| CHAPTER | PROVISION | ARTICLE | QUESTION | ANSWER (Each question is answered by choosing the answer from the drop-down menu) | EXPLANATION (fulfill only for questions that were answered with "NO" or "PARTIALLY") |
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| 1 | Cooperation | 1 | The articles of association and/or other internal acts clearly define the powers of the supervisory board and management 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 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, and a summary thereof is available free of charge on the website of the company. | PARTIALLY | There is no decision of the Supervisory Board that defines such matters, but rather the Company's Statute, adopted by the General Assembly, defines the same. |
| 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, expenses, risk exposure and reputation. | YES | |
| 1 | Cooperation | 3 | The articles of association and/or internal company acts stipulate that the supervisory board and its committees have timely access to documents, premises and employees when necessary for the performance of their duties. | YES | |
| 1 | Cooperation | 4 | The articles of association and/or other internal company acts stipulate that the management board must report to the supervisory board at regular intervals on the operating results of the company, financial situation, substantial financial and non-financial risks and results of interaction with shareholders and other stakeholders. | YES | |
| 1 | Cooperation | 5 | Statutes 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. | PARTIALLY | This is not prescribed by the statute and/or internal acts of the Company, but the Company acts in the described manner in accordance with the Companies Act, applying best business practice, and therefore it is not necessary to separately prescribe such an obligation. |
| 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 rules and measures to be taken in case of its violations. | NO | The General Assembly adopted the Statute that regulates the rules of conduct of the members of the Management Board and the Supervisory Board, while the Management Board adopted the Code of Ethics that regulates the rules of conduct of all employees and external service providers and business partners. |
| 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 | 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 | |
| 2 | Conflict of interest | 7 | The supervisory board has given prior consent to the policy for managing conflicts of interest. | NO | Conflict of Interest is regulated by Code of Ethics, approved by the Management Board as well as by other internal regulation. |
| 2 | Conflict of interest | 7 | The policy for managing conflicts of interest is available free of charge on the website of the company. | NO | Conflict of Interest is regulated by Code of Ethics, approved by the Management Board as well as by other internal regulation. |
| 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 other members of the management board of an actual or potential conflict of interest. | PARTIALLY | Members of Management Board act in accordance with law and are required by internal act to notify Management Board on actual or potential conflict of interest. |
| 2 | Conflict of interest | 8 | The supervisory board keeps records of all notices pertaining to conflict of interest. | YES | |
| 2 | Conflict of interest | 9 | Member of the management board or the supervisory board has an obligation to inform the President and/or Vice-President of that board if it considers that another member of management or supervisory board is in an actual or potential conflict of interest. | NO | Such obligation is not prescribed for members of Management or Supervisory Board, but Code of Ethics prescribes procedure in case of actual or potential conflict of interest. |
| 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 5% stake in such companies. | NO | Company applies practice of regular monitoring, control and reporting on these matters. |
| 2 | Competition ban | 10 | Members of the management board and the supervisory board who hold shares in the companies with which the company is in the competition, informed the secretary of the company of all the shares in such companies and the details of these shares are available free of charge on the website of the company. | PARTIALLY | Members of Management Board and Supervisory board have informed Company Secretary on such shares. Company does not publish such information separately. |
| 2 | Related party transactions | 11 | No transactions between members of the management or supervisory board and the company (or a person affiliated with any party) can not be concluded without the prior consent of the supervisory board. | NO | This is not regulated by internal acts, but Company performs best business practice of monitoring such transactions |
| 2 | Related party transactions | 11 | The fair value of each material transaction must be confirmed by an independent expert prior to any such transaction, and his or her report has to be available free of charge on the website of the company. | NO | There were no such transactions. |
| 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). | YES | |
| 2 | Related party transactions | 12 | The audit committee annually assesses the effectiveness of these procedures. | YES | |
| 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. | PARTIALLY | Supervisory Board doesn't make recommendations for Supervisory Board members. |
