

| CHAPTER | PROVISION | ARTICLE | QUESTION | ANSWER (Each question is answered by checking the answer from the drop-down menu) | EXPLANATION (Only for questions that were answered with "NO" or "PARTIALLY") |
|---------|-----------------------------------|---------|--|---|---|
| 1 | Cooperation | 1 | The articles of association and/or other internal acts clearly define the powers of the supervisory board. | YES | |
| 1 | Cooperation | 1 | The articles of association and/or other internal acts are available free of charge on the website of the company. | YES | |
| 1 | Cooperation | 2 | The supervisory board has adopted a decision in which it stated categories of decisions and significant transactions that require prior approval by the supervisory board and determined which management board must consult with the supervisory board before making a decision, and in turn, provided a suitable free of charge on the website of the company. | YES | |
| 1 | Cooperation | 2 | The articles of association and/or internal company acts provide for prior consent of the supervisory board for making important decisions that affect the strategy of the company, business, risk management and compliance . | YES | |
| 1 | Cooperation | 3 | The company has taken measures to document, prevent and employees when necessary for the performance of their duties. | YES | |
| 1 | Cooperation | 4 | The articles of association and/or other internal company acts require that the management board must report to the supervisory board at regular intervals on the operating results of the company, financial situation, consolidated financial and non-financial data and quality of relations with stakeholders and other stakeholders . | YES | |
| 1 | Cooperation | 5 | Board and internally only, the supervisory board if there is a necessity for it, must be able to have the potential to significantly affect the results, financial position or reputation of the company. | YES | |
| 1 | Rules of conduct | 6 | The supervisory board approved the code of conduct (or other internal act), which establishes rules of conduct to be followed by members of the management and supervisory board members, employees and others acting on behalf of the company, which also contains values and measures to avoid conflicts of interest . | YES | |
| 1 | Rules of conduct | 6 | Code of Conduct (or other internal act) is available free of charge on the website of the company. | YES | |
| 2 | Conflict of interest | 7 | The members of the management board and the supervisory board the prohibition of participation in decision-making in relation to which there are conflicts of interest is stipulated. | YES | |
| 2 | Conflict of interest | 7 | The supervisory board has given prior consent to the policy for managing conflicts of interest. | YES | |
| 2 | Conflict of interest | 7 | The policy for managing conflicts of interest is available free of charge on the website of the company. | YES | |
| 2 | Conflict of interest | 8 | Members of the supervisory board are obliged to inform the entire supervisory board that they are in an actual or potential conflict of interest. | YES | |
| 2 | Conflict of interest | 8 | Management board members have a duty to inform the president of the supervisory board and the entire supervisory board of all relevant conflicts of interest. | YES | |
| 2 | Conflict of interest | 8 | The supervisory board keeps records of all relevant conflicts of interest. | YES | |
| 2 | Conflict of interest | 9 | Members of the management board and the supervisory board have a duty to inform the President and Vice President of the board if it concerns that another member of management or supervisory board is in an actual or potential conflict of interest. | YES | |
| 2 | Competition ban | 10 | Members of the supervisory board and management do not perform activities that compete with the business of the company, are not members of the management or supervisory boards of the companies that carry out such activities nor hold more than 1% share in such companies. | YES | |
| 2 | Competition ban | 10 | Members of the management board and the supervisory board are not allowed to be in the companies with which the company is in competition, informed for members of the company of all the persons in such companies and the details of these shares are available free of charge on the website of the company. | YES | |
| 2 | Related party transactions | 11 | No transaction between members of the management or supervisory board and the company (or a person affiliated with any party) can be considered without the prior consent of the supervisory board . | YES | |
| 2 | Related party transactions | 11 | The role of each relevant transaction must be confirmed by an independent expert prior to any such transaction, and his or her report has to be available free of charge on the website of the company. | NO | The obligation is not prescribed by the internal act of the Company. |
| 2 | Related party transactions | 12 | 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 obligation will be included in the Company's internal procedures. |
| 2 | Related party transactions | 12 | The audit committee annually assesses the effectiveness of these procedures. | NO | The obligation will be included in the Company's internal procedures. |
