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SEGMENT	QUESTION	ANSWER	EXPLANATION	LINK TO THE COMPANY'S WEBSITE
1. Leadership/Cooperation	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		
	The articles of association and/or other internal acts are available free of charge on the website of the company.	YES		https://www.ina.hr/o-kompaniji/profil-kompanije/korporativno-upravljanje/politike-i-dokumenti/
	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?	Partially	There is no Supervisory Board decision defining such matters; they are regulated by the Articles of Association adopted by the General Meeting.	
	A summary thereof is available free of charge on the website of the company?	NO	There is no Supervisory Board decision defining such matters.	
	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		
	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		
	The management board reported 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		
	The management board and the supervisory board have agreed on the content, format, and frequency of these reports?	YES		
	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 Company's Articles of Association or internal acts. However, the Company acts in the described manner in accordance with the Companies Act and applies best business practices; therefore, it is not considered necessary to prescribe such an obligation separately.	
1. Leadership/Code of conduct	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?	NO	The General Meeting adopted the Articles of Association governing the conduct of the members of the Management Board and the Supervisory Board, while the Management Board adopted the Code of Ethics governing the conduct of all employees, external service providers and business partners.	
	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 well as rules of conduct and measures to be taken in case of their violation?	YES		
	Code of Conduct (or other internal act) is available free of charge on the website of the company?	YES		https://www.ina.hr/odrzivi-razvoj/integritet-i-transparentnost/
	The supervisory board oversees the implementation and monitors the effectiveness of the Code of Conduct (or other internal policy)?	NO	The Ethics Committee was established to monitor the effectiveness of the Code of Ethics and reports its findings to the Management Board of the Company.	
	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?	YES		
2. Duties of management board and supervisory board members/Conflict of interest	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		

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	The company has adopted the policy for managing conflicts of interest?	NO	Conflicts of interest are regulated by the Code of Ethics adopted by the Management Board and by other internal acts.	
	The supervisory board has given prior consent to the policy for managing conflicts of interest?	NO	Conflicts of interest are regulated by the Code of Ethics adopted by the Management Board and by other internal acts.	
	The policy for managing conflicts of interest is available free of charge on the website of the company?	NO	Conflicts of interest are regulated by the Code of Ethics adopted by the Management Board and by other internal acts.	
	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		
	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	Management Board members act in accordance with the law and, pursuant to an internal act, are required to notify the Management Board of any actual or potential conflict of interest.	
	The supervisory board is required to keep a record of all notifications related to an existing or potential conflict of interest, including a description of the actions taken and the outcome of those actions for each existing or potential conflict of interest?	NO	Keeping records of such notifications is not within the competence of the Supervisory Board.	
	Members of the management board or the supervisory board are obliged to inform the President of the supervisory board if they believe that another member of management or supervisory board is in an existing or potential conflict of interest that has not been reported; if the matter concerns the President of the Supervisory Board, they must inform the Vice-President instead?	NO	This is not expressly prescribed for members of the Management Board and Supervisory Board; however, the Code of Ethics sets out a procedure for dealing with actual or potential conflicts of interest.	
2. Duties of management board and supervisory board members/Competition ban	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?	NO	The Company applies regular monitoring, control and reporting practices regarding these matters.	
	Members of the supervisory board and management are not members of the management or supervisory boards of the companies that compete with the business of the company?	NO	The Company applies regular monitoring, control and reporting practices regarding these matters.	
	Members of the supervisory board and management do not hold significant stakes in companies that compete with the business of the company?	NO	The Company applies regular monitoring, control and reporting practices regarding these matters.	
	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?	YES		
	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?	NO	The Company does not publish this information separately. The Company applies regular monitoring, control and reporting practices regarding these matters.	
2. Duties of management board and supervisory board members/Related party transactions	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 matter is not regulated by internal acts; however, the Company follows a business practice of monitoring such transactions.	
	The fair value of each material transaction must be confirmed by an independent expert prior to any such transaction?	NO	There have been no such transactions.	
	The report of dependent expert has to be available free of charge on the website of the company?	NO	There have been no such transactions.	
	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 authorized the audit committee, the members of such committee meet the independence requirements prescribed for members of the supervisory board?	NO	The Company has not established a special committee.	
	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 has not established a special committee.	

