory board and other members of the management board of an actual or potential conflict of interest?	YES	
21	The supervisory board is required to maintain records of all notifications relating to actual or potential conflicts of interest, including a description of the actions taken and the outcome of such actions in respect of each actual or potential conflict of interest?	YES	
22	Members of the management board and the supervisory board have an obligation to inform the president of the supervisory board if they consider that another member of management or supervisory board is in an actual or potential conflict of interest that has not been reported, and to notify the vice-president of the supervisory board if that person is the president of the supervisory board?	YES	
23	Members of the supervisory board and management do not perform activities that compete with the business of the company, whether on their own behalf or on behalf of others?	YES	
24	Members of the supervisory board and management are not members of the management or supervisory boards of the companies that	YES	



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2. Duties of
management board and
supervisory board
members /
Related party
transactions

	compete with the business of the company?		
25	Members of the supervisory board and management do not hold significant stakes in companies that compete with the business of the company?	YES	
26	Members of the management board and the supervisory board who hold stakes in the companies with which the company is in the competition, informed the secretary of the company of all such stakes?	Partially	SB Members notify the Compliance Division, in accordance with internal acts.
27	The details of stakes of competing companies held by members of the management board and the supervisory board are available free of charge on the website of the company?	YES	
28	No transactions between members of the management or supervisory board and the company (or a person affiliated with any party) can be concluded without the prior consent of the supervisory board?	YES	
29	The fair value of each material transaction must be confirmed by an independent expert prior to any such transaction?	NO	The Company will include the provision into the Company internal acts.
30	The report of an independent expert on the fair value of each material transaction must be made available free of charge on the company's website?	NO	The Company will include the provision into the Company internal acts.
31	If the supervisory board, for the purpose of deciding on prior approval for the conclusion of transactions with related parties, has appointed a special committee in accordance with the law or	NO	The Company will include the provision into the Company internal acts.



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	authorized the audit committee, the members of such committee meet the independence requirements prescribed for members of the supervisory board?		
32	If the supervisory board, for the purpose of deciding on prior approval for the conclusion of transactions with related parties, has appointed a special committee in accordance with the law or has authorized the audit committee, the members of such committee are independent with respect to the persons and transactions subject to prior approval?	NO	The Company will include the provision into the Company internal acts.
33	The company has adopted procedures for the approval and disclosure of transactions between members of the management or supervisory board and the company (or a person affiliated with any party)?	NO	The Company will include the provision into the Company internal acts.
34	The audit committee annually assesses the effectiveness of these procedures?	NO	The Company will include the provision into the Company internal acts.
35	The company promptly publishes on its website information on transactions with related parties for which prior approval of the supervisory board is required, including transactions of the company and transactions of its subsidiaries with related parties of the parent company?	NO	The Company will include the provision into the Company internal acts.
36	A notice of a transaction with related parties contains at least information on the nature of the relationship with the related party, the names of the	NO	The Company will include the provision into the Company



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	related parties, the date, and the value of the transaction?		internal acts.
37	Such notices of transactions are publicly available on the company's website for at least five years?	NO	The Company will include the provision into the Company internal acts.
38	The management board prepares an annual report on transactions with related parties in the manner prescribed by the Companies Act?	YES	
39	The auditor has conducted an audit of the report on transactions with related parties and submitted its signed report to the company's management board?	NO	The Company will include the provision into the Company internal acts.
40	The supervisory board has examined the report on transactions with related parties and taken a position on the audit findings, and has reported thereon to the general meeting in its report submitted to the general meeting?	NO	The Company will include the provision into the Company internal acts.
41	The supervisory board is responsible for appointing and dismissing members of the management board and making recommendations for candidates for members of the supervisory board to the general meeting?	YES	
42	The supervisory board has adopted formal and transparent procedures for the appointment of members of the management board and the supervisory board, as well as for the selection of senior management?	YES	
43	The supervisory board has adopted a succession plan?	YES	
44	The procedures for the appointment of members of the management	YES	

3. Appointment of management and supervisory board members/ The role of the supervisory board



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	board and the supervisory board, and for the selection of senior management, contain objective criteria for appointment or selection, giving preference to the underrepresented gender under equal conditions?		
45	A prior assessment of the impact of the procedures for the appointment of members of the management board and the supervisory board, and for the selection of senior management, as well as of the succession plan, on gender equality has been carried out?	NO	The Company will include monitoring the impact into the Company internal acts.
46	An assessment of the impact of the procedures for the appointment of members of the management board and the supervisory board, and for the selection of senior management, as well as of the succession plan, on gender equality is available on the website of the company?	NO	The Company will include monitoring the impact into the Company internal acts.
47	A representation of at least 40% of members of the underrepresented gender in the supervisory board, or in the supervisory board and management board combined, has been ensured?	NO	The Company will include the provision into the Company internal acts.
48	If a representation of at least 40% of members of the underrepresented gender has not been achieved, the company has taken measures to achieve the required representation and has adopted a plan and a deadline for its achievement, which may not exceed two years from the occurrence of the gender imbalance?	NO	The Company will include the provision into the Company internal acts.
49	The company discloses in its annual report all measures it undertakes, the plan and timeframe for achieving the	NO	The Company will include the provision into the