| 3 | The role of the supervisory board | 13 | The supervisory board is responsible for appointing and dismissing members of the management board and making recommendations for candidates for members of the supervisory board to the general meeting. | YES | |
| 3 | The role of the supervisory board | 13 | The supervisory board has approved formal and transparent procedures for the appointment to the management board members. | YES | |
| 3 | The role of the supervisory board | 14 | The supervisory board has set as a target percentage of female members of the supervisory board and the management board, which must be reached by the next year and adopted a plan for the implementation of this goal. Percentage on target and plan were published in the annual report. | PARTIALLY | Even though the Supervisory Board of the Company has not adopted a formal plan, ensuring greater diversity of its members is one of its key strategic goals, as provided by the Company's internal procedures. The last change in the composition of the Supervisory Board increased the number of women to 2 out of 7. |
| 3 | The role of the supervisory board | 14 | A report regarding progress on the plan has been published in the annual report. | PARTIALLY | The annual report contains information of the composition of the Management and Supervisory Boards, which includes information on realization of the goal to increase the number of female members. |
| 3 | The role of the supervisory board | 15 | The nomination committee has all the tasks listed in Article 15 of the Code. | YES | |
| 3 | The role of the supervisory board | 16 | When nominating candidates for the supervisory board for the general meeting for election the company provides information within the general meeting materials on the basis requested by Article 16 of the Code. | YES | |
| 3 | The role of the supervisory board | 16 | Information provided by Article 16 of the Code are freely available on the company's website. | YES | |
| 3 | The role of the supervisory board | 17 | Materials for the general meeting contain all the information listed in Article 17 of the Code. | YES | |

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| 3 | Supervisory board members by the legal liability | 18 | The information referred to in Article 17 of the Code is available free of charge on the website of the company also in cases where another representative or another member of the supervisory board which is not elected by the shareholders at the general meeting is notified. | NO | The Company will consider adding information as stated in Article 18. to the next GA meeting materials where members of the Supervisory Board are elected |
| 4 | Responsibilities of the supervisory board | 19 | The terms of reference of the supervisory board include all the responsibilities set in Article 16 of the Code. | YES | |
| 4 | Competence | 20 | The supervisory board has developed a supervisory board profile which specifies the minimum level of members' qualifications, professional and personal qualities, and the necessary skills, experience and expertise to ensure effective decision-making. | YES | |
| 4 | Composition | 21 | The supervisory board includes members of different gender, age, profile and experience to ensure a diversity approach when making decisions. | YES | |
| 4 | Composition | 22 | Independence of the members of the supervisory board are independent in accordance with the definition set in Appendix A of the Code. | YES | |
| 4 | Composition | 23 | The Chairman is elected by the members of the supervisory board and is independent. | YES | |
| 4 | President | 24 | The Chairman is elected by the members of the supervisory board in accordance with Article 23 of the Code. | YES | |
| 4 | Board committees | 25 | Business board established the supervisory committee. | YES | |
| 4 | Board committees | 26 | Supervisory board established the remuneration committee. | YES | |
| 4 | Board committees | 27 | Supervisory board established the audit committee. | YES | |
| 4 | Board committees | 28 | The supervisory board observed the competence and activities of each committee. | YES | |
| 4 | Board committees | 29 | Each committee of the supervisory board consists of members who have the necessary skills, knowledge and education, as well as professional and practical experience to carry out the committee responsibilities effectively. | YES | |
| 4 | Board committees | 30 | Each committee of the supervisory board has at least three members. | YES | |
| 4 | Board committees | 31 | Independence of the members of each committee of the supervisory board are independent (as defined in Appendix A of the Code). | YES | |
| 4 | Board committees | 32 | Board committees are established to be members of the committees of the supervisory board. | YES | |
| 4 | Board committees | 33 | The terms of reference of each committee is made freely available on the company's website. | YES | |
| 4 | Board committees | 34 | The Company is obliged to provide 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 the committee. | YES | |