| 3 | The role of the supervisory board | 13 | The supervisory board has approved formal and transparent procedure for the appointment to both management and supervisory boards. | 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 achieved in the next five years and adopted a plan for the implementation of this goal. Percentage on target and plan were published in the annual report. | NO | The goal progression plan regarding the percentage of female members of the Supervisory Board and the Management Board has not been set. |
| 3 | The role of the supervisory board | 14 | A report explaining progress on the plan has been published in the annual report. | NO | Since the stated plan is not set, progress can not be monitored. |
| 3 | The role of the nomination committee | 15 | The nomination committee has all the tasks listed in Article 15 of the Code. | NO | Company does not have a Nomination Committee, all nominations are performed in line with internal procedures an Nomination committee can be established if needed. |
| 3 | Election of supervisory board members by the general meeting | 16 | 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 16. of the Code. | YES | |
| 3 | Election of supervisory board members by the general meeting | 16 | Information provided by Article 16 of the Code are freely available on the company`s website. | YES | |
| 3 | Election of supervisory board members by the general meeting | 17 | Materials for the general meeting contain all the information listed in Article 17 of the Code. | PARTIALLY | Company publishes Report on the Supervision of the Conduct of Company's Business containing all the relevant information. |
| 3 | Election of supervisory board members by the general meeting | 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 workers' representative or another member of the supervisory board which is not elected by the shareholders at the general meeting is appointed. | YES | There were no such appointments. |
| 4 | Responsibilities of the supervisory board | 19 | The terms od reference of the supervisory board include all the responsibilities set in Article 19. of the Code. | YES | |
| 4 | Composition | 20 | The supervisory board has developed a supervisory board profile which specifies the minimum number of members and combination od skills, knowledge and education, as well as professional and practical experience that required in the supervisory board. | NO | General assembly elects SB members in line with the law, as proposed by major shareholders, based on their qualifications and experience. |
| 4 | Composition | 21 | The supervisory board includes members of different gender, age, profile and experience to ensure a diversity perspective when making decisions. | YES | |
| 4 | Composition | 22 | Majority of the members of the supervisory board are independent in accordance with the definition set out in Appendix A of the Code. | NO | The Supervisory Board is composed of major shareholders' representatives and a workers' representative. |
| 4 | Composition | 22 | The President or deputy president of the supervisory board are independent. | NO | The Supervisory Board is composed of major shareholders' representatives and a workers' representative. |
| 4 | President | 23 | The president of the supervisory board is responsible for the activities listed in Article 23. of the Code. | YES | |
| 4 | Board committees | 24 | Supervisory board established the nomination committee. | NO | Company finds that the stated activities are regulated without additional committee. |
| 4 | Board committees | 24 | Supervisory board established the renumeration committee. | NO | Company finds that the stated activities are regulated without additional committee. |
| 4 | Board committees | 24 | Supervisory board established the audit committee. | YES | |
| 4 | Board committees | 24 | The supervisory board stipulated the mandate and activities of each committee. | YES | |
| 4 | Board committees | 26 | 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 | 27 | Each committee of the supervisory board has at least three members. | YES | |
| 4 | Board committees | 27 | Majority of the members of each committee of the supervisory board are independent (as defined in Appendix A of the Code). | YES | |
| 4 | Board committees | 27 | Board members are prohibited to be members of the committee of the supervisory board. | YES | |
| 4 | Board committees | 28 | The terms of reference of each committee is made freely available on the company's website | YES | |
| 4 | Board committees | 28 | 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 the committee. | YES | |
| 4 | Time commitment | 29 | The minimum expected time commitment of each supervisory board member is specified on their appointment. | PARTIALLY | Workplan for the Supervisory Board has been determined, taking into consideration the time needed. |
| 4 | Time commitment | 29 | The annual report includes record of attendance at the meetings for each member of the supervisory board and its committees. | NO | Information on the attendance is published in the Report on the supervision of the conduct of Company's business. |
| 4 | Time commitment | 30 | 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. | NO | Company secretary regularly collects data and records membership of Supervisory Board members in Supervisory Management Board of other companies. |

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| 4 | Frequency and format of meetings | 31 | The supervisory board meets at least every three months. | YES | |
| 4 | Frequency and format of meetings | 31 | The supervisory board has adopted a workplan that includes time and agenda of future meetings. | YES | |
| 4 | Frequency and format of meetings | 31 | Committees of the supervisory board shall meet as often as necessary for the effective discharge o their duties, and regularly report to the supervisory board on its activities. | YES | |
| 4 | Frequency and format of meetings | 32 | The supervisory board can meet without the participation of the management board where it considers it appropriate. | YES | |