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	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		
	The audit committee annually assesses the effectiveness of these procedures?	YES		
	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?	YES		https://www.ina.hr/investitori/za-dionicare/
	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 related parties, the date, and the value of the transaction?	YES		
	Such notices of transactions are publicly available on the company's website for at least five years?	YES		https://www.ina.hr/investitori/za-dionicare/
	The management board prepares an annual report on transactions with related parties in the manner prescribed by the Company Act?	YES		https://www.ina.hr/investitori/za-dionicare/
	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?	YES		
	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?	YES		https://www.ina.hr/investitori/za-dionicare/
3. Appointment of management and supervisory board members/The role of the supervisory board	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	The Supervisory Board does not make recommendations for candidates for membership of the Supervisory Board.	
	The supervisory board has approved formal and transparent procedure for the appointment to both management and supervisory boards.	NO	The Supervisory Board acts in accordance with the law and the Articles of Association.	
	The supervisory board has adopted a succession plan?	NO	Succession planning for senior management is systematically monitored, but it is not within the competence of the Supervisory Board.	
	The procedures for the appointment of members of the management 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?	NO	There is no appointment procedure for the Management Board and the Supervisory Board, as appointments are governed by the Shareholders Agreement, while succession planning for senior management is systematically monitored.	
	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	Such procedure does not exist.	
	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	Such procedure does not exist.	
	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	Appointments to the Management Board and Supervisory Board are governed by the Shareholders Agreement.	
	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	Appointments to the Management Board and Supervisory Board are governed by the Shareholders Agreement.	
	The company discloses in its annual report all measures it undertakes, the plan and timeframe for achieving the prescribed representation of the underrepresented gender, together with an explanation of why the target percentage has not been achieved?	NO	The annual report contains statistical data on representation.	

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3. Appointment of management and supervisory board members/The role of the nomination committee	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?	NO	The Company has not established a Nomination Committee.	
	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?	NO	The Company has not established a Nomination Committee.	
	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)?	NO	The Company has not established a Nomination Committee.	
	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 has not established a Nomination Committee.	
	The nomination committee has monitored progress towards achieving the target percentage of female members of the management board, supervisory board, and senior management?	NO	The Company has not established a Nomination Committee.	
	The nomination committee has monitored the management's policies regarding the selection and appointment of senior management?	NO	The Company has not established a Nomination Committee.	
	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 has not established a Nomination Committee.	
3. Appointment of management and supervisory board members/Election of the supervisory board members at the general meeting	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 makes available, free of charge on its website, the candidate's curriculum vitae, including age, gender, nationality, skills, knowledge, education and experience enabling the effective performance of the role of a Supervisory Board member, as well as whether the candidate is proposed as an independent Supervisory Board member.	
	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 Company Act, or the reasons why the supervisory board considers the candidate to be independent and the criteria applied from the Company Act/Corporate Governance Code?	Partially	Candidates for election to the Supervisory Board are nominated by the shareholders, and the independence of the candidates is assessed in consultation with the candidates themselves.	
	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	It includes information on attendance at meetings but does not include the conclusions of the most recent performance evaluation.	
	The information referred to in Articles 19 and 20 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?	NO	The Company does not disclose information relating to the employee representative.	
4. The supervisory board and its committees/Responsibilities of the supervisory board	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?	Partially	The responsibilities of the Supervisory Board do not include succession planning.	
	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	Shareholders nominate candidates for the Supervisory Board and the Management Board in accordance with the Shareholders' Agreement.	