| 4 | Time commitment | 35 | The minimum expected time commitment of each supervisory board member is specified in their appointment. | YES | |
| 4 | Time commitment | 36 | The written report includes record of attendance at the meetings for each member of the supervisory board and its committees. | YES | |
| 4 | Time commitment | 37 | The written report includes record of attendance at the meetings for each member of the supervisory board and its committees. | YES | |
| 4 | Time commitment | 38 | The written report includes record of attendance at the meetings for each member of the supervisory board and its committees. | YES | |
| 4 | Frequency and format of meetings | 39 | The supervisory board meets at least every three months. | YES | |
| 4 | Frequency and format of meetings | 40 | The supervisory board has adopted a workplan that includes time and agenda of future meetings. | YES | |
| 4 | Frequency and format of meetings | 41 | Committees of the supervisory board shall meet as often as necessary for the effective discharge of their duties, and regularly report to the supervisory board on its activities. | YES | |
| 4 | Frequency and format of meetings | 42 | The supervisory board can meet without the participation of the management board where it considers it appropriate. | YES | |
| 4 | Frequency and format of meetings | 43 | Non-board committee members can participate in committee meeting only at the invitation of the committee. | YES | |
| 4 | Support | 44 | The company has designated an individual to carry out the duties of a company secretary. | NO | The company has not appointed a person to carry out the duties of a company secretary. This decision reflects the number of employees (21), with the activities of the company secretary assigned to the Member of the Management Board, Head of Management Board office and investor relations and Legal Department. |
| 4 | Support | 45 | According to the company's internal acts, the person carrying out the duties of a company secretary is responsible for ensuring that supervisory board proceedings are carried out with, without the supervisory board on grounds matter, ensuring the protection of the supervisory board and helping the supervisory board and committees to function effectively. | PARTIALLY | The described tasks are the responsibility of the company's Management Board. |
| 4 | Quality and treatment of information | 46 | The board/committee terms of reference and/or internal acts require the materials for supervisory board meetings to be provided to the members at least one week before the meeting. | YES | |
| 4 | Quality and treatment of information | 47 | The board/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. | YES | |
| 4 | Quality and treatment of information | 48 | The written report includes record of attendance at the meetings for each member of the supervisory board and its committees. | YES | |
| 4 | Quality and treatment of information | 49 | The supervisory board meeting minutes provide data on voting results including details of how individual members voted. | YES | |
| 4 | Quality and treatment of information | 50 | The supervisory board has the right to receive information and advice from people outside the company on the request of the company if it considers it necessary to successfully carry out its duties, provided that the procedures for it is specified in the internal documents of the company issued by the management board with the consent of the supervisory board. | YES | |
| 4 | Training and development | 51 | All members of the supervisory board at the time of appointment received induction training for their role. | YES | |
| 4 | Training and development | 52 | The supervisory board members receive ongoing training and education to improve their skills and knowledge. | YES | |
| 4 | Training and development | 53 | The supervisory board members receive regular updates and briefings from the management board and external experts relevant to the company and its future plans. | YES | |
| 4 | Supervisory board evaluation | 54 | The supervisory board evaluated its effectiveness in the past 12 months. | YES | |
| 4 | Supervisory board evaluation | 55 | The supervisory board assessed the individual results of its members in the last 12 months. | YES | |
| 4 | Supervisory board evaluation | 56 | The evaluation of the supervisory board was led by the president or deputy president. | YES | |
| 4 | Supervisory board evaluation | 57 | The evaluation of the supervisory board included an assessment of all the matters specified in Article 16 of the Code. | YES | |
| 4 | Supervisory board evaluation | 58 | The annual report includes the assessment report of the supervisory board and its committees in which the assessment of the circumstances set out in Article 16 of the Code. | YES | |

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|---------|--|---------|--|---|--|
| 5 | Responsibilities of the management board | 42 | The duties of management board include all the activities listed in Article 42 of the Code. | YES | |
| 5 | Responsibilities of the management board | 43 | The majority board has approved internal rules of procedure adopted by the management board that define the matters specified in Article 43 of the Code. | YES | |