| 4 | Frequency and format of meetings | 32 | Non-Board committee members can participate in committee meeting only at the invitation of the committee. | YES | |
| 4 | Support | 33 | The company has designated an individual to carry out the duties of a company secretary. | YES | |
| 4 | Support | 33 | According to the company's internal acts, the person carrying out the duties of a company secretar 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. | YES | |
| 4 | Quality and timeliness of information | 34 | The board terms of reference and/or internal acts require the materials for supervisory board meetings to be provided to all its members at least one week before the meeting. | YES | |
| 4 | Quality and timeliness of information | 34 | 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. | NO | Audit Committee meetings are convened in line with the workplan, aligned with financial calendar, while some materials are delivered in adequate deadline. |
| 4 | Quality and timeliness of information | 35 | The articles of association and/or internal company acts anticipate that the minutes of the meeting of the supervisory board must be available to all members of the supervisory board. | YES | |
| 4 | Quality and timeliness of information | 35 | Supervisory Board meeting minutes provide data on voting results including details of how individu members voted. | YES | |
| 4 | Quality and timeliness of information | 36 | 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. | PARTIALLY | Supervisory Board can engage external advisors at the expense of the company, but no special procedure exist for these cases, regular procedure for engaging external advisors is used. |
| 4 | Training and development | 37 | All members of the supervisory board at the time of appointment received introduction training for their role. | YES | |
| 4 | Training and development | 37 | All supervisory board members receive ongoing training and education to improve their sills and knowledge. | YES | |
| 4 | Training and development | 38 | 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 | |
| 4 | Supervisory board evaluation | 39 | The supervisory board evaluated its effectiveness in the past 12 months. | YES | |
| 4 | Supervisory board evaluation | 39 | The supervisory board assessed the individual results of its members in the last 12 months. | NO | SB evaluates its performance as a collective body. |
| 4 | Supervisory board evaluation | 39 | The evaluation of the supervisory board was led by the president or deputy president. | YES | |
| 4 | Supervisory board evaluation | 40 | The evaluation of the supervisory board included an assessment of all the matters specified in Article 40 of the Code | PARTIALLY | See answers related to articles 20 and 39. |
| 4 | Supervisory board evaluation | 41 | The annual report includes the assessment report of the supervisory board and its committees in which they assessed all the circumstances set out in Article 41 of the Code. | NO | Annual report contains all the prescribed information considered relevant for public and shareholders. |
| 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 supervisory 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 an reporting procedures at the level of the parent company and subsidiaries. | YES | |
| 5 | Composition | 45 | The supervisory board ensures that management maintains a profile of the management board which determines the minimum number of members and a combination of members who possess the skills, knowledge and education, as well as professional and practical experience that are required for management board. | 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 or supervisory board which is not part of the same group. | PARTIALLY | Management Board members employment contract, approved by Supervisory Board, regulates their membership in management or supervisory board of other companies operating in the same area of activities. |
| 5 | Limits on other appointments | 47 | Internal documents of the company provide that board members are prohibited from holding more than two positions in the management or supervisory board of other such companies. | NO | Management Board members employment contract regulates their membership in management or supervisory boar of other companies, but not the number of positions. |
| 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 o support and information received 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 its own effectiveness and that of its individual members in the last 12 months. | PARTIALLY | Management Board regularly evaluates efficiency of company and its management, but not individual Board members. |
| 5 | Board evaluation | 49 | The management board has reported the conclusions of the evaluations of its members to the supervisory board. | PARTIALLY | Management Board regularly evaluates efficiency of company and its management, but not individual Board members. |
| 6 | Role of remuneration committee | 50 | The duties of the remuneration board include all the activities listed in Article 50 of the Code. | NO | Company has not established remuneration committee. |
| 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 approved remuneration policy. | PARTIALLY | SB determines annual remuneration in line with the approved remuneration policy, in line with the legal requirements. |
| 6 | Remuneration of management board members | 52 | The level of receipts of members of the management board takes into account the agreed strategy, risk appetite, the economic environment in which the company operates as well as wages and conditions of workers within companies. | YES | |