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3. Appointment of
management and
supervisory board
members/
The role of the
nomination committee

	prescribed representation of the underrepresented gender, together with an explanation of why the target percentage has not been achieved?		Company internal acts.
50	The nomination committee oversees the process of appointing members of the supervisory board and the management board to ensure that it is fair, transparent, and non-discriminatory, that it promotes diversity, inclusiveness, and equal opportunities, and that it achieves balanced representation of both genders?	YES	
51	The nomination committee has developed role descriptions and candidate profiles for each vacant position in accordance with the profile of the management board or supervisory board, and has identified and recommended suitable candidates to the supervisory board?	YES	
52	When seeking independent candidates for the supervisory board, the nomination committee has determined that the candidates are independent and has identified the criteria on the basis of which this determination was made (in accordance with the definition in Appendix A)?	YES	
53	The nomination committee has prepared a succession plan for the reappointment or replacement of members of the supervisory board and the management board, in consultation with the president of the supervisory board or the management board, as applicable?	NO	The Company will include the provision into the Company internal acts.
54	The nomination committee has monitored progress towards	NO	The Company will include the



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3. Appointment of management and supervisory board members /Election of the supervisory board members at the general meeting

	achieving the target percentage of female members of the management board, supervisory board, and senior management?		provision into the Company internal acts.
55	The nomination committee has monitored the management's policies regarding the selection and appointment of senior management?	NO	The Company will include the provision into the Company internal acts.
56	The nomination committee has monitored the implementation of the internal evaluation and the employee survey on perceptions of gender equality and equal opportunities within the company?	NO	The Company will include the provision into the Company internal acts.
57	When nominating candidates for the supervisory board to the general meeting for election the company provides information within the general meeting materials on the items requested by Article 19. of the Code?	Partially	The Company will include information on the independence of candidates into the materials for the general meeting.
58	The proposal for the election of members of the supervisory board must, for each proposed member, also include information on whether the member is independent within the meaning of Article 255(6) of the Companies Act, or the reasons why the supervisory board considers the candidate to be independent and the criteria applied from the Companies Act/Corporate Governance Code?	YES	
59	If a current member of the supervisory board is proposed, the materials for the general meeting also contain all information referred to in Article 20 of the Code?	Partially	The Company will include additional information on the candidates into the materials for the general



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			meeting.
	60	The information referred to in Articles 19 and 20 of the Code is available free of charge on the company's website, including where a workers' representative or another member of the supervisory board who is not elected by shareholders at the general meeting is appointed?	Partially The Company will include additional information on the candidates on its web pages.
4. The Supervisory Board and its Committees / Responsibilities of the Supervisory Board	61	The duties of the supervisory board include: appointing and dismissing members of the management board and succession planning; contributing to the development of and approving the company's strategy, business plan and budget; and overseeing the management board's performance in achieving objectives and the manner in which it performs its duties, as well as its cooperation with shareholders and other stakeholders?	YES
	62	The duties of the supervisory board also include ensuring at least 40% representation of the underrepresented gender in the supervisory board, or in the supervisory board and management board combined?	NO The Company will include the provision into the Company internal acts.
4. The Supervisory Board and its Committees / Composition	63	The supervisory board has developed a supervisory board profile which defines the minimum number of members and combination of skills, knowledge and education, as well as professional and practical experience that required in the supervisory board?	YES
	64	The supervisory board includes members of different genders, ages, backgrounds, and experience in order to ensure diversity of perspectives in	YES



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	decision-making and balanced representation of both genders?		
65	A majority of the members of the supervisory board is independent in accordance with the definition set out in Appendix A of the Code?	NO	Three members of the Supervisory Board are independent.
66	The president or vice-president of the supervisory board is independent?	YES	
67	If a majority of the members of the supervisory board are not independent, the supervisory board has adopted measures, a plan, and a timeframe for achieving independence, which may not exceed two years from the date on which the majority of the members of the supervisory board ceased to be independent?	NO	The Company will include the provision into the Company internal acts.
68	The company discloses in its annual report all measures it undertakes to achieve the independence of the supervisory board, the plan and timeframe for achieving independence, together with an explanation of why independence has not been achieved?	NO	The Company will include the provision into the Company internal acts.
69	The president of the supervisory board has the duties set out in Article 26 of the Code?	YES	
70	Supervisory board established the nomination committee?	YES	
71	Supervisory board established the remuneration committee?	YES	
72	Supervisory board established the audit committee?	YES	

4. The Supervisory Board and its Committees /the President

4. The Supervisory Board and its Committees / Committees of the Supervisory Board



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73	The supervisory board stipulated the mandate? and activities of each committee?	YES	
74	Each committee of the supervisory board consists of members who have the necessary skills, knowledge and education, as well as professional and practical experience to carry out the committee responsibilities effectively?	YES	
75	Each committee of the supervisory board has at least three members?	YES	
76	A majority of the members of each committee of the supervisory board is independent (as defined in Appendix A of the Code)?	Partially	All committees with the exception of the Audit Committee
77	Board members are prohibited to be members of the committee of the supervisory board?	YES	
78	The independence of supervisory board committees is ensured through independent members of the supervisory board?	YES	
79	The terms of reference of each committee are made freely available on the company's website?	YES	
80	The Company's annual report includes a report on the work of each committee of the supervisory board as well as information on the number of meetings held and the members of each committee and the independence of each committee member?	YES	
81	The minimum expected time commitment of each supervisory board member is specified on their appointment?	YES	
82	The annual report includes record of attendance at the meetings for each	YES	