| 5 | Responsibilities of the management board | 44 | In the case of groups, the management board of the parent company is obliged to ensure effective oversight over the activities of other companies in the group. | YES | |
| 5 | Responsibilities of the management board | 44 | The articles of association and/or internal company acts contain rules governing responsibilities and reporting practices at the level of the parent company and subsidiaries. | NO | The obligation will be included in the Company's internal procedures. |
| 5 | Composition | 45 | The supervisory board ensures that management members a profile of the management board who demonstrate the necessary number of members and a combination of members who possess the skills, knowledge and education, as well as professional and practical experience that are necessary for the effective performance of their duties. | YES | |
| 5 | The president | 46 | The president of the management board is formally responsible for the activities listed in Article 46 of the Code. | YES | |
| 5 | Limits on other appointments | 47 | Internal company documents provide that the members of the management board must obtain the prior consent of the supervisory board before accepting appointment to the management board of another listed company. | YES | |
| 5 | Limits on other appointments | 47 | Internal documents of the company provide that board members are prohibited from holding more than two non-executive or supervisory board of other such companies. | PARTIALLY | The Company is a highly highly regulated institution to which, in addition to the Company Law and the Trade Act, the Regulation on issuing approvals for the appointment of management board members and for acquiring qualified or controlling interests applies, along with criteria for assessing the suitability of members of the Supervisory Board, holders of key functions, and senior management (Official Gazette 3021, 402, and 14022), as well as the ESMA Guidelines on the management-body of market operators and data reporting service providers. |
| 5 | Board evaluation | 48 | 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 provided from the management board. | YES | |
| 5 | Board evaluation | 48 | Results of the evaluation of arrangements for cooperation between the supervisory board and management are included in the annual report. | YES | |
| 5 | Board evaluation | 49 | The management board has evaluated the performance and that of its individual members in the last 12 months. | YES | |
| 5 | Board evaluation | 49 | The management board has reported the conclusions of the evaluations of its members to the shareholders. | YES | |
| 6 | Role of remuneration committee | 50 | The duties of the remuneration board include all the activities listed in Article 50 of the Code. | YES | |
| 6 | Remuneration of management board members | 51 | The supervisory board determines the annual remuneration of each member of the management board, based on recommendations of the remuneration committee and in accordance with the company's remuneration policy. | YES | |
| 6 | Remuneration of management board members | 52 | The annual remuneration of members of the management board takes into account the company's strategic, risk appetite, the economic environment in which the company operates as well as the company's performance and other relevant factors. | YES | |
| 6 | Remuneration of management board members | 53 | Remuneration policy provides that a management board member may not dispose of the shares assigned to him as part of the remuneration at least ten years from the date on which the shares were assigned to him. | YES | |
| 6 | Remuneration of management board members | 53 | Remuneration policy provides that a management board member may not make use of stock options granted to him for the period of ten years from the date on which such options were assigned to him. | YES | |
| 6 | Remuneration of management board members | 53 | Remuneration policy includes provisions that clearly define the circumstances in which a portion of the remuneration of management board member was put on hold or it was related to be adjusted. | YES | |
| 6 | Remuneration of management board members | 54 | Remuneration policy for the president of the supervisory board of other companies of the supervisory board reflects the time commitment and responsibilities, including the time commitment and responsibilities in the activities of the supervisory board. | YES | |
| 6 | Remuneration of management board members | 55 | Remuneration policy and/or internal company documents prohibit the inclusion of variable elements in other elements related to performance in the remuneration of the supervisory board. | YES | |
| 6 | Reporting on remuneration | 56 | Remuneration policy of the company was approved by shareholders at a general meeting. | YES | |
| 6 | Reporting on remuneration | 56 | The company has made freely available on its website its remuneration policy, as approved by shareholders. | YES | |
| 6 | Reporting on remuneration | 57 | Annual report on remuneration includes data on remuneration of each individual member of the management board as well as other information contained in Article 57 of the Code. | YES | |