| 6 | Remuneration of management board members | 53 | Remuneration policy provides that a management board member may not dispose of the shares assigned to it as part of the remuneration at least two years from the date on which the shares were assigned to him or her. | PARTIALLY | Adopted Remuneration policy does not envisage remunerations in shares. |
| 6 | Remuneration of management board members | 53 | Remuneration policy provides that a management board member may not make use of stock options assigned to him or her as part of the remuneration for at least two years from the date on which stock options were assigned to him or her. | PARTIALLY | Adopted Remuneration policy does not envisage remunerations in shares. |
| 6 | Remuneration of management board members | 53 | Remuneration policy includes provisions that closely define the circumstances in which a portion of the remuneration of management board member was put on hold or to was asked to be returned. | NO | Company does not foresee such option. |
| 6 | Remuneration of supervisory board members | 54 | Remuneration level for the president of the supervisory board and of other members of the supervisory board reflects the time commitment and responsibilities, including the time commitment and responsibilities in the committees of the supervisory board. | NO | Members of the Supervisory Board receive fixed fee as approved by the General Assembly, not related to the time commitment. |
| 6 | Remuneration of supervisory board members | 55 | Remuneration policy and/or internal company documents prohibit the inclusion of variable elements or 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 the shareholders. | YES | |
| 6 | Reporting on remuneration | 57 | Annual report on remuneration includes data on remuneration of each individual member of the supervisory board as well as other information contained in Article 57 of the Code. | YES | |
| 7 | Roles of the supervisory and management boards | 58 | Management board, with the prior approval of the supervisory board, adopted a policy that determines the nature and extent of risk that company needs and that is willing to take in order to achieve all the long-term strategic objectives ( "risk appetite"). | YES | |
| 7 | Roles of the supervisory and management boards | 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 includes 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, undertook the activities referred to in Article 61 of the Code. | YES | |
| 7 | Relations with the external 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 | |

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| 7 | Relations with the external auditor | 63 | The audit committee in the last 12 months approved the work plan of the external auditors, which includes the scope and content of the activities to be audited. | YES | |
| 7 | Relations with the external auditor | 63 | The audit committee shall meet as necessary 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 external auditor | 64 | The audit committee if responsible for monitoring the independence and objective of external auditor. | YES | |
| 7 | Relations with the external auditor | 64 | The audit committee approved a policy on permitted non-audit services provided by the external auditor. | YES | |
| 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, where appropriate, makes recommendations to the supervisory board and management board regarding the effectiveness of risk management and internal control systems. | YES | |
| 7 | Risk management and internal control | 66 | The company maintains an effective risk management system that provides reliable identification of risk measurement, answers, reporting and supervision. | YES | |
| 7 | Risk management and internal control | 66 | The company has determined clear internal responsibilities for the maintenance of the risk management system and a clear procedure for maintaining contact between persons responsible and the audit committee. | 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. | PARTIALLY | The audit committee discussed the internal audit plan and acknowledged it. |
| 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. | NO | In line with internal rules, internal audit director is elected by Management Board. Internal audit director has unobstructed access to Audit Committee. |
| 7 | Risk management and internal control | 68 | If the company des not have internal audit function, the audit committee has once in the last 12 months evaluated the need for this function as part of its assessment of internal control systems. | NO | Internal audit is already established. |
| 7 | Whistle-blowing | 68 | Management board, with the prior approval of the supervisory board, adopted a procedure for reporting violations of laws or internal rules of the company, actual or in the case of suspected violation. | PARTIALLY | Stated procedures are in place, with the Management Board responsible for their approval. |
| 7 | Whistle-blowing | 69 | The procedure ensures that workers and external stakeholders do not suffer negative consequences if they report suspicious behavior. | YES | |
| 7 | Whistle-blowing | 69 | Details of the procedure for registration are available free of charge on the website of the company. | YES | |
| 7 | Whistle-blowing | 70 | Statute and/or internal company documents stipulate the duty of the management board to inform the supervisory board of any irregularities and to agree on measures that must be implemented. | NO | Further actions in case of irregularities are responsibility of the Management Board. |
| 7 | Whistle-blowing | 70 | The audit committee evaluated the effectiveness of the procedure and its application in the last 12 months. | NO | Management Board is responsible for evaluating the effectiveness of the existing procedure. |