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SEGMENT	QUESTION	ANSWER	EXPLANATION	LINK TO THE COMPANY'S WEBSITE
4. The supervisory board and its committees/Composition	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?	NO	The General Meeting elects Supervisory Board members in accordance with the law, based on shareholder proposals and the candidates' qualifications and experience.	
	The supervisory board includes members of different gender, age, profile and experience to ensure a diversity perspective when making decisions and balanced representation of both genders.	NO	Supervisory Board members are appointed following shareholder proposals.	
	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 consists of shareholder representatives and employee representatives.	
	The President or deputy president of the supervisory board are independent?	YES		
	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	Shareholders nominate candidates for the Supervisory Board and the Management Board in accordance with the Shareholders' Agreement.	
	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	Shareholders nominate candidates for the Supervisory Board and the Management Board in accordance with the Shareholders' Agreement.	
4. The supervisory board and its committees/President	The president of the supervisory board is responsible for the activities listed in Article 26. of the Code?	YES		
4.The supervisory board and its committees/Committees of the supervisory board	Supervisory board established the nomination committee.?	NO	The Company considers these activities adequately regulated without establishing an additional committee.	
	Supervisory board established the renumeration committee?	NO	The Company considers these activities adequately regulated without establishing an additional committee.	
	Supervisory board established the audit committee	YES		
	The supervisory board stipulated the mandate and activities of each committee?	YES		
	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		
	Each committee of the supervisory board has at least three members?	YES		
	Majority of the members of each committee of the supervisory board are independent (as defined in Appendix A of the Code)?	YES		
	Board members are prohibited to be members of the committee of the supervisory board?	YES		
	The independence of supervisory board committees is ensured through independent members of the supervisory board?	NO	Supervisory Board members are not simultaneously members of the established committees.	
	The terms of reference of each committee is made freely available on the company's website?	Partially	The Rules of Procedure of the Audit Committee are available on the Company's internal website.	
	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		https://www.ina.hr/investitori/za-dionicare/
4.The supervisory board and its committees/Time commitment	The minimum expected time commitment of each supervisory board member is specified on their appointment'	Partially	A schedule of Supervisory Board meetings has been established.	
	The annual report includes record of attendance at the meetings for each member of the supervisory board and its committees?	NO	Attendance records are disclosed in the Report on the Supervision of the Management of the Company's Affairs.	
	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	The Company Secretary regularly collects information and monitors Supervisory Board members' memberships on the supervisory and management boards of other companies.	
4. The supervisory board and its	The supervisory board meets at least every three months?	YES		

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committees/Frequency and format of meetings	The supervisory board has adopted a workplan that includes time and agenda of future meetings?	YES		
	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		
	The supervisory board can meet without the participation of the management board where it considers it appropriate?	YES		
	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?	NO	Management Board members attend all Supervisory Board meetings in order to present matters and answer questions.	
	Non-Board committee members can participate in committee meeting only at the invitation of the committee?	YES		
4. The supervisory board and its committees/Support	The company has designated an individual to carry out the duties of a company secretary?	YES		
	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?	YES		
4. The supervisory board and its committees/Quality and timeliness of information	All materials required for a meeting of the supervisory board or its committees must be delivered to their members no later than one week before the meeting	NO	Audit Committee meetings are convened in accordance with the work plan, aligned with the financial reporting calendar, while certain materials are provided within an appropriate timeframe.	
	The minutes of the meeting of the supervisory board are available to all members of the supervisory board?	YES		
	Supervisory Board meeting minutes provide data on voting results including details of how individual members voted?	YES		
	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	The Supervisory Board may engage external advisers at the Company's expense; however, no specific procedure has been prescribed for this, and the standard procedure for engaging external advisers is applied.	
4. The supervisory board and its committees/Training and development	All members of the supervisory board at the time of appointment received introduction training for their role?	YES		
	All supervisory board members receive ongoing training and education to improve their sills and knowledge?	YES		
	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	Training is not formally organised; however, the Supervisory Board is regularly informed about regulatory requirements.	
	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. The supervisory board and its committees/Supervisory board evaluation	The supervisory board evaluated its effectiveness in the past 12 months.	YES		
	The supervisory board evaluated its effectiveness and composition of its committees in the past 12 months?	YES		
	The supervisory board assessed the individual results of its members and members of its committees in the last 12 months?	NO	The Supervisory Board evaluates its performance as a collective body.	
	The evaluation of the supervisory board was led by the president or deputy president, if president is not independent.	YES		

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	The evaluation of the supervisory board included an assessment of all the matters specified in Article 43 of the Code?	Partially	The Supervisory Board evaluates its performance as a collective body.	
	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?	YES		
	The annual report includes a report on the evaluation of the supervisory board and its committees?	Partially	The Supervisory Board's report is presented to the General Meeting together with the annual report.	
	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 report itself contains the results of the oversight of the Company's operations and the topics considered and discussed by the Supervisory Board.	
5. Management board / Responsibilities of the management board	The duties of management board include all the activities listed in Article 45 of the Code?	YES		
	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?	YES		
	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 progress against the plan?	NO	These targets are determined and monitored internally and are not publicly disclosed.	
	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		
	The rules of procedure of the management board must be approved by the supervisory board?	YES		
	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		
	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?	YES		
	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	This information is available on the Group intranet.	
	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?	YES		
	The report of the management board 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?	YES		
	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 Company Act?	YES		