| 7 | Role of the supervisory board and management | 58 | Management board, with the prior approval of the supervisory board, adopted a policy that determines the nature and extent of all the company's needs and that is willing to take in order to achieve all the long-term strategic objectives ("risk appetite"). | YES | |
| 7 | Role of the supervisory board and management | 59 | The management board is formally responsible for the activities listed in Article 59 of the Code. | YES | |
| 7 | Role of the audit committee | 60 | Terms of reference of the audit committee include all activities listed in Article 60 of the Code. | YES | |
| 7 | Role of the audit committee | 61 | The audit committee, the supervisory board or one of its committees, undertake the activities specified in Article 61 of the Code. | YES | |
| 7 | Relations with the internal auditor | 62 | The audit committee oversees the process of selection and appointment of external auditors in accordance with the legal requirements and makes recommendations to the supervisory board for the selection of the external auditor and conditions for their appointment. | YES | |
| 7 | Relations with the internal auditor | 63 | The audit committee in the last 12 months approved the audit plan of the external auditors, which includes the scope and content of the activities to be carried out. | YES | |
| 7 | Relations with the internal auditor | 63 | The audit committee shall meet at least once a year with the external auditors to discuss the issues that have been identified during the audit and to oversee the quality of services provided. | YES | |
| 7 | Relations with the internal auditor | 64 | The audit committee is responsible for monitoring the independence and objectivity of external auditors. | YES | |
| 7 | Relations with the internal auditor | 64 | The audit committee approved a policy on permitted non-audit services provided by the external auditor. | PARTIALLY | The audit committee oversees non-audit services, but the obligation is not defined in the Company's internal procedures. |
| 7 | Risk management and internal control | 65 | The audit committee evaluated the effectiveness of risk management and internal control system as a whole at least once a year. | YES | |
| 7 | Risk management and internal control | 65 | The audit committee, with the approval, makes recommendations to the supervisory board and management board regarding the effectiveness of risk management and internal control system. | YES | |
| 7 | Risk management and internal control | 66 | The company maintains an effective risk management system that provides reliable identification of risk management, assessment, reporting and supervision. | YES | |

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|---------|--------------------------------------|---------|---|---|--|
| 7 | Risk management and internal control | 65 | The company has determined clear internal responsibilities for the maintenance of the risk management system and a clear procedure for monitoring selected business process responsible with the Board of Directors. | YES | |
| 7 | Risk management and internal control | 67 | The company has established an internal audit function responsible for monitoring the effectiveness of internal control systems, including risk management. | YES | |
| 7 | Risk management and internal control | 67 | The audit committee approved the internal audit plan in the last 12 months. | YES | |
| 7 | Risk management and internal control | 67 | The audit committee receives reports of internal auditors and monitors the implementation of its recommendations. | YES | |
| 7 | Risk management and internal control | 68 | The audit committee shall recommend to the supervisory board the appointment or dismissal of the heads of the internal audit function. | YES | |
| 7 | Risk management and internal control | 69 | If the company does not have internal audit function, the audit committee has since in the last 12 months appointed the head for the function as part of an assessment of internal control systems. | NO | The Company has an independent internal audit function. |
| 7 | Whistle blowing | 65 | The company has adopted a whistleblowing policy which includes a provision for reporting external fraud or internal risks of the company, actual or in the state of suspected occurrence. | PARTIALLY | The Company has adopted a Policy for reporting violations of regulations for which the consent of the Supervisory Board was not required obtained. |
| 7 | Whistle blowing | 66 | The provisions ensure that written and electronic disclosures do not suffer negative consequences. Also, written electronic disclosures are subject to change at the request of the whistleblower. | YES | |
| 7 | Whistle blowing | 69 | The company's internal company documents disclose the duty of the management board to inform the supervisory board of any irregularities found and to agree on measures that can be taken. | YES | The Company will implement the provision for regulation on its website. |
| 7 | Whistle blowing | 70 | The company ensures that the effectiveness of the procedure and its application in the last 12 months. | YES | |
| 8 | Use of the company website | 71 | All information that the company is required to disclose in accordance with the law, issued by the Company to comply with our Articles of Association are available free of charge on the website of the company. | YES | |
| 8 | Use of the company website | 72 | The company makes fully available and easily accessible on the website all the information requested in Article 24(2) of the CoDG. | YES | |
| 8 | Corporate social responsibility | 73 | The company publishes annually on its website a report on its activities and on the way it deals with stakeholders in the form of a sustainability report or other document published on the website with links connected to the CoDG. | YES | |
| 8 | Use of the company website | 74 | All data on the website was freely available in both Croatian and English. | YES | |
| 8 | Corporate social responsibility | 75 | The annual report consists of all information referred to in Article 24(2) of the CoDG. | YES | |
| 8 | Relations with shareholders | 76 | The company ensures that all shareholders, regardless of the number or type of shares they have held access to information about the company and the way they can carry out their rights. | YES | |
| 8 | Relations with shareholders | 77 | The company has established an effective formal mechanism to ensure minority shareholders the exercise of voting rights in order to protect them from the abuse of majority power and ensure the transparency and trust of all the functionalities of these mechanisms are available free of charge on the website of the company. | YES | |
| 8 | Relations with shareholders | 77 | The company has initiated a person who holds all the functionalities for the person to contact in matters such as transfer, and control of the person is available free of charge on the website of the company. | YES | |
| 9 | General meeting | 78 | The articles of association determine internal rules of the company and do not say anything that is prohibited to call a general meeting, to participate in it or to vote there. | YES | |
| 9 | General meeting | 79 | The right of association member company documents also determines the shareholders' ability to examine the records kept by the company. | YES | |
| 9 | General meeting | 79 | The articles of association determine internal company documents allow shareholders the opportunity to examine the records kept by the company. | YES | |
| 9 | General meeting | 80 | Explanation of other ways in which shareholders can exercise his rights are not set in the description for the general meeting. | YES | |
| 9 | General meeting | 81 | Notice of the general meeting is published no later than 30 days before it takes place. | YES | |
| 9 | General meeting | 81 | The agenda, decision and all other materials required for the general meeting are available free of charge on the website of the company. | YES | |
| 9 | General meeting | 81 | All documents are available in English and Croatian languages. | PARTIALLY | The external auditor's role not present. |
| 9 | General meeting | 81 | Information referred to in Article 81 of the CoDG are present at the general meeting in the past 12 months. | YES | The external auditor's role not present. |
| 9 | General meeting | 81 | The company has made the decisions of a general meeting freely available on its website without costs. | YES | |
| 9 | General meeting | 82 | Within 30 days from the date of the general meeting the company has made available on its website 30 days from the date of the general meeting. | YES | |
| 10 | Corporate social responsibility | 83 | The supervisory and management boards have agreed and adopted policies listed in Article 82 of the CoDG. | YES | |
| 10 | Corporate social responsibility | 83 | These policies are available free of charge on the company's website. | YES | |
| 10 | Corporate social responsibility | 84 | When the management board asks grant consent from the supervisory board for the decisions, accompanying documents explain how the recommended measure is in line with the positive associated with the impact assessment of company's actions in the environment and the community, with its action associated with the preservation of nature, people and workers' rights. | YES | |
| 10 | Sustainable development engagement | 85 | The supervisory board and management board jointly identify which are considered key stakeholders in relation to environmental, social and governance issues. | YES | |
| 10 | Sustainable development engagement | 86 | The company has implemented the existence of effective mechanisms for regular interaction with major stakeholders and the identification of relevant stakeholders and their needs and interests. | YES | |
| 10 | Sustainable development engagement | 87 | The supervisory board has submitted a joint proposal for consultation to the president of the management board; to organize meetings with external stakeholders and send a questionnaire to the company may communicate directly with shareholders and its Board's necessary. | NO | The acts provide for communication with certain bodies, but with external stakeholders. The Company will implement this obligation into its internal procedures. |