4. The Supervisory Board and its Committees /Time commitment



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4. The Supervisory Board and its Committees / Frequency and format of meetings

	member of the supervisory board and its committees?		
83	The articles of association and/or internal company acts stipulate the obligation of the supervisory board member to inform the secretary of the company about their membership in the supervisory board or the management board of other companies?	YES	
84	The supervisory board meets at least every three months?	YES	
85	The supervisory board has adopted a workplan that includes time and agenda of future meetings.	YES	
86	Committees of the supervisory board shall meet as often as necessary for the effective discharge of their duties, and regularly report to the supervisory board on its activities?	YES	
87	The supervisory board can meet without the participation of the management board where it considers it appropriate?	YES	
88	Members of the management board do not attend meetings at which the supervisory board discusses the performance and remuneration of the management board and its members?	YES	
89	Non-Board committee members can participate in committee meeting only at the invitation of the committee?	YES	
90	The company has designated an individual to carry out the duties of a company secretary?	NO	Not applicable according to the size of the Company.

4. The Supervisory Board and its Committees /Support



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4. The Supervisory Board and its Committees / Quality and timeliness of information

91	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 complied 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?	NO	Not applicable according to the size of the Company.
92	The board terms of reference and/or internal acts require the materials for supervisory board meetings are to be provided to all its members at least one week before the meeting?	YES	
93	The minutes of the meeting of the supervisory board are be available to all members of the supervisory board?	YES	
94	The minutes of the meeting of the supervisory board include voting results, and how individual members voted?	YES	
95	The supervisory board has the right to receive information and advice from people outside the company at the expense of the company if it considers it necessary to successfully carry out its duties, provided that the procedure for it is specified in the internal documents of the company issued by the management board with the consent of the supervisory board?	YES	
96	All members of the supervisory board at the time of appointment received introduction training for their role?	YES	
97	All supervisory board members	YES	

4. The Supervisory Board and its Committees / Training and development



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4. The Supervisory Board and its Committees / Supervisory board evaluation

	receive ongoing training and education to improve their skills and knowledge?		
98	Continuous training of supervisory board members covers topics of business sustainability, responsible business conduct, and achieving balanced representation of both genders in the supervisory board, management board, and senior management?	NO	The Company will include the provision into the Company internal acts.
99	The supervisory board members receive regular updates and briefings from the management board and experts on matters relevant to the company and to their duties?	YES	
100	The supervisory board evaluated its effectiveness and composition in the past 12 months?	NO	The Company will include the provision into the Company internal acts.
101	The supervisory board evaluated the effectiveness and composition of its committees in the past 12 months?	NO	The Company will include the provision into the Company internal acts.
102	The supervisory board assessed the individual results of its members and members of its committees in the last 12 months?	NO	The Company will include the provision into the Company internal acts.
103	The evaluation of the supervisory board was led by the president or deputy president if the president is not independent?	NO	The Company will include the provision into the Company internal acts.
104	The evaluation of the supervisory board included an assessment of all the matters specified in Article 43 of the Code?	NO	The Company will include the provision into the Company internal acts.



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5. Management Board /
Responsibilities of the
Management Board

105	The evaluation of the supervisory board and its committees identifies whether there is a need for improvements in their functioning and in the preparation of committee meetings?	NO	The Company will include the provision into the Company internal acts.
106	The annual report includes a report on the evaluation of the supervisory board and its committees?	NO	The Company will include the provision into the Company internal acts.
107	The report on the evaluation of the supervisory board and its committees contains information on how the evaluation was conducted, whether external evaluators were engaged, and who was consulted during the process, as well as a summary of the actions taken or to be taken based on the evaluation results?	NO	The Company will include the provision into the Company internal acts.
108	The duties of management board include all the activities listed in Article 45 of the Code.	Partially	The Company will include the provision into the Company internal acts.
109	The management board has set a target for the representation of the underrepresented gender in senior management to be achieved within the next five years?	NO	The Company will include the provision into the Company internal acts.
110	The annual report discloses the target percentage for the representation of the underrepresented gender in senior management, together with an explanation of why it was selected, why the target has not been achieved (if applicable), the measures the company is taking to achieve it, as well as the plan and timeframe for its achievement, which may not exceed five years, and a statement of	NO	The Company will include the provision into the Company internal acts.