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	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?	YES		
	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?	YES		https://www.ina.hr/investitori/za-dionicare/
5. Management board/Composition	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 and practical experience, ensuring balanced representation of both genders?	NO	The Management Board is appointed in accordance with the Shareholders Agreement.	
5. Management board/President	The president of the management board is formally responsible for the activities listed in Article 49. of the Code?	YES		
5. Management board/Limits on other appointments	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	The employment agreements of the Management Board members, as approved by the Supervisory Board, govern their membership on the management and supervisory boards of other companies operating in the same industry as the Company.	
	Management board members do not hold more than two positions in the management or supervisory board of other such companies?	YES		
5. Management board/Evaluation	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		
	Results of the evaluation of arrangements for cooperation between the supervisory board and management are included in the annual report?	YES		https://www.ina.hr/investitori/za-dionicare/
	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?	NO	The Management Board regularly reviews company and management performance, but not the performance of individual Board members.	
	The management board has reported the conclusions of the evaluations of its members to the supervisory board?	NO	The Management Board regularly reviews company and management performance, but not the performance of individual Board members.	
6. Remuneration of the management and supervisory boards members/Role of the nomination committee	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 has not established a Remuneration Committee.	
	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 has not established a Remuneration Committee.	
	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 has not established a Remuneration Committee.	
	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 recommendations to the management board regarding its policies?	NO	The Company has not established a Remuneration Committee.	

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	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 has not established a Remuneration Committee.	
6. Remuneration of the management and supervisory boards members/Remuneration of the management board	The supervisory board has determined the annual remuneration of each member of the management board, based on the recommendations of the remuneration committee and in accordance with the approved remuneration policy?	Partially	The Supervisory Board determines annual remuneration in accordance with the approved remuneration policy and legal requirements.	
	The remuneration policy is non-discriminatory and aligned with sustainability objectives, and has been prepared in accordance with applicable legal requirements?	YES		
	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		
	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?	Partially	The remuneration policy does not provide for remuneration in shares.	
	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?	Partially	The remuneration policy does not provide for remuneration in shares.	
	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?	NO	The Company does not define such circumstances.	
6.Remuneration of the management and supervisory boards members/Remuneration of the supervisory board	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	Supervisory Board members receive fixed compensation that does not depend on time commitment.	
	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. Remuneration of the management and supervisory boards members/Reporting on remuneration	The company has adopted a remuneration policy for the supervisory board, the management board, and senior management?	Partially	The policy covers the Management Board and Supervisory Board but not senior management.	
	The company has carried out an assessment of the impact of the remuneration policy on pay equality between genders?	NO	Policies provide equal pay regardless of gender; therefore no impact assessment was conducted.	
	Remuneration policy of the company was approved by shareholders at a general meeting?	YES		
	The company has made freely available on its website its remuneration policy?	YES		https://www.ina.hr/investitori/za-dionicare/
	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	No assessment was performed because the policies already provide equal pay regardless of gender.	
	Annual report on remuneration includes data on remuneration of each individual member of the supervisory board as well as other information contained in Article 60 of the Code and the Company Act?	YES		
	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?	YES		

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SEGMENT	QUESTION	ANSWER	EXPLANATION	LINK TO THE COMPANY'S WEBSITE
	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?	YES		
	The annual remuneration report is available free of charge on the company's website?	YES		https://www.ina.hr/investitori/za-dionicare/
	The auditor's report on the examination of the annual remuneration report is available free of charge on the company's website?	YES		https://www.ina.hr/investitori/za-dionicare/
7. Risks, internal control and audit/Role of management and supervisory boards	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	NO	Each organisational unit is responsible for managing its own risks, and the Management Board has established this obligation.	
	The risk management policy takes into account sustainability?	NO	No risk management policy has been adopted.	
	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		
	The management board regularly reports to the supervisory board on the status of significant risks?	YES		
7. Risks, internal control and audit/Role of the audit committee	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		
	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?	YES		
	The audit committee oversees tax planning practices, including the allocation of corporate income tax arising from cross-border activities?	NO	Tax planning is not defined as a specific responsibility of the Audit Committee. Tax planning is monitored through the Company's regular tax processes.	
	The audit committee oversees the effectiveness of the company's internal financial controls?	YES		
	The audit committee ensures the adequacy, independence, and effectiveness of the external audit function?	YES		
	The audit committee ensures the independence and adequacy of the internal audit function?	YES		
	The audit committee oversees the implementation of measures arising from external and internal audits and its own oversight activities?	YES		
	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?	YES		
	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 Procedure for Internal Reporting of Irregularities falls under the responsibility of the Management Board.	
7. Risks, internal control and audit/External audit	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		
	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		
	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		

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SEGMENT	QUESTION	ANSWER	EXPLANATION	LINK TO THE COMPANY'S WEBSITE
	The audit committee is responsible for monitoring the independence and objective of external auditor?	YES		
	The audit committee approved a policy on permitted non-audit services provided by the external auditor?	YES		
7. Risks, internal control and audit/Managing risks and internal control	The audit committee evaluated the effectiveness of risk management and internal control system as a whole at least once a year?	YES		
	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		
	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?	Partially	The Supervisory Board's report for a given reporting year is published in the Notice convening the Company's Annual General Meeting for that same reporting year.	
	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	No significant ineffective internal controls were identified.	
	The company maintains an effective risk management system that ensures reliable identification, measurement, response to, reporting, and monitoring of risks?	YES		
	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		
	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		
	The company has established an internal audit function responsible for monitoring the effectiveness of internal control systems, including risk management?	YES		
	The audit committee approved the internal audit plan in the last 12 months?	Partially	The Audit Committee discussed the internal audit plan and took note of it.	
	The audit committee receives reports of internal auditors and monitors the implementation of its recommendations?	YES		
	The audit committee shall recommend to the supervisory board the appointment or dismissal of the heads of the internal audit function?	NO	Under internal acts, the Head of Internal Audit is appointed by the Management Board and has unrestricted access to the Audit Committee.	
	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	The internal audit function is already established.	
7. Risks, internal control and audit/Whistleblowing	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	The procedures exist, but approval falls within the Management Board's authority.	
	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?	YES		
	The procedures are aligned with whistleblower protection regulations, gender equality requirements, protection against all forms of harassment, and anti-discrimination rules?	YES		
	Details of the procedure for registration are available free of charge on the website of the company?	YES		https://www.ina.hr/app/uploads/2025/07/Eticki-kodeks-2025-hr-7-25.pdf
	The management board has appointed a person responsible for handling reported irregularities?	YES		
	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	Such an obligation is not explicitly prescribed by the Articles of Association, but it exists as a general responsibility of the Management Board regarding reporting to the Supervisory Board.	

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SEGMENT	QUESTION	ANSWER	EXPLANATION	LINK TO THE COMPANY'S WEBSITE
	The Articles of Association and/or the company's internal acts provide that the management board has duty to inform the whistleblower about the results of the implemented measures, unless otherwise provided by the applicable regulations?	Partially	According to the internal act, protection of whistleblower identity and protection against retaliation is the responsibility of the Confidential Person appointed by the Management Board.	
	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?	Partially	Pursuant to the internal act, the protection of the identity of whistleblowers and protection against retaliation fall within the responsibility of the Confidential Person appointed by the Management Board.	
	The audit committee evaluated the effectiveness of the procedure and its application in the last 12 months.	NO	Assessment of the effectiveness of the procedure is the responsibility of the Management Board.	
8. Reporting and transparency/Website of the company	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		
	The company's website is easily accessible, user-friendly, and allows end users to find information in a clear and simple manner?	YES		
	The company's annual report is available on the company's website?	YES		
	The company's half-year and quarterly reports, as well as other required financial information, are available on the company's website?	YES		https://www.ina.hr/investitori/za-dionicare/
	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?	YES		https://www.ina.hr/investitori/za-dionicare/
	Information on the rules of operation, composition and members 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?	Partially	Information on the independence of each member and the criteria used is not published on the website, although independence information is disclosed in the annual report.	
	The company's Articles of Association and other internal acts in accordance with this Code are available on the company's website?	YES		https://www.ina.hr/o-kompaniji/profil-kompanije/korporativno-upravljanje/politike-i-dokumenti/
	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		https://www.ina.hr/o-kompaniji/profil-kompanije/korporativno-upravljanje/politike-i-dokumenti/
	The company's internal rules and the procedure for reporting irregularities are available on the company's website?	YES		https://www.ina.hr/o-kompaniji/profil-kompanije/korporativno-upravljanje/politike-i-dokumenti/
	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 organisational chart and intragroup policies are available internally; only partly on the public website.	
	Information on reciprocal shareholdings involving the company is available on the company's website?	NO	There are no such shareholdings.	
	The corporate income tax information report is available on the company's website?	NO	The Company does not prepare a separate Corporate Income Tax Information Report, as it is prepared at the level of the ultimate parent company (MOL Plc.) for the entire Group. The report is publicly disclosed in accordance with applicable regulations and is available on the website of the ultimate parent company.	
	The report on transactions with related parties is available on the company's website?	NO	Transactions with affiliated companies are disclosed in the notes to the annual financial statements; no separate report is published.	
	The report on the company's relations with affiliated companies is available on the company's website?	NO	Transactions with affiliated companies are disclosed in the notes to the annual financial statements; no separate report is published.	
	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?	Partially	Relevant information on the Shareholders' Agreement is available as part of the annual reporting.	