| 8 | Use of the company website | 71 | All information that the company is required to disclose in accordance with the law, rules on the listing, the Code and its own 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 freely available and easily accessible on the website all the information requested by Article 72 of the Code. | YES | |
| 8 | Use of the company website | 73 | The company ensures that the information on the website is kept up to date and published in accordance with time limits prescribed in law and regulations. | YES | |
| 8 | Use of the company website | 73 | All data on the website are freely available in both Croatian and English. | YES | |
| 8 | Annual report | 74 | The annual report contains all the information referred to in Article 74 of the Code. | PARTIALLY | All relevant information is included in the report, information not shown like attendance of board members is not considered relevant for shareholders. |
| 9 | Relations with shareholders | 75 | The Company ensured that all shareholders, regardless of the number or type of shares they hold, have equal access to information about the company and about the way they can carry and protect their rights. | YES | |
| 9 | Relations with shareholders | 76 | The Company has established an effective formal mechanisms to ensure minority shareholders the possibility of asking questions directly to president of the management board and president of the supervisory board, and the details of the functioning of these mechanisms are available free of charge on the website of the company. | YES | |
| 9 | Relations with shareholders | 77 | The Company has selected a person that will for all shareholders be the person to contact in relations with investors, and contact of this person is available free of charge on the website of the company. | YES | |
| 9 | General meeting | 78 | The articles of association and/or internal rules of the company do not in any way limit the ability of shareholders to call a general meeting, to participate in it or to add items to the agenda. | YES | |
| 9 | General meeting | 79 | The articles of association and/or internal company documents allow shareholders the opportunity to exercise their right to vote by proxy without restriction. | YES | |
| 9 | General meeting | 79 | The articles of association and/or internal company documents allow shareholders the opportunity to exercise their right to vote electronically without restrictions. | YES | |
| 9 | General meeting | 79 | Explanation of other ways in which shareholders can exercise its right to vote are set out in the documents for the general meeting. | YES | |
| 9 | General meeting | 80 | Notice of the general meeting is published no later than 30 days before it is held. | YES | |
| 9 | General meeting | 80 | The agenda, decisions and all other materials required for the general meeting are available free of charge on the website of the company. | YES | |
| 9 | General meeting | 80 | All documents are available in English and Croatian language. | YES | |
| 9 | General meeting | 81 | All persons referred to in Article 81 of the Code were present at the general meeting in the past 12 months. | PARTIALLY | Individual members from the Art 81 of code were not present, bur all relevant stakeholders were present to give an answer to any potential questions. |
| 9 | General meeting | 81 | The external auditor was present at the general meeting where financial statements are presented. | YES | |
| 9 | General meeting | 82 | The company has made the decisions of a general meeting freely available on its website without delay. | YES | |
| 9 | General meeting | 82 | Within 30 days from the date of the general meeting the company has made available on its website free of charge answers to questions raised at the general meeting. | YES | There were no such questions. |
| 10 | Corporate social responsibility | 83 | The supervisory and management boards have agreed and adopted policies listed in Article 83 of the Code. | PARTIALLY | Policies were approved by relevant Company bodies, with Management Board being responsible for majority. |
| 10 | Corporate social responsibility | 83 | These policies are available free of charge on the company's website. | PARTIALLY | Part of relevant policies is available. |
| 10 | Corporate social responsibility | 84 | When the management board asks prior consent from the supervisory board for the decisions, accompanying documents explain how the recommended measure is in line with the policies associated with the impact assessment of company's activities on the environment and the community, with the policies associated with the preservation of human rights and workers' rights and the measures associated with prevention and sanctioning of corruption and bribery. | PARTIALLY | Policies were approved by relevant Company bodies, with Management Board being responsible for majority. |
| 10 | Stakeholder engagement | 85 | The supervisory board and management board jointly identified which are considered key stakeholders in relation to company. | YES | |
| 10 | Stakeholder engagement | 85 | Management board has ensured the existence of effective mechanisms for regular interaction with key stakeholders, as well as to inform the supervisory board about the results of these communications. | YES | |
| 10 | Stakeholder engagement | 86 | The supervisory board is authorized, subject to prior notification to the president of the managemer board, to organize meetings with external stakeholders when it deems it necessary. | YES | |
| 10 | Stakeholder engagement | 87 | In the mandate of every committee of the supervisory board it is provided for what purpose president of the committee may communicate directly with stakeholders and what procedure to follow. | YES | |