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	progress against the plan?		
111	The management board has adopted rules of procedure governing its work, defining the allocation of responsibilities and the manner of cooperation among its members, including procedures for holding meetings and making decisions?	YES	
112	The rules of procedure of the management board must be approved by the supervisory board?	YES	
113	In the case of a group, the management board of the parent company is obliged to ensure effective oversight over the activities of other companies in the group and appropriate level of cooperation within the group?	YES	
114	In the case of a group, the management board of the parent company has established rules governing the scope of activities, responsibilities, and reporting procedures at the level of the parent company and its subsidiaries, as well as rules for preventing conflicts of interest?	NO	The Company will include the provision into the Company internal acts.
115	In the case of a group, information on the system of supervision and cooperation within the group, as well as the intra-group rules of operation, is available free of charge on the company's website?	NO	The Company will include the provision into the Company internal acts.
116	Where no management agreement has been concluded, the management board of the dependent company has prepared, within the first three months of the financial year, a report on the company's relations with affiliated companies?	NO	The Company will include the provision into the Company internal acts.
117	The report of the management board	NO	The Company



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	of the dependent company on relations with affiliated companies includes all legal transactions undertaken by the company in the previous year with the controlling company or its affiliated companies, or carried out on their instructions in their interest, as well as all other actions which the company, during the past year, has taken or failed to take on the instructions of those companies?		will include the provision into the Company internal acts.
118	The report of the management board of the dependent company on relations with affiliated companies includes, in respect of legal transactions and other actions, all information prescribed by Article 497(1) and (2) of the Companies Act?	NO	The Company will include the provision into the Company internal acts.
119	The auditor has conducted an audit of the report of the management board of the dependent company on relations with affiliated companies and submitted its signed report to the company's management board?	NO	The Company will include the provision into the Company internal acts.
120	The supervisory board has examined the report of the management board of the dependent company on relations with affiliated companies, taken a position on the audit findings, and reported thereon to the general meeting in its report submitted to the general meeting?	NO	The Company will include the provision into the Company internal acts.
121	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 taking into account age, gender, skills, knowledge and education, as well as professional	YES	

5. Management Board/Composition



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	and practical experience, ensuring balanced representation of both genders?		
5. Management Board/President	122 The responsibility of the president of the management board for all activities referred to in Article 49 of the Code has been established?	YES	
5. Management Board/ Limits on other appointments	123 The company's internal acts provide that members of the management board must obtain prior approval of the supervisory board before accepting appointment to the management board or supervisory board of a company that is not part of the same group?	YES	
	124 Members of the management board do not hold more than two positions in the management boards or supervisory boards of companies that are not part of the same group?	YES	
5. Management Board/Evaluation	125 The supervisory board in the last 12 months, evaluated the effectiveness of arrangements for cooperation between the supervisory board and the management board, as well as the adequacy of support and information received from the management board?	YES	
	126 The results of the evaluation of the effectiveness of arrangements for cooperation between the supervisory board and the management board are included in the annual report?	YES	
	127 The management board has assessed its own effectiveness and the effectiveness of individual members at least once a year, applying equal criteria and avoiding any form of discrimination?	Partially	The Company will include the provision into the Company internal acts.
	128 The management board has reported to the supervisory board on the	NO	The Company will include the



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6. Remuneration of the Management and Supervisory Board members/Role of the Nomination Committee

	conclusions regarding the assessment of its own effectiveness and the effectiveness of individual members?		provision into the Company internal acts.
129	The remuneration committee recommends to the supervisory board at least every three years a remuneration policy for members of the management board, taking into account the level and structure of remuneration of senior management and employees as a whole, and has carried out a prior assessment of the impact of such policy on pay equality between genders for equal work and/or work of equal value?	NO	The Company will include the provision into the Company internal acts.
130	The remuneration committee has recommended to the supervisory board remuneration for members of the management board based on an assessment of the company's performance and their individual performance, taking into account pay equality between genders for equal work and/or work of equal value?	NO	The Company will include the provision into the Company internal acts.
131	The remuneration committee has recommended to the supervisory board a remuneration policy for members of the supervisory board and has carried out a prior assessment of the impact of such policy on pay equality between genders for equal work and/or work of equal value, and such policy is submitted for approval to the general meeting?	NO	The Company will include the provision into the Company internal acts.
132	The remuneration committee has monitored the level and structure of remuneration of senior management and employees as a whole, taking into account pay equality between genders for equal work and/or work of equal value, and has made	NO	The Company will include the provision into the Company internal acts.



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6. Remuneration of the Management and Supervisory Board members / Remuneration of the Management Board

	recommendations to the management board regarding its policies?		
133	The remuneration committee has monitored the preparation of the mandatory annual remuneration report required by law for approval by the supervisory board?	NO	The Company will include the provision into the Company internal acts.
134	The supervisory board has determined the annual remuneration of each member of the management board, based on the recommendations of the remuneration committee and in accordance with the approved remuneration policy?	YES	
135	The remuneration policy is non-discriminatory and aligned with sustainability objectives, and has been prepared in accordance with applicable legal requirements?	PARTIALLY	The Company will include the provision into the Company internal acts.
136	The level of remuneration of members of the management board takes into account the agreed strategy, risk appetite, the economic environment in which the company operates, the achievement of sustainability objectives, and the salaries and conditions of employees within the company?	YES	
137	The remuneration policy provides that a member of the management board may not dispose of shares awarded to them as part of their remuneration for at least two years from the date of their award?	NO	The Company will include the provision into the Company internal acts.
138	The remuneration policy provides that a member of the management board may not exercise share options granted to them as part of their remuneration for at least two years from the date of their grant?	NO	The Company will include the provision into the Company internal acts.



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6. Remuneration of the Management and Supervisory Board members / Remuneration of the Supervisory Board

139	The remuneration policy includes provisions specifying the circumstances under which part of a member of the management board's remuneration would be withheld or subject to refund?	YES	
140	The level of remuneration for the president of the supervisory board and for other members of the supervisory board reflects their time commitment and responsibilities, including their time commitment and responsibilities in supervisory board committees?	YES	
141	The remuneration policy and/or the company's internal acts prohibit the inclusion of variable elements or other performance-related elements in the remuneration of the supervisory board?	YES	
142	The company has adopted a remuneration policy for the supervisory board, the management board, and senior management?	PARTIALLY	The Company will include the provision into the Company internal acts.
143	The company has carried out an assessment of the impact of the remuneration policy on pay equality between genders?	NO	The Company will include the provision into the Company internal acts.
144	The remuneration policy has been approved by the shareholders at the general meeting?	YES	
145	The approved remuneration policy of the company is available free of charge on the company's website?	YES	
146	The assessment of the impact of the remuneration policy on pay equality between genders is available free of charge on the company's website?	NO	The Company will include the provision into the Company internal acts.

6. Remuneration of the Management and Supervisory Board members /Reporting on remuneration



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147	The annual remuneration report includes information on the remuneration of each individual member of the supervisory board and the management board, in the form and content as specified in Article 60 of the Code and the Companies Act?	YES	
148	The annual remuneration report contains information on how the remuneration policy for the management board is determined, the link between remuneration and the company's long-term performance, sustainability and resilience, the structure and parameters used for calculating management board remuneration, the alignment of management board remuneration with the remuneration of senior management and employees as a whole, and the reasons for any deviations from the application of the remuneration policy for the management board, where applicable?	Partially	The Company will include the provision into the Company internal acts.
149	The annual remuneration report contains information on the remuneration of each member of a supervisory board committee who is not a member of the supervisory board, where applicable?	NO	Not applicable
150	The annual remuneration report is available free of charge on the company's website?	YES	
151	The auditor's report on the examination of the annual remuneration report is available free of charge on the company's website?	YES	
152	The management board has, with the prior approval of the supervisory board, adopted a risk management	Partially	The Company will retain approval of the

7. Risks, internal control and audit/Role of Management and



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Supervisory Boards

	policy defining 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?		Supervisory Board for the existing internal act.
153	The risk management policy takes into account sustainability?	NO	The Company will include the provision into the Company internal acts.
154	The Articles of Association and/or the company's internal acts provide that the management board is responsible for identifying significant financial, operational, and external risks related to the implementation of the strategy and the continuity of the company's operations, as well as for maintaining an adequate risk management and internal control system to manage and mitigate such risks?	YES	
155	The management board regularly reports to the supervisory board on the status of significant risks?	YES	
156	The audit committee oversees the accuracy and completeness of the financial statements, the company's accounting policies, and other official announcements related to the company's financial results?	YES	
157	The audit committee oversees the accuracy and completeness of sustainability reports and sustainability reporting policies, as well as other official announcements related to the company's sustainability performance?	NO	The Company is not required to report on this provision.
158	The audit committee oversees tax planning practices, including the allocation of corporate income tax	NO	The Company will include the provision into the

7. Risks, internal control and audit/Role of the audit committee



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	arising from cross-border activities?		Company internal acts.
159	The audit committee oversees the effectiveness of the company's internal financial controls?	YES	
160	The audit committee ensures the adequacy, independence, and effectiveness of the external audit function?	YES	
161	The audit committee ensures the independence and adequacy of the internal audit function?	YES	
162	The audit committee oversees the implementation of measures arising from external and internal audits and its own oversight activities?	NO	The Company will include the provision into the Company internal acts.
163	The supervisory board (or a special committee of the supervisory board or the audit committee) carries out activities to monitor the effectiveness of the company's overall internal control system and risk management system?	Partially	The Company has established an internal audit function.
164	The supervisory board (or a special committee of the supervisory board or the audit committee) oversees the implementation of procedures for reporting breaches of laws or the company's internal rules of conduct?	NO	The Company will include the provision into the Company internal acts.
165	The audit committee oversees the process of selecting and appointing the external auditor in accordance with legal requirements and makes recommendations to the supervisory board on the selection of the external auditor and the terms of its appointment?	YES	
166	The audit committee has, in the past twelve months, approved the external	YES	

7. Risks, internal control and audit / External audit



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7. Risks, internal control and audit /
Managing risks and internal control

	auditor's work plan, including the scope and content of the activities to be subject to audit?		
167	The audit committee meets with the external auditor as necessary to discuss issues identified during the audit and to monitor the quality of the services provided?	YES	
168	The audit committee oversees the independence and objectivity of the external auditor?	YES	
169	The audit committee has approved the policy on permissible non-audit services provided by the external auditor and oversees its implementation?	NO	The Company will include the provision into the Company internal acts.
170	The audit committee has assessed the effectiveness of risk management and the internal control system as a whole at least once a year?	NO	The Company will include the provision into the Company internal acts.
171	The audit committee has made recommendations to the supervisory board and the management board regarding the effectiveness of risk management and the internal control system, where necessary?	NO	The Company will include the provision into the Company internal acts.
172	The company has stated in its annual report how the supervisory board carried out oversight in relation to the effectiveness of risk management and the internal control system?	NO	The Company will include the provision into the Company internal acts.
173	The company has disclosed in its annual report which significant internal controls were not effective, as well as the measures and actions taken or proposed to improve them?	NO	The Company will include the provision into the Company internal acts.
174	The company maintains an effective risk management system that ensures reliable identification, measurement,	YES	



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	response to, reporting, and monitoring of risks?		
175	The risk management system covers all risks the company faces or may face, including climate and environmental risks, health crises, supply chain disruptions, geopolitical tensions, tax risks, risks related to cybersecurity and the use of digital technologies, as well as financial and operational risks?	YES	
176	The company has defined clear internal responsibilities for maintaining the risk management system, as well as a clear procedure for maintaining contacts between responsible persons and the audit committee?	YES	
177	The company has established an internal audit function responsible for monitoring the effectiveness of the internal control system, including risk management?	YES	
178	The audit committee has approved the internal audit plan within the last twelve months?	YES	
179	The audit committee has received reports from the internal auditor and has monitored the implementation of its recommendations?	YES	
180	The audit committee is required to recommend to the supervisory board the appointment or dismissal of the head of the internal audit function?	YES	
181	If the company does not have an internal audit function, the audit committee has, within the last twelve months, assessed the need for such a function as part of its evaluation of the internal control system?	NO	Not applicable.



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7. Risks, internal control and audit / Whistleblowing

182	The management board has, with the prior approval of the supervisory board, adopted procedures for reporting breaches of laws, the company's internal rules, or unethical conduct, including cases where there is a suspicion of a breach or the possibility that a breach may occur?	Partially	The Company will retain approval of the Supervisory Board for the existing internal act.
183	The procedures ensure that employees or external stakeholders do not suffer adverse consequences for reporting suspected misconduct and that the identity of whistleblowers remains protected?	Partially	The Company will include the provision into the Company internal acts.
184	The procedures are aligned with whistleblower protection regulations, gender equality requirements, protection against all forms of harassment, and anti-discrimination rules?	YES	
185	A detailed description of the procedure for reporting breaches of laws, the company's internal rules, or unethical conduct is available free of charge on the company's website?	NO	The Company will include the provision into the Company website.
186	The management board has appointed a person responsible for handling reported irregularities?	YES	
187	The Articles of Association and/or the company's internal acts provide that the management board has a duty to immediately inform the supervisory board of any identified irregularities, agree on measures to be implemented, and report to the supervisory board on the results of the implemented measures?	YES	
188	The Articles of Association and/or the company's internal acts provide that the management board has a	YES	



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8. Reporting and
transparency / Website
of the company

	duty to inform the whistleblower about the results of the implemented measures, unless otherwise provided by the applicable regulations?		
189	The Articles of Association and/or the company's internal acts provide that the management board has a duty to ensure the protection of the whistleblower's identity and protection against possible retaliation?	YES	
190	The audit committee has assessed, at least once a year, the effectiveness of the whistleblowing procedure and its implementation?	NO	The Company will include the provision into the Company internal acts.
191	All information that the company is required to disclose in accordance with the law, listing rules, the Code, and its Articles of Association is available free of charge on the company's website?	Partially	The Company will include the provision into the Company website.
192	The company's website is easily accessible, user-friendly, and allows end users to find information in a clear and simple manner?	YES	
193	The company's annual report is available on the company's website?	YES	
194	The company's half-year and quarterly reports, as well as other required financial information, are available on the company's website?	YES	
195	Sustainability-related information that can reasonably be expected to influence an investor's assessment of the company's value or its investment or voting decisions is available on the company's website?	NO	The Company will include the provision into the Company website.
196	Information on the rules of operation, composition and members	Partially	The Company will include the



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	of the supervisory board and its committees, as well as the management board, including information on the independence of each individual board member and the criteria for their independence, is available on the company's website?		provision into the Company website.
197	The company's Articles of Association and other internal acts in accordance with this Code are available on the company's website?	Partially	The Company will include the provision into the Company website.
198	The company's policies on social impact and environmental impact, human rights (including children's rights), working conditions, bribery and corruption, and discrimination are available on the company's website?	YES	
199	The company's internal rules and the procedure for reporting irregularities are available on the company's website?	NO	The Company will include the provision into the Company website.
200	An organizational chart showing the company's position within the group, where the company is part of a group, including intra-group policies, is available on the company's website?	Partially	The Company will include the provision into the Company website.
201	Information on reciprocal shareholdings involving the company is available on the company's website?	YES	
202	The corporate income tax information report is available on the company's website?	NO	The Company is not required to report on this provision.
203	The report on transactions with related parties is available on the company's website?	YES	



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204	The report on the company's relations with affiliated companies is available on the company's website?	YES	
205	Information on shareholder agreements entered into by the company, including information on the contracting parties, the main purpose of the agreement and how it is achieved, as required by law, is available on the company's website?	YES	
206	Details of changes in shareholdings of members of the supervisory board and management board, other persons discharging managerial responsibilities and persons closely associated with them, which must be disclosed under applicable laws and regulations, as well as transactions with related parties, are available on the company's website?	YES	
207	The remuneration policy for members of the supervisory board, management board, and senior management, as well as the annual remuneration report, are available on the company's website?	Partially	The Company will include the provision into the Company website.
208	The company's dividend policy is available on the company's website?	NO	The Company will include the provision into the Company website.
209	The company's risk management policy, including information on the nature and effectiveness of related due diligence procedures and measures, is available on the company's website?	NO	The Company will include the provision into the Company website.
210	A calendar of events for the next twelve months, including the dates of the general meeting, publication of financial results, dividend payments,	Partially	The Company will include the provision into the Company



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8. Reporting and
transparency / Annual
Report

	and investor conferences, is available on the company's website?		website.
211	All materials related to general meetings, including resolutions adopted at the meetings, are available on the company's website?	YES	
212	The names and contact details of persons responsible for investor relations are available on the company's website?	YES	
213	The company has ensured that the information on its website is up to date and published within the deadlines prescribed by law and regulations?	YES	
214	All information on the company's website is available free of charge, unconditionally, and in the Croatian language?	YES	
215	All information on the company's website is available free of charge, unconditionally, and in the English language?	YES	
216	The company's annual report includes a record of the number of meetings held by the supervisory board and its committees, as well as the attendance of each member at those meetings?	YES	
217	The company's annual report includes information on all shares and other financial instruments of the company held by members of the supervisory board and management board and senior management that are subject to disclosure obligations under applicable laws and regulations, as well as their holdings in other companies engaged in business activities competing with the company's business?	NO	The Company will include the provision into the annual report.



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218	The company's annual report includes information on all contracts and agreements concluded between members of the management board or supervisory board and the company (or persons related to either party)?	NO	The Company will include the provision into the annual report.
219	The company's annual report includes the results of the supervisory board's evaluation of its effectiveness and the effectiveness of arrangements for cooperation with the management board?	Partially	The Company will include the provision into the Company internal acts.
220	The company's annual report includes a report on the work of each committee of the supervisory board, including information on the number of meetings held, the committee members, and records of their attendance?	YES	
221	The company's annual report includes information on shareholder agreements entered into by the company, including information on the contracting parties, the main purpose of the agreement, and how it is achieved, as required by law?	NO	The Company will include the provision into the annual report.
222	The company's annual report includes a gender equality report, covering compliance with requirements on balanced representation of both genders in the supervisory board, management board, and senior management, together with explanations where such requirements are not met?	NO	The Company will include the provision into the annual report.
223	The company's annual report includes information on compliance with the requirements regarding the independence of supervisory board members and the criteria for their	NO	The Company will include the provision into the annual report.



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9. Shareholders and the
general meeting
/Shareholder relations

	independence?		
224	The company's annual report includes a description of the sustainability-related objectives set by the company and a report on their achievement?	NO	The Company will include the provision into the annual report.
225	The annual report includes information on issued bonds and debt agreements, including information on obligations assumed by the company under such agreements under which, in the event of a breach of their terms, the rights of the management and shareholders may be restricted or changes in the company's operations may be required, as well as information on the likelihood of such events occurring?	NO	The Company will include the provision into the annual report.
226	The corporate governance code compliance report is included in the company's annual report?	YES	
227	The corporate governance code compliance report includes all information required by the Accounting Act?	YES	
228	The company has ensured that all shareholders, regardless of the number or class of shares they hold, have equal access to information about the company and about how they may exercise and protect their rights?	YES	
229	The company has effective formal mechanisms that enable minority shareholders to ask questions directly to the president of the management board and the president supervisory board?	YES	
230	Information on the formal mechanisms that enable minority	YES	



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9. Shareholders and the
general meeting /
General meeting

	shareholders to ask questions directly to the chief executive officer and the president of the supervisory board is available free of charge on the company's website?		
231	The company has appointed a person who will act as the contact person for investor relations with all shareholders, whose duties include responding promptly to requests for information?	YES	
232	The company's Articles of Association and/or internal acts do not in any way restrict shareholders' ability to convene a general meeting, to participate in it, or to add items to the agenda?	YES	
233	The company's Articles of Association and/or internal acts allow shareholders to exercise their voting rights through a proxy without restrictions?	YES	
234	The company's Articles of Association and/or internal acts allow shareholders to exercise their voting rights by electronic means without restrictions?	YES	
235	Explanations of other ways in which shareholders may exercise their voting rights are included in the documents for the general meeting?	YES	
236	The Articles of Association or a resolution of the management board provide for the possibility of holding a hybrid general meeting?	YES	
237	The Articles of Association or a resolution of the management board provide that shareholders who do not participate in the general meeting may, after the publication of the notice of the general meeting and	YES	



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	before it is held, cast their votes in writing or by electronic means (postal voting)?		
238	The notice of the general meeting is published no later than 30 days before the date of its holding?	YES	
239	The agenda, resolutions, and all other materials required for the general meeting are available free of charge on the company's website?	YES	
240	All documents are available in Croatian and English?	YES	
241	The company has published on its website how shareholders may participate in the general meeting and exercise their voting rights, in particular when this is done by electronic means, as well as how the company has ensured the legally prescribed conditions for the use of electronic communication?	YES	
242	The president and vice-president of the supervisory board, the presidents of the supervisory board committees, and all members of the management board were present at the general meeting within the last twelve months.	YES	
243	The external auditor was present at the general meeting at which the financial statements were presented?	NO	The Company will include the provision into the internal acts of the Company.
244	The company has made the resolutions of the general meeting available free of charge on its website?	YES	
245	The company has made available free of charge on its website, within 30 days of the general meeting, the	YES	



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10. Stakeholders,
sustainability and
resilience / Responsible
business conduct

	answers to questions raised at the general meeting?		
246	The supervisory board and the management board have agreed upon and adopted policies regarding the assessment of the impact of the company's activities on the environment and the community, as well as the management of related risks throughout the entire value chain?	NO	The Company will include the provision into the internal acts of the Company.
247	The supervisory board and the management board have agreed upon and adopted policies on the protection of human rights, children's rights, and workers' rights, in particular the rights of persons with disabilities, throughout the entire value chain?	Partially	The Company will include the provision into the internal acts of the Company.
248	The supervisory board and the management board have agreed upon and adopted policies on creating an inclusive working environment, in particular for persons with disabilities?	Partially	The Company will include the provision into the internal acts of the Company.
249	The supervisory board and the management board have agreed upon and adopted policies on achieving a work-life balance for employees?	Partially	The Company will include the provision into the internal acts of the Company.
250	The supervisory board and the management board have agreed upon and adopted policies on ensuring equal pay for equal work and/or work of equal value regardless of gender?	Partially	The Company will include the provision into the internal acts of the Company.
251	The supervisory board and the management board have agreed upon and adopted policies on preventing and sanctioning all forms of discrimination, in particular on the	YES	



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	grounds of gender and disability, as well as on the protection of whistleblowers reporting discrimination?		
252	The supervisory board and the management board have agreed upon and adopted policies on the prevention and sanctioning of bribery and corruption, as well as on the protection of whistleblowers?	Partially	The Company will include the provision into the internal acts of the Company.
253	The supervisory board and the management board have agreed upon and adopted policies on tax planning that ensure that the majority of taxes are paid in the countries where activities are carried out and income is generated?	NO	The Company will include the provision into the internal acts of the Company.
254	The supervisory board and the management board have agreed upon and adopted policies on communication between the company and its key stakeholders?	NO	The Company will include the provision into the internal acts of the Company.
255	The supervisory board and the management board have agreed upon and adopted policies on the implementation of due diligence procedures and measures within the company, its subsidiaries, and, where applicable, its direct and indirect business partners?	NO	The Company will include the provision into the internal acts of the Company.
256	When agreeing upon and adopting the policies referred to in Article 88 of the Code, the supervisory board and the management board were guided by the recommendations on responsible business conduct as set out in the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the applicable OECD Due Diligence Guidance for Responsible Business	NO	The Company will include the provision into the internal acts of the Company.



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10. Stakeholders,
sustainability and
resilience / Inclusion of
stakeholders

	Conduct?		
257	All policies referred to in Article 88 of the Code are available free of charge on the company's website?	NO	The Company will include the provision into the internal acts of the Company.
258	The supervisory board and the management board have ensured periodic monitoring of the implementation and effectiveness of all policies agreed upon and adopted in accordance with Article 88 of the Code?	NO	The Company will include the provision into the internal acts of the Company.
259	When the management board requests prior approval from the supervisory board for decisions, the accompanying documents explain how the proposed measure is in line with the policies set out in Article 88 of the Code?	NO	The Company will include the provision into the internal acts of the Company.
260	The supervisory board and the management board have jointly identified who they consider to be the company's key stakeholders?	YES	
261	The management board has ensured the existence of effective mechanisms for regular interaction with key stakeholders, as well as for informing the supervisory board about the results of such communications?	YES	
262	The supervisory board is authorised, with prior notice to the president of the management board, to organise meetings with external stakeholders when it considers this necessary?	YES	
263	The terms of reference of each supervisory board committee clearly define the purposes for which the president of the committee may communicate directly with	NO	The Company will include the provision into the internal acts of the Company.



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10. Stakeholders,
sustainability and
resilience / Internal
training

	stakeholders, as well as the procedure to be followed in such cases?		
264	The company provides continuous training for the supervisory board, the management board, and all employees on gender equality, inclusion of persons with disabilities, and children's rights, in particular when there are significant changes in the workforce structure or material amendments to the applicable regulations in these areas?	NO	The Company will include the provision into the internal acts of the Company.
265	The training is organised in cooperation with competent institutions, civil society organisations, or experts dealing with these issues in the field of employment and labour?	NO	The Company will include the provision into the internal acts of the Company.