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SEGMENT	QUESTION	ANSWER	EXPLANATION	LINK TO THE COMPANY'S WEBSITE
	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		https://www.ina.hr/investitori/za-dionicare/
	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?	YES		https://www.ina.hr/investitori/za-dionicare/
	The company's dividend policy is available on the company's website?	NO	The Company does not have a dividend policy.	
	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	Within the Company's internal organisational structure, each organisational unit monitors and manages its own risks.	
	A calendar of events for the next twelve months, including the dates of the general meeting, publication of financial results, dividend payments, and investor conferences, is available on the company's website?	Partially	A calendar of financial results announcements for the next 12 months is available on the Company's website. The notice convening the General Meeting is published on the Company's website within the time limits prescribed by law, while information on dividend payments is published after the General Meeting at which the relevant decision is adopted. In accordance with the Stock Exchange Rules, the Company is not required to hold investor conferences.	
	All materials related to general meetings, including resolutions adopted at the meetings, are available on the company's website?	YES		https://www.ina.hr/investitori/za-dionicare/
	The names and contact details of persons responsible for investor relations are available on the company's website?	Partially	Contact details of the persons responsible for investor relations are available on the Company's website.	
	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		
	All information on the company's website is available free of charge, unconditionally, and in the Croatian language?	YES		
	All information on the company's website is available free of charge, unconditionally, and in the English language?	YES		
8. Reporting and transparency/Annual Report	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?	NO	The information is published in the Supervisory Board oversight report.	
	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	There have been no such transactions.	
	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	There have been no such transactions.	
	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 Supervisory Board Activity Report for a given reporting year is published together with the Notice convening the Company's Annual General Meeting for the same reporting year.	
	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?	Partially	The Supervisory Board Activity Report for a given reporting year is published together with the Notice convening the Company's Annual General Meeting for the same reporting year.	
	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	Certain terms of the Agreement are disclosed in the Annual Report, and the Company has filed the required registration notice confirming that such agreement was concluded in accordance with the law.	

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SEGMENT	QUESTION	ANSWER	EXPLANATION	LINK TO THE COMPANY'S WEBSITE
	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?	Partially	The Annual Report contains statistical data on gender representation.	
	The company's annual report includes information on compliance with the requirements regarding the independence of supervisory board members and the criteria for their independence?	Partially	The annual report identifies which Supervisory Board members are independent.	
	The company's annual report includes a description of the sustainability-related objectives set by the company and a report on their achievement?	YES		
	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?	YES		
	The corporate governance code compliance report is included in the company's annual report?	YES		
	The corporate governance code compliance report includes all information required by the Accounting Act?	YES		
9. Shareholders and the general meeting/Shareholder relations	The company has ensured that all shareholders, regardless of the number or type of shares they hold, have equal access to information about the company and about the way they can carry and protect their rights?	YES		
	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?	YES		
	Information on the formal mechanisms that enable minority 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?	Partially	Information on the formal mechanisms that enable minority shareholders to submit questions directly to the President of the Management Board and the Chairman of the Supervisory Board is available in the Notice convening each General Meeting of the Company.	
	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		
9. Shareholders and the general meeting/General meeting	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		
	The articles of association and/or internal company documents allow shareholders the opportunity to exercise their right to vote by proxy without restriction?	YES		
	The articles of association and/or internal company documents allow shareholders the opportunity to exercise their right to vote electronically without restrictions?	YES		
	Explanation of other ways in which shareholders can exercise its right to vote are set out in the documents for the general meeting?	YES		
	The Articles of Association or a resolution of the management board provide for the possibility of holding a hybrid general meeting?	YES		
	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 before it is held, cast their votes in writing or by electronic means (postal voting)?	NO	The Company currently does not provide for postal voting.	
	Notice of the general meeting is published no later than 30 days before it is held?	YES		
	The agenda, decisions and all other materials required for the general meeting are available free of charge on the website of the company?	YES		https://www.ina.hr/investitori/za-dionicare/

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SEGMENT	QUESTION	ANSWER	EXPLANATION	LINK TO THE COMPANY'S WEBSITE
	All documents are available in English and Croatian language?	YES		
	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?	Partially	Information on how shareholders may participate in the General Meeting and exercise their voting rights is available in the Notice convening each General Meeting of the Company. The Company's Articles of Association provide for the possibility of participating in the General Meeting and exercising voting rights through electronic communication; however, no need for the use of such a mechanism has arisen to date.	
	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?	Partially	Some individuals were absent, but all relevant stakeholders were present to answer potential questions.	
	The external auditor was present at the general meeting where financial statements are presented?	YES		
	The company has made the resolutions of the general meeting available free of charge on its website?	YES		https://www.ina.hr/investitori/za-dionicare/
	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		https://www.ina.hr/investitori/za-dionicare/
10. Stakeholders, sustainability and resilience/Responsible business conduct	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?	Partially	The process is covered by the double materiality assessment, but not yet across the entire value chain.	
	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?	YES		https://www.ina.hr/app/uploads/2025/07/Eticki-kodeks-2025-hr-7-25.pdf
	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?	YES		https://www.ina.hr/o-kompaniji/profil-kompanije/korporativno-upravljanje/politike-i-dokumenti/
	The supervisory board and the management board have agreed upon and adopted policies on achieving a work–life balance for employees?	YES		https://www.ina.hr/o-kompaniji/profil-kompanije/korporativno-upravljanje/politike-i-dokumenti/
	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?	YES		https://www.ina.hr/o-kompaniji/profil-kompanije/korporativno-upravljanje/politike-i-dokumenti/
	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 grounds of gender and disability, as well as on the protection of whistleblowers reporting discrimination?	Partially	The Management Board has aligned and adopted the Code of Ethics. The INA Group Code of Ethics defines respect for human rights, including equal treatment, equal opportunities, dignity and mutual respect, thereby prohibiting all forms of discrimination. It also establishes a whistleblowing system for reporting unethical conduct and incorporates a zero-tolerance approach to retaliation, thereby protecting whistleblowers.	
	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 Management Board has aligned and adopted the Code of Ethics. The INA Group Code of Ethics explicitly prescribes the prevention of corruption and fraud, including the prohibition of bribery and other corrupt practices, and requires conduct in accordance with integrity and applicable laws. The Code also includes mechanisms for reporting irregularities and ensures the protection of whistleblowers.	

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SEGMENT	QUESTION	ANSWER	EXPLANATION	LINK TO THE COMPANY'S WEBSITE
	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 Supervisory Board and the Management Board have not formally adopted a separate policy document on tax planning aimed at ensuring that the majority of taxes are paid in the countries where activities are carried out and income is generated, as such a policy is not required by law. However, in its operations, the Company applies applicable tax regulations and principles of responsible tax conduct, including taxation in the jurisdictions where activities are performed and economic value is created. Tax matters are managed through internal controls, compliance processes, and risk management procedures.	
	The supervisory board and the management board have agreed upon and adopted policies on communication between the company and its key stakeholders?	NO	Communication with the wider public is regulated through Corporate Communications, while other communication depends on the relevant business process.	
	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	No such policy has been adopted; materiality assessment analysis is carried out for reporting purposes.	
	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 Conduct?	NO	Not all separate policies have been adopted; however, those that have been adopted cover most of the matters referred to in Article 88 of the Code.	
	All policies referred to in Article 88 of the Code are available free of charge on the company's website?	Partially	Part of the relevant policies is publicly available.	
	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?	Partially	The Management Board has ensured periodic monitoring.	
	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?	Partially	Individual policies were adopted by the competent bodies of the Company, with the Management Board being authorised to adopt the majority of them.	
10. Stakeholders, sustainability and resilience/Inclusion of stakeholders	The supervisory board and management board jointly identified which are considered key stakeholders in relation to company?	YES		
	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		
	The supervisory board is authorized, subject to prior notification to the president of the management board, to organize meetings with external stakeholders when it deems it necessary?	YES		
	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		
10. Stakeholders, sustainability and resilience/Internal training	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?	YES		
	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?	YES		