

QUESTIONNAIRE ON COMPLIANCE WITH THE CODE OF CORPORATE GOVERNANCE

Chapter of the Code	Ordinal number	Question	ANSWER (each question must be answered by selecting an answer from the drop-down menu (YES, NO, Partially))	EXPLANATION (to be entered only for questions previously answered with "NO" or "Partially")
1. Leadership/Collaboration	1.	The company's articles of association and/or other internal acts clearly define the competences of the supervisory board and the management board, in accordance with the applicable laws and arrangements under which the management board and the supervisory board cooperate?	YES	
1. Leadership/Collaboration	2.	The Articles of Association of the Company (and/or other internal acts) are available free of charge on the Company's website?	YES	
1. Leadership/Collaboration	3.	The Supervisory Board has adopted a decision with a list of categories of decisions and legal transactions for which the prior consent of the Supervisory Board is required and for which decisions must the Management Board consult the Supervisory Board before being adopted?	NO	The Company does not have a separate decision of the Supervisory Board with the required content, The relevant matter is fully regulated by Article 23 of the Act. of the Company's Articles of Association, which was adopted at the proposal of the Supervisory Board and adopted by the General Assembly, therefore, there is no need for a separate

				decision of the Supervisory Board with the same content.
1. Leadership/Collaboration	4.	A summary of the decision is available free of charge on the company's website?	NO	The Company does not have a separate decision of the Supervisory Board with the required content. The relevant matter is fully regulated by Article 23. of the Company's Articles of Association, which was adopted at the proposal of the Supervisory Board and adopted by the General Assembly. Therefore, a separate decision of the Supervisory Board with the same content is not required.
1. Leadership/Collaboration	5.	\nThe company's articles of association and/or internal acts provide for the prior consent of the supervisory board to take important decisions affecting the company's strategy, expenditure, risk exposure and reputation?	YES	

1. Leadership/Collaboration	6.	The company's articles of association and/or internal acts stipulate that the supervisory board and its committees have timely access to documents, premises, as well as senior management and employees when necessary for the performance of their duties?	YES	
1. Leadership/Collaboration	7.	The Management Board reported to the Supervisory Board at regular intervals on the Company's operating results, financial situation, significant financial and other risks, the Company's resilience and the results of interactions with shareholders and other stakeholders?	YES	
1. Leadership/Collaboration	8.	The Management Board and the Supervisory Board have agreed on the content, form and frequency of these reports?	YES	
1. Leadership/Collaboration	9.	The Articles of Association and/or internal acts prescribe that the President of the Management Board must notify the Supervisory Board if an event that potentially affects the results occurs or is likely to occur, financial position or reputation of the company?	YES	
1. Leadership/Code of Conduct	10.	The Supervisory Board has given its consent to the Code of Conduct (or other internal act) that establishes rules of conduct that must be followed by members of the management and supervisory board, employees and others acting on behalf of the company?	YES	

1. Leadership/Code of Conduct	11.	The Code of Conduct (or other internal act) contains provisions that ensure an inclusive working environment, equal opportunities for different sexes and the prohibition of any form of discrimination, as well as rules of conduct and measures to be taken in the event of their violation?	YES	
1. Leadership/Code of Conduct	12.	The Code of Conduct (or other internal act) is available free of charge on the company's website?	YES	
1. Leadership/Code of Conduct	13.	Does the Supervisory Board oversee the implementation and monitor the effectiveness of the Code of Conduct (or other internal act)?	YES	
1. Leadership/Code of Conduct	14.	The Code of Conduct (and/or other internal act) has taken into account the recommendations for responsible business conduct as prescribed by the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the applicable implementing OECD Due Diligence Guidelines for Responsible Business Conduct?	YES	
2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	15.	Are members of the Management Board and the Supervisory Board prohibited from participating in decision-making in relation to which they are in a conflict of interest?	YES	

2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	16.	Has the company adopted a policy for managing conflicts of interest?	PARTIALLY	<p>During 2025, the Company began the process of harmonization with OECD requirements, and thus a new Code of Business Conduct was adopted and published on the website, which contains general provisions on conflict of interest, and it is planned to adopt a special document called the Conflict of Interest Policy, although other internal acts of the Company (Rules of Procedure of the Supervisory Board and the Management Board) already contain provisions on conflict of interest management for members of the Supervisory Board and the Management Board, and which, if necessary, will be harmonized after the adoption of the Policy.</p>
2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	17.	Has the Supervisory Board given its prior consent to the conflict of interest management policy?	PARTIALLY	<p>In 2025, the Supervisory Board approved a new Code of Business Conduct containing general provisions on conflicts of interest. The Company also plans to adopt a special document called the Conflict of Interest Policy, although other internal acts of the Company (Rules of Procedure of the Supervisory Board and the Management Board), which were</p>

				also adopted or approved by the Supervisory Board) already contain provisions on conflict of interest management for members of the Supervisory Board and the Management Board, which will be harmonized if necessary after the adoption of the Policy.
2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	18.	The Conflict of Interest Management Policy is available free of charge on the company's website?	PARTIALLY	The provisions on conflict of interest management are contained in the Company's internal acts (Code of Business Conduct, Rules of Procedure of the Management Board and the Supervisory Board) available on the Company's website. After the Company adopts a special document called the Conflict of Interest Policy, it also plans to make it available on the Company's website.
2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	19.	Are the members of the supervisory board obliged to inform the entire supervisory board that they are in an existing or potential conflict of interest?	YES	

2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	20.	Members of the Management Board are obliged to inform the Chairman of the Supervisory Board and other members of the Management Board about an existing or potential conflict of interest?	YES	
2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	21.	Is the supervisory board obliged to keep a record of all notifications relating to an existing or potential conflict of interest, including a description of the conduct and the outcome of the proceedings in relation to any existing or potential conflict of interest?	YES	
2. Duties of Management Board Members and Supervisory Board / Conflict of Interest	22.	Members of the Management Board and the Supervisory Board are obliged to notify the Chairman of the Supervisory Board if they believe that another member of the Management Board or the Supervisory Board has an existing or potential conflict of interest that he or she has not reported, or to notify the Deputy Chairman of the Supervisory Board if it is the Chairman of the Supervisory Board?	YES	
2. Duties of Management Board Members and Supervisory Board/Non-Competition	23.	Members of the supervisory board and the management board do not perform activities that compete with the company's operations, either for their own account or for someone else's account?	YES	
2. Duties of Management Board Members and Supervisory Board/Non-Competition	24.	Are the members of the supervisory board and the management board not members of the management or supervisory board of companies that	YES	

		carry out activities that compete with the company's operations?		
2. Duties of Management Board Members and Supervisory Board/Non-Competition	25.	Members of the supervisory board and management do not hold significant shares in companies that compete with the company's business?	YES	
2. Duties of Management Board Members and Supervisory Board/Non-Competition	26.	Members of the management and supervisory board who have shares in companies with which the company is in competition have informed the company secretary of such shares?	NO	provided for in the company's internal acts. In 2025, there were no such cases
2. Duties of Management Board Members and Supervisory Board/Non-Competition	27.	Details of the shares held by the supervisory board and the management board in companies that compete with the company's operations are available free of charge on the company's website?	NO	In 2025, there were no such cases
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	28.	No transaction between members of the management or supervisory board and the company (or persons associated with any party) can be concluded without the prior consent of the supervisory board?	Partially	The company is governed by the provisions of the Companies Act.
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	29.	The fair value of any tangible transaction, as defined by law, must be certified by an independent expert prior to any such transaction?	Partially	The Commission decides whether it is necessary to request confirmation of the fair value of the said transaction by an independent expert before concluding and implementing a transaction.

2. Duties of Members of the Management Board and NO/Transactions with Related Parties	30.	Must an independent expert's report on the fair value of each tangible transaction be available free of charge on the company's website?	Partially	If the Committee decides to obtain the assessment of an independent expert, it will be published on the Company's website. There were no such cases.
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	31.	If the supervisory committee has appointed a special committee in accordance with the law or authorised an audit committee to decide on prior consent for related party transactions, do the members of such a committee fulfil the conditions of independence laid down for members of the supervisory board?	NO	The Supervisory Board shall give its consent to such transactions.
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	32.	If the supervisory committee has appointed a special committee in accordance with the law or authorised an audit committee to decide on prior consent for related party transactions, are the members of such committee independent in relation to the persons and duties subject to the prior consent?	NO	The Supervisory Board shall give its consent to such transactions.
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	33.	Has the company adopted procedures for approving and disclosing transactions between members of the management or supervisory board and the company (or persons associated with any party)?	YES	
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	34.	Does the Audit Committee assess the effectiveness of these procedures once a year?	NO	

2. Duties of Members of the Management Board and NO/Transactions with Related Parties	35.	Does the company publish on its website without delay information on transactions with related parties that require the prior approval of the supervisory board, for transactions of the company and for transactions of a subsidiary with related parties of the parent company?	YES	
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	36.	Does the notification of a related party transaction contain at least information on the nature of the relationship with the related party, the names of the related parties, the date and value of the transaction?	YES	
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	37.	Such a transaction notification has been available to the public for at least five years on the company's website?	YES	
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	38.	Once a year, the Management Board prepares a report on transactions with related parties in the content as prescribed by the Companies Act?	YES	
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	39.	The auditor has audited the report on related party transactions and submitted its signed report to the company's management?	YES	
2. Duties of Members of the Management Board and NO/Transactions with Related Parties	40.	Has the Supervisory Board examined the report on related party transactions and taken a position on the results of the audit and reported this to the General Meeting in its report to the General Meeting?	NO	At the time of publication of the Questionnaire, the Supervisory Board has not yet examined the Report on Transactions with Related Parties, but will do so

				when examining the Integrated Annual Report
3. Appointment of Management Board Members and Supervisory Board Roles	41.	The Supervisory Board is responsible for appointing and recalling members of the Management Board and making recommendations for a candidate for a member of the Supervisory Board to the General Assembly?	YES	
3. Appointment of Management Board Members and Supervisory Board Roles	42.	Has the Supervisory Board adopted formal and transparent procedures for appointment to the Management Board and Supervisory Board and for the selection of senior management?	NO	The Company acts in accordance with the ZTD and the Company's internal acts.
3. Appointment of Management Board Members and Supervisory Board Roles	43.	The Supervisory Board has adopted a succession plan?	NO	No succession plan has been adopted. It is planned to develop a succession plan for the future reporting period.
3. Appointment of Management Board Members and Supervisory Board Roles	44.	The procedures for appointment to the management and supervisory boards and for the selection of senior management contain objective criteria for appointment or selection, giving preference to a person of the under-represented sex under the same conditions?	NO	The Company acts in accordance with the ZTD and the Company's internal acts.

3. Appointment of Management Board Members and Supervisory Board Roles	45.	Has a preliminary impact assessment of the procedures for appointment to the management and supervisory board and for the selection of senior management as well as the succession plan on gender equality been carried out?	NO	The Company acts in accordance with the ZTD and the Company's internal acts.
3. Appointment of Management Board Members and Supervisory Board Roles	46.	The preliminary assessment of the impact of the procedures for appointment to the management and supervisory board and for the selection of senior management as well as the succession plan on gender equality has been published free of charge on the company's website?	NO	The Company acts in accordance with the ZTD and the Company's internal acts.
3. Appointment of Management Board Members and Supervisory Board Roles	47.	Is the representation of at least 40% of the members of the under-represented sex in the supervisory board or in the supervisory board and the management board together?	YES	
3. Appointment of Management Board Members and Supervisory Board Roles	48.	If the representation of at least 40% of members of the underrepresented sex has not been achieved, has the company taken measures to achieve the prescribed representation and adopted a plan and a deadline for achievement that may not exceed two years from the occurrence of the gender imbalance?	NO	The company has achieved a representation of at least 40% of members of the underrepresented sex, so these measures did not need to be taken, i.e. a plan to achieve this goal should not be adopted
3. Appointment of Management Board Members and Supervisory Board Roles	49.	All measures taken by the company, the plan and deadline for achieving the prescribed representation of the underrepresented sex, together with an explanation of why the percentage has	NO	The company achieved a representation of at least 40% of members of the underrepresented sex, so the measures and plan for achieving this goal did not need to

		not been achieved, are published by the company in the annual report?		be adopted or published in the Annual Report
3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	50.	The Nominations Committee oversees the appointment process to the Supervisory Board and the Board of Directors to ensure that it is fair, transparent and non-discriminatory, that it promotes diversity, inclusion and equal opportunities, and that it achieves gender balance?	NO	In 2025, the Nominations Committee as a whole exceptionally did not supervise appointments to the Supervisory Board and the Management Board, although some members of the said Commission were involved in the process of nominating Management Board members in the new mandate. In the future, the Commission will continue its current regular practice of supervising appointments.
3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	51.	The Nominations Committee has developed descriptions of roles and candidates for each vacancy in accordance with the profile of the Management Board or the Supervisory Board, and has identified and recommended suitable candidates to the Supervisory Board?	NO	The nomination committee has a developed profile for the supervisory board, but it does not for the company's management, while the management profile will be implemented in the future reporting period.
3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	52.	When searching for the independent candidates of the Supervisory Board, the Nomination Committee found that the candidates were independent and on the basis of what criteria (as defined in Appendix A)?	NO	In 2025, only one member of the Supervisory Board was appointed by the decision of the largest shareholder who has the said right

				in accordance with the Company's Articles of Association
3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	53.	The Nomination Committee has prepared a succession plan for the reappointment or replacement of members of the Supervisory Board and the Management Board, in consultation with the Chairman of the Supervisory Board or the Management Board?	NO	The succession plan was not made because in 2025 a new Management Board of the Company was appointed, a new President of the Supervisory Board was elected, and there were changes in the composition of the Nomination Committee
3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	54.	The Nominations Committee oversaw progress in achieving the percentage of female board and supervisory board members and senior management?	PARTIALLY	The company regularly monitors and provides accurate data on the share of women in the management board, supervisory board and senior management in its annual report.
3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	55.	The Nomination Committee oversaw the administration's policies in the selection and appointment of senior management?	NO	The Company acts in accordance with the ZTD and the Company's internal acts.
3. Appointment of members of the Management Board and Supervisory Board/Role of the Nomination Committee	56.	The Nomination Committee supervised the conduct of an internal evaluation and a survey on workers' perceptions of gender equality and equal opportunities in society?	NO	The Company acts in accordance with the ZTD and the Company's internal acts.

3. Appointment of Management Board Members and Supervisory Board Members/Election of Supervisory Board Members at the General Assembly	57.	When proposing candidates for the Supervisory Board to the General Assembly, among the materials for the General Assembly, the Company shall make available free of charge on the Company's website all the information referred to in Article 19 of the Act. of the Code?	PARTIALLY	The company is guided by the requirements of the Companies Act and internal acts. In 2025, there was no election of members of the Supervisory Board at the General Assembly
3. Appointment of Management Board Members and Supervisory Board Members/Election of Supervisory Board Members at the General Assembly	58.	The proposal for the election of members of the Supervisory Board must also contain information for each proposed member on whether he or she is independent within the meaning of the provision of Article 255, paragraph 6 of the Supervisory Board. Why does the Supervisory Board consider the candidate to be independent and on the basis of what criteria from the Companies Act/Code?	NO	In 2025, there was no election of members of the Supervisory Board of the Company at the General Assembly
3. Appointment of Management Board Members and Supervisory Board Members/Election of Supervisory Board Members at the General Assembly	59.	In the event that a current member of the Supervisory Board is proposed, the materials for the General Assembly shall also contain all the information referred to in Article 20 of the Supervisory Board. of the Code?	NO	In 2025, there was no election of members of the Supervisory Board at the General Assembly of the Company
3. Appointment of Management Board Members and Supervisory Board Members/Election of Supervisory Board Members at the General Assembly	60.	The data referred to in Articles 19 and 20. of the Code are available free of charge on the company's website even if an employee representative or other member of the supervisory board who is not elected by the shareholders at the general meeting is appointed?	NO	The Company acts in accordance with the ZTD and the Company's internal acts.

4.NO and its Committees/Competence of the Supervisory Board	61.	The tasks of the Supervisory Board include: appointing and dismissing members of the Management Board and succession planning; contributing to the development and approval of the company's strategy, business plan and budget; and; supervising the results achieved by the management board in achieving its objectives and the manner in which it performs its duties, as well as the manner in which it cooperates with shareholders and other stakeholders?	YES	
4.NO and its Committees/Competence of the Supervisory Board	62.	The tasks of the supervisory board also include ensuring at least 40% representation of the under-represented sex in the supervisory board or the supervisory board and the management board together?	NO	The Company has achieved at least 40% representation of the underrepresented sex in the Supervisory Board or the Supervisory Board and the Management Board together
4.NO and its Boards/Composition of the Supervisory Board	63.	The Supervisory Board has drawn up a Supervisory Board profile that determines the minimum number of members and the combination of age, gender, skills, knowledge and education, as well as the professional and practical experience required in the Supervisory Board?	YES	
4.NO and its Boards/Composition of the Supervisory Board	64.	The Supervisory Board includes members of different genders, ages, profiles and experiences to ensure a diversity of perspectives in decision-making and a balanced representation of both genders?	YES	

4.NO and its Boards/Composition of the Supervisory Board	65.	A majority of the members of the Supervisory Board are independent as defined in Appendix A of the Code?	NO	Two members of the Supervisory Board are appointed by the largest shareholder in accordance with the Articles of Association, one member is a representative of the employees appointed by the Works Council, three members are independent, and all members have the necessary competencies and experience.
4.NO and its Boards/Composition of the Supervisory Board	66.	Are the Chairman or Deputy Chairman of the Supervisory Board independent?	YES	
4.NO and its Boards/Composition of the Supervisory Board	67.	If the majority of the members of the supervisory board are not independent, has the supervisory board adopted measures, a plan and a deadline for achieving independence that may not exceed two years from the date on which the majority of the members of the supervisory board are not independent?	NO	Given that three of the seven members of the Supervisory Board are not elected, but appointed, the Company is guided primarily by the requirements of the Companies Act, the Profile of the Supervisory Board and the actual needs of the Company, bearing in mind the requirements of independence. The Company will continue to periodically review the composition of the Supervisory Board in terms of achieving a majority of independent members, all in accordance with business developments and possible changes in regulatory requirements.

4.NO and its Boards/Composition of the Supervisory Board	68.	All measures taken by the company to achieve the independence of the supervisory board, the plan and deadline for achieving independence, together with an explanation of why independence has not been achieved, are published by the company in the annual report?	NO	Given that three of the seven members of the Supervisory Board are not elected, but appointed, the Company is guided primarily by the requirements of the Companies Act, the Profile of the Supervisory Board and the actual needs of the Company, bearing in mind the requirements of independence. The Company will continue to periodically review the composition of the Supervisory Board in terms of achieving a majority of independent members, all in accordance with business developments and possible changes in regulatory requirements.
4.NO and its committees/Chairman	69.	The Chairman of the Supervisory Board shall have the tasks set out in Article 26 of the Supervisory Board. of the Code?	YES	
4.NO and its Boards/Boards of the Supervisory Board	70.	The Supervisory Board has set up a nomination committee?	YES	
4.NO and its Boards/Boards of the Supervisory Board	71.	The Supervisory Board has established a remuneration committee?	YES	
4.NO and its Boards/Boards of the Supervisory Board	72.	The Supervisory Board has established an audit committee?	YES	

4.NO and its Boards/Boards of the Supervisory Board	73.	The Supervisory Board has determined the mandate and activities of each of its committees?	YES	
4.NO and its Boards/Boards of the Supervisory Board	74.	Each board of the supervisory board is composed of members who possess the necessary skills, knowledge and education, professional and practical experience to carry out the functions of that board effectively?	YES	
4.NO and its Boards/Boards of the Supervisory Board	75.	Each board of the supervisory board has at least three members?	YES	
4.NO and its Boards/Boards of the Supervisory Board	76.	A majority of the members of each board of the Supervisory Board are independent as defined in Appendix A of the Code?	NO	All members of the Audit Committee are also members of the Supervisory Board, so in accordance with Article 65 para. 7 of the Audit Act, the Audit Committee exempts from the requirement of independence. All members of these committees have the necessary competencies and experience.
4.NO and its Boards/Boards of the Supervisory Board	77.	Members of the Management Board are prohibited from being members of the Board of Directors?	YES	

4.NO and its Boards/Boards of the Supervisory Board	78.	Is the independence of the Board of Supervisors ensured through independent members of the Board of Directors?	PARTIALLY	All members of the Audit Committee are also members of the Supervisory Board, so in accordance with Article 65 para. 7 of the Audit Act, the Audit Committee exempts from the requirement of independence. The members of the Nomination Committee and the Remuneration Committee shall be members of the Supervisory Board who are not independent.
4.NO and its Boards/Boards of the Supervisory Board	79.	The job description of each board of the supervisory board is available free of charge on the company's website?	YES	
4.NO and its Boards/Boards of the Supervisory Board	80.	Does the company include in the annual report a report on the work of each board of the supervisory board, including information on the number of meetings held, board members and the independence of each board member?	YES	
4.NO and its committees/Time load	81.	The expected minimum time workload of each member of the supervisory board is determined at the time of his appointment?	YES	
4.NO and its committees/Time load	82.	In the company's annual report, a record of the attendance of each member of the supervisory board at the meetings of the supervisory board and its committees was published?	YES	

4.NO and its committees/Time load	83.	Do the company's articles of association and/or internal acts provide for an obligation for the members of the supervisory board to inform the company secretary of their membership in the supervisory board or the management board of other companies?	YES	
4.NO and its committees/Frequency and manner of holding meetings	84.	Supervisory board meetings are held at least once every three months?	YES	
4.NO and its committees/Frequency and manner of holding meetings	85.	The Supervisory Board has adopted a work plan that includes the time and agenda of future meetings?	YES	
4.NO and its committees/Frequency and manner of holding meetings	86.	Do the Supervisory Board Committees meet as often as necessary for the effective performance of their duties and report regularly to the Supervisory Board on their activities?	PARTIALLY	In 2025, the Audit Committee held its meetings regularly, while the Remuneration Committee and the Nominations Committee held their meetings, but exceptionally not as often as necessary to fully perform their duties. In the future, the Commissions will continue to carry out their duties in full on a regular basis.
4.NO and its committees/Frequency and manner of holding meetings	87.	Meetings of the Supervisory Board may be held without the presence of the members of the Management Board when the Supervisory Board deems it appropriate?	YES	

4.NO and its committees/Frequency and manner of holding meetings	88.	Members of the Management Board do not attend meetings at which the Supervisory Board discusses the results and remuneration of the Management Board and its members?	NO	The Supervisory Board did not consider it necessary to discuss the results and receipts of the Management Board and its members at the sessions without their presence
4.NO and its committees/Frequency and manner of holding meetings	89.	Persons who are not members of the board of the supervisory board can participate in board meetings only at the invitation of the board?	YES	
4.NO and its committees/Support	90.	The company has appointed a person who will perform the duties of the secretary of the company?	YES	
4.NO and its committees/Support	91.	In accordance with the articles of association (or other internal acts), the company secretary is responsible for ensuring that the supervisory board acts in accordance with the procedures of the supervisory board, for advising the supervisory board on management issues, for supporting the chairman of the supervisory board and assisting the supervisory board and its committees?	YES	
4.NO and its committees/Quality and timeliness of information	92.	All materials required for the meeting of the supervisory board or the board of the supervisory board are delivered to their members no later than one week before the meeting?	YES	

4.NO and its committees/Quality and timeliness of information	93.	The minutes of the supervisory board meeting are available to all members of the supervisory board?	PARTIALLY	As part of the materials for the Supervisory Board sessions, members are provided with an excerpt from the minutes of the previous Supervisory Board meeting, which contains information on the members who participated in the work of the session, the decisions made and the manner in which each member of the Supervisory Board voted
4.NO and its committees/Quality and timeliness of information	94.	The minutes of the meetings of the Supervisory Board contain information on the results of voting, including details of the voting of individual members?	YES	
4.NO and its committees/Quality and timeliness of information	95.	Does the Supervisory Board have the right to receive information/advice from persons outside the company at the expense of the company if it considers it necessary for the successful performance of its duties, and the procedure for this is specified in the internal acts of the Management Board with the prior consent of the Supervisory Board?	YES	
4.NO and its committees/Training and development	96.	All members of the supervisory board received introductory training for their role when they were appointed?	YES	

4.NO and its committees/Training and development	97.	All members of the supervisory board are continuously trained and educated in order to improve and improve their skills and knowledge?	YES	
4.NO and its committees/Training and development	98.	Continuous training of supervisory board members covers the topics of business sustainability, responsible business conduct and achieving balanced representation of both genders in the supervisory board, management and senior management?	PARTIALLY	The Supervisory Board is regularly informed about sustainability issues through interim reports of the Management Board, which present activities, results and planned measures in the field of sustainable and responsible business. Through such reports, the members of the Supervisory Board continuously monitor the development of key sustainability topics, including environmental and social impact management, diversity and gender balance issues in management bodies and senior management. This ensures that they are constantly informed about relevant sustainability topics.
4.NO and its committees/Training and development	99.	Do the members of the supervisory board regularly receive updates and summaries from the management and experts on issues that are important for the company and the duties of the members of the supervisory board?	YES	

4.NO and its Committees/Evaluation of the Supervisory Board	100.	Has the Supervisory Board assessed its effectiveness and composition in the last twelve months?	YES	
4.NO and its Committees/Evaluation of the Supervisory Board	101.	Has the Supervisory Board assessed the effectiveness and composition of its committees over the last twelve months?	YES	
4.NO and its Committees/Evaluation of the Supervisory Board	102.	The Supervisory Board has evaluated the individual results of its members and members of its committees in the last twelve months?	YES	
4.NO and its Committees/Evaluation of the Supervisory Board	103.	Was the evaluation led by the chairman or deputy chairman of the supervisory board if the chairman is not independent?	NO	The Chairman of the Supervisory Board who led the evaluation was not independent
4.NO and its Committees/Evaluation of the Supervisory Board	104.	The evaluation of the Supervisory Board and the Supervisory Board Committee included the assessment of all the circumstances referred to in Article 43 of the Constitution. of the Code?	PARTIALLY	The evaluation did not include a specific assessment of the need to improve the profile of the Supervisory Board
4.NO and its Committees/Evaluation of the Supervisory Board	105.	The evaluation of the Supervisory Board and the Supervisory Board Committees identifies whether there is a need for improvements in the functioning and preparation of the Board meetings?	YES	
4.NO and its Committees/Evaluation of the Supervisory Board	106.	The annual report includes an evaluation report of the supervisory board and its committees?	NO	In 2025, the Supervisory Board conducted an evaluation after the Annual Report had already been published

4.NO and its Committees/Evaluation of the Supervisory Board	107.	The report on the evaluation of the supervisory board and its committees contains how the evaluation was carried out, whether external evaluators were engaged and who were consulted during the procedure, and a summary of the actions taken or will be taken on the basis of the results of the evaluation?	PARTIALLY	The report does not indicate the actions that have been taken or will be taken on the basis of the results of the evaluation
5. Management/Duties of the Management Board	108.	The Management Board shall have the duties set out in Article 45 of the Act. of the Code?	PARTIALLY	The duty of the Management Board does not include setting the percentage of underrepresented gender in senior management as a goal that must be achieved in the next five years
5. Management/Duties of the Management Board	109.	The management has set the percentage of the underrepresented sex in senior management as a goal that must be achieved in the next five years?	NO	The Company acts in accordance with the ZTD and the Company's internal acts.
5. Management/Duties of the Management Board	110.	The annual report publishes the set percentage of the underrepresented gender in senior management, together with an explanation of why it was chosen, why the percentage was not achieved if so, the measures taken by the company to achieve it, and the plan and deadline for achievement that cannot be longer than five years, and an indication of progress according to the plan?	NO	The Company acts in accordance with the ZTD and the Company's internal acts.

5. Management/Duties of the Management Board	111.	The Management Board has adopted the Rules of Procedure of the Management Board, which defines the distribution of responsibilities and the manner of cooperation between the members of the Management Board, including the procedures for holding meetings and decision-making?	YES	
5. Management/Duties of the Management Board	112.	Do the Rules of Procedure of the Management Board have to be approved by the Supervisory Board?	YES	
5. Management/Duties of the Management Board	113.	In the case of a group, has the management of the parent company ensured effective supervision of the activities of the other companies in the group and the existence of appropriate cooperation within the group?	YES	
5. Management/Duties of the Management Board	114.	In the case of a group, has the management of the parent company provided rules governing the scope of operations, responsibilities and reporting procedures at the level of the parent company and subsidiaries and the rules preventing conflicts of interest?	YES	
5. Management/Duties of the Management Board	115.	In the case of a group, information on the system of supervision and cooperation within the group and the intra-group rules of operation are available free of charge on the company's website?	NO	The Company acts in accordance with the ZTD and the Company's internal acts.

5. Management/Duties of the Management Board	116.	In the event that the contract on the management of the company's affairs has not been concluded, the management of the subsidiary has prepared a report on the company's relations with related companies in the first three months of the business year?	No	The Company is not a subsidiary company, so the legal prerequisites for the preparation of such a Report have not been met.
5. Management/Duties of the Management Board	117.	The report of the management of a subsidiary on relations with related companies contains all legal transactions that the company undertook in the previous year with the parent company or related companies or according to instructions in the interest of these companies, as well as all other actions that it undertook or failed to undertake in the previous year according to the instructions of these companies?	NO	The Company is not a subsidiary company, so the legal prerequisites for the preparation of such a Report have not been met.
5. Management/Duties of the Management Board	118.	The report of the management of a subsidiary on relations with related companies shall contain all the information prescribed by Article 497, paragraphs 1 and 2 of the Act, in legal transactions and other activities. The Companies Act?	No	The Company is not a subsidiary company, so the legal prerequisites for the preparation of such a Report have not been met.
5. Management/Duties of the Management Board	119.	The auditor conducted an audit of the report of the management of the subsidiary on relations with related companies and submitted its signed report to the management of the company?	No	The Company is not a subsidiary company, so the legal prerequisites for the preparation of such a Report have not been met.

5. Management/Duties of the Management Board	120.	The Supervisory Board has examined the report of the management of the subsidiary on relations with related companies and has taken a position on the results of the audit and informed the General Assembly about it in its report to the General Meeting?	NO	The Company is not a subsidiary company, so the legal prerequisites for the preparation of such a Report have not been met.
5. Management Board/Composition	121.	The supervisory board ensures that the management maintains a profile that determines the minimum number of members and the combination of members of a certain age, gender, skills, knowledge and education, as well as professional and practical experience, taking care to ensure a balanced representation of both sexes?	YES	
5. Management Board/President	122.	The responsibility of the President of the Management Board for all activities referred to in Article 49 of the Act on the Functioning of the Republic of Croatia is prescribed. of the Code?	YES	
5. Management/Limitations of other appointments	123.	Do the internal acts of a company provide that members of the management board must obtain the prior consent of the supervisory board before accepting appointment to the management or supervisory board of a company that is not part of the same group?	YES	
5. Management/Limitations of other appointments	124.	Members of the management board do not hold more than two positions in the management or supervisory board of	YES	

		companies that are not part of the same group?		
5. Management Board/Management Assessment	125.	In the last 12 months, the Supervisory Board has assessed the effectiveness of the cooperation arrangements between the Supervisory Board and the Management Board, as well as the adequacy of the support and information it receives from the Management Board?	YES	
5. Management Board/Management Assessment	126.	The results of the evaluation of the cooperation arrangements between the Supervisory Board and the Management Board are included in the Annual Report?	NO	In 2025, the assessment of the effectiveness of the cooperation arrangements between the Supervisory Board and the Management Board was carried out after the publication of the Annual Report
5. Management Board/Management Assessment	127.	Has the management assessed its own effectiveness and the effectiveness of individual members at least once a year, applying the same criteria and avoiding any form of discrimination?	YES	
5. Management Board/Management Assessment	128.	Has the Management Board informed the Supervisory Board of its conclusions regarding the assessment of its own effectiveness and the effectiveness of individual members?	YES	

<p>6. Remuneration of members of the Management Board and Supervisory Board/Role of the remuneration committee</p>	<p>129.</p>	<p>The remuneration committee recommends to the Supervisory Board, at least every three years, the remuneration policy for members of the management board, taking into account the amount and structure of the remuneration of senior management and workers as a whole, having carried out a prior assessment of the effects of that policy on gender pay equality for equal and/or work of equal value?</p>	<p>PARTIALLY</p>	<p>The remuneration committee recommends to the Supervisory Board at least every three years the remuneration policy for members of the Management Board. No assessment of the effects of this policy on the equality of remuneration of different sexes for equal work has been made because the policy does not differentiate the remuneration of Management Board members on the basis of gender.</p>
<p>6. Remuneration of members of the Management Board and Supervisory Board/Role of the remuneration committee</p>	<p>130.</p>	<p>The remuneration committee recommended to the supervisory board remuneration for members of the management board based on an assessment of the company's performance and their personal results, taking into account equality of remuneration between the different sexes for equal work and/or work of equal value?</p>	<p>YES</p>	

<p>6. Remuneration of members of the Management Board and Supervisory Board/Role of the remuneration committee</p>	<p>131.</p>	<p>The remuneration committee recommended to the supervisory board the remuneration policy for the members of the supervisory board and carried out a preliminary assessment of the effects of the said policy on equality of remuneration of different sexes for equal work and/or work of equal value, and which policy was given to the general assembly for approval?</p>	<p>PARTIALLY</p>	<p>The Remuneration Committee recommended to the Supervisory Board a proposal for a decision on the remuneration of members of the Supervisory Board, but did not conduct an assessment of the effects of the said decision on the equality of remuneration of different sexes for equal work, because the said decision does not make a difference in the remuneration of an individual member of the Supervisory Board on the basis of gender</p>
<p>6. Remuneration of members of the Management Board and Supervisory Board/Role of the remuneration committee</p>	<p>132.</p>	<p>The Remuneration Committee monitored the amount and structure of remuneration of senior management and workers as a whole, taking into account gender pay equality for equal and/or work of equal value, and made recommendations to the management on its policies?</p>	<p>NO</p>	<p>The Company regularly reports in its annual report on the equality of remuneration in accordance with the ESRS Directive. So far, the Remuneration Committee has not supervised the amount and structure of remuneration and has not made recommendations to the management, but in the future reporting period, annual reporting to the committee will be implemented, which will be able to make recommendations based on the report.</p>

6. Remuneration of members of the Management Board and Supervisory Board/Role of the remuneration committee	133.	The Remuneration Committee supervised the preparation of the legally prescribed mandatory annual report on remuneration for the approval of the Supervisory Board?	YES	
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Management Board	134.	The Supervisory Board has determined the annual remuneration of each member of the Management Board, based on the recommendations of the remuneration committee and in accordance with the approved remuneration policy?	YES	
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Management Board	135.	Is the remuneration policy non-discriminatory and aligned with sustainability objectives, and prepared in accordance with the relevant legal requirements?	YES	
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Management Board	136.	The level of remuneration of board members takes into account the agreed strategy, risk appetite, the economic environment in which the company operates, the fulfilment of sustainability objectives, and the wages and conditions of employees within the company?	YES	
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of	137.	The remuneration policy stipulates that a member of the management board may not dispose of the shares allocated to him as part of the remuneration for at least two years from the date on which they were allocated to him?	YES	

members of the Management Board				
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Management Board	138.	The remuneration policy stipulates that a member of the management board may not exercise the stock options granted to him as part of the remuneration for at least two years from the date on which they were granted to him?	NO	The remuneration policy does not provide for share options as part of the remuneration of Management Board members
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Management Board	139.	The remuneration policy includes provisions that specify the circumstances in which part of the remuneration of a member of the management board would be retained or reimbursed?	NO	The remuneration policy for members of the Management Board does not contain such provisions
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of members of the Supervisory Board	140.	Does the level of remuneration for the Chairperson of the Supervisory Board and for the other members of the Supervisory Board reflect their time load and responsibilities, including the time load and responsibilities in the Supervisory Board Committees?	YES	
6. Remuneration of members of the Management Board and Supervisory Board/Remuneration of	141.	Do the remuneration policy and/or internal acts of the company prohibit the inclusion of variable elements or other elements related to the performance of the business in the remuneration of the supervisory board?	YES	

members of the Supervisory Board				
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	142.	The Company has adopted a remuneration policy for the Supervisory Board, Management and Senior Management?	PARTIALLY	The Company has not adopted a remuneration policy for senior management
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	143.	Has the company carried out an assessment of the effects of remuneration policies on gender pay equality?	NO	The company did not carry out an assessment of the effects of policies on gender pay equality because the gender pay policy does not differentiate between gender-based benefits.
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	144.	The remuneration policy was approved by the shareholders at the general meeting?	YES	
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	145.	The approved remuneration policy of the company is available free of charge on the company's website?	YES	

6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	146.	An assessment of the effects of remuneration policies on gender pay equality is available free of charge on the company's website?	NO	The company has not carried out an assessment of the effects of policies on gender pay equality because the pay policy does not differentiate between gender benefits
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	147.	The annual report on remuneration shall include data on the remuneration of each individual member of the Supervisory Board and the Management Board, in the content as determined by Article 60 of the Income Tax Act. of the Code and the Companies Act?	YES	
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	148.	The annual remuneration report contains information on how the remuneration policy for the management is determined, the relationship between remuneration and long-term results, the sustainability and resilience of the company, the structure and parameters of the calculation of remuneration for the management, the consistency of the remuneration of the management with the remuneration of senior management and employees as a whole, and the reasons for deviating from the application of the remuneration policy for the management if this is the case?	YES	

6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	149.	The annual report on remuneration shall contain information on the remuneration of each member of the board of the supervisory board who is not a member of the supervisory board, if this is the case	NO	All members of the Audit Committee are also members of the Supervisory Board, while during 2025 there were changes in the composition of the Supervisory Board and the Nomination Committee in such a way that all members of the said Commission, as well as the Remuneration Committee, are also members of the Supervisory Board.
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	150.	The annual report on receipts is available free of charge on the company's website?	YES	
6. Remuneration of members of the Management Board and Supervisory Board/Reporting on remuneration	151.	The auditor's report on the examination of the annual remuneration report is available free of charge on the company's website?	YES	
7. Risks, internal control and audit/Role of the supervisory board and management	152.	The Management Board, with the prior consent of the Supervisory Board, has adopted a risk management policy that determines the nature and extent of the risks that the company must and is willing to assume in order to achieve its long-term strategic objectives?	NO	The Company acts in accordance with the ZTD and the Company's internal acts.
7. Risks, internal control and audit/Role of the	153.	A risk management policy takes sustainability issues into account?	NO	The Company acts in accordance with the ZTD and the Company's internal acts.

supervisory board and management				
7. Risks, internal control and audit/Role of the supervisory board and management	154.	Do the company's articles of association and/or internal acts prescribe the responsibility of the management to identify significant financial, operational and external risks related to the implementation of the strategy and the maintenance of the company's activities, and to maintain an appropriate risk management and internal control system in order to manage and avoid these risks?	Yes	
7. Risks, internal control and audit/Role of the supervisory board and management	155.	Does the company's management regularly report to the supervisory board on the status of significant risks?	No	The Company acts in accordance with the ZTD and the Company's internal acts.
7. Risks, internal control and audit/Role of the audit committee	156.	Does the audit committee supervise the correctness and completeness of the company's financial statements, accounting policies and other official communications related to the company's financial results?	YES	
7. Risks, internal control and audit/Role of the audit committee	157.	Does the audit committee oversee the soundness and completeness of corporate sustainability reporting reports and sustainability reporting policies and other official communications related to companies' sustainability performance?	YES	

7. Risks, internal control and audit/Role of the audit committee	158.	Does the Audit Committee oversee the implementation of tax planning, including the allocation of taxes on profits generated from cross-border activities?	NO	The Company acts in accordance with the ZTD and the Corporate Income Tax Act.
7. Risks, internal control and audit/Role of the audit committee	159.	Does the audit committee oversee the effectiveness of the company's internal financial controls?	Yes	
7. Risks, internal control and audit/Role of the audit committee	160.	Does the Audit Committee ensure the sufficiency, independence and effectiveness of the external audit function?	Yes	
7. Risks, internal control and audit/Role of the audit committee	161.	Does the audit committee ensure the independence and sufficiency of the internal audit function?	Yes	
7. Risks, internal control and audit/Role of the audit committee	162.	Does the Audit Committee oversee the implementation of the measures that have been determined as a result of external and internal audit and its own oversight?	Yes	
7. Risks, internal control and audit/Role of the audit committee	163.	Does the supervisory board (or a specific board of the supervisory board or the audit committee) undertake activities to oversee the effectiveness of the company's overall internal control and risk management system?	YES	
7. Risks, internal control and audit/Role of the audit committee	164.	Does the supervisory board (or a special board of the supervisory board or the audit committee) supervise the application of the procedures for reporting breaches of the law or the company's internal rules of conduct?	NO	It acts in accordance with internal acts: Code of Business Conduct and Policy, Ordinance on the Manner of Reporting Irregularities

7. Risks, Internal Control and Audit/External Auditor Relations	165.	Does the Audit Committee oversee the process of selecting and appointing the external auditor in accordance with legal requirements and make recommendations to the Supervisory Committee for the selection of the external auditor and the conditions for his appointment?	Yes	
7. Risks, Internal Control and Audit/External Auditor Relations	166.	Over the past twelve months, the Audit Committee has approved the work plan of the external auditor, which includes the scope and content of the activities to be audited?	Yes	
7. Risks, Internal Control and Audit/External Auditor Relations	167.	The audit committee meets with the external auditor as necessary to discuss the issues identified during the audit and to monitor the quality of the services provided?	Yes	
7. Risks, Internal Control and Audit/External Auditor Relations	168.	The audit committee monitors the independence and objectivity of the external auditor?	Yes	
7. Risks, Internal Control and Audit/External Auditor Relations	169.	Has the audit committee approved the policy on the permitted non-audit services provided by the external auditor and oversees the implementation of the policy?	Yes	
7. Risks, Internal Control and Audit/Risk Management and Internal Control	170.	Has the Audit Committee assessed the effectiveness of risk management and the internal control system as a whole at least once a year?	Yes	

7. Risks, Internal Control and Audit/Risk Management and Internal Control	171.	Has the audit committee made recommendations to the supervisory board and the company's management regarding the effectiveness of risk management and the internal control system, if necessary?	No	The Company acts in accordance with the ZTD and the Company's internal acts and there was no need.
7. Risks, Internal Control and Audit/Risk Management and Internal Control	172.	In its annual report, the company stated how the supervisory board conducted oversight regarding the effectiveness of risk management and the internal control system?	No	The Company acts in accordance with the ZTD and the Company's internal acts.
7. Risks, Internal Control and Audit/Risk Management and Internal Control	173.	In the Annual Report, the Company described which significant internal controls were not effective and the measures and activities that were taken or proposed to improve them?	No	There were no ineffective internal controls.
7. Risks, Internal Control and Audit/Risk Management and Internal Control	174.	The Company maintains an effective risk management system that ensures reliable risk identification, measurement, response, reporting and monitoring.	Partially	There is no centralized risk management system, but risk management is carried out through reactive measures and assessments that are carried out as needed.
7. Risks, Internal Control and Audit/Risk Management and Internal Control	175.	A risk management system covers all risks that a company faces or may face, including climate and environmental risks, health crises, disruptions in supply chains, geopolitical tensions, tax risks, risks related to cybersecurity and the use of digital technologies, as well as financial and operational risks?	Partially	There is no centralized risk management system, but risk management is carried out through reactive measures and assessments that are carried out as needed.

7. Risks, Internal Control and Audit/Risk Management and Internal Control	176.	Has the company established clear internal responsibilities for maintaining the risk management system and a clear procedure for maintaining contacts between the responsible persons and the audit committee?	Partially	There is no centralized risk management system, but risk management is carried out through reactive measures and assessments that are carried out as needed.
7. Risks, Internal Control and Audit/Risk Management and Internal Control	177.	Has the company established an internal audit function responsible for overseeing the effectiveness of the internal control system, including risk management?	YES	
7. Risks, Internal Control and Audit/Risk Management and Internal Control	178.	Has the audit committee approved the internal audit plan in the last twelve months?	YES	
7. Risks, Internal Control and Audit/Risk Management and Internal Control	179.	Has the audit committee received the internal auditor's reports and supervised the implementation of his recommendations?	YES	
7. Risks, Internal Control and Audit/Risk Management and Internal Control	180.	Is the audit committee obliged to recommend to the supervisory board the appointment or dismissal of the head of the internal audit function?	NO	The Audit Committee shall take a decision on the appointment or dismissal of the Head of Internal Audit
7. Risks, Internal Control and Audit/Risk Management and Internal Control	181.	If there is no internal audit function in the company, the audit committee has assessed the need for this function once in the last 12 months as part of its assessment of the internal control system	NO	There is already an internal audit function in the Company.

7. Risks, internal control and audit/Reporting of irregularities	182.	The Management Board, with the prior consent of the Supervisory Board, has adopted procedures for reporting violations of the law, internal rules of the company or unethical behavior, including cases where there is a suspicion of a violation or the possibility of it?	YES	
7. Risks, internal control and audit/Reporting of irregularities	183.	The procedure ensures that workers or external stakeholders do not suffer negative consequences if they report suspicious behaviour and that the identity of the whistleblower remains protected?	YES	
7. Risks, internal control and audit/Reporting of irregularities	184.	Are the procedures in line with the regulations on the protection of whistleblowers, gender equality, protection from any form of harassment and combating discrimination?	YES	
7. Risks, internal control and audit/Reporting of irregularities	185.	A detailed description of the procedure for reporting violations of the law, internal rules of the company or unethical behaviour is available free of charge on the company's website?	YES	
7. Risks, internal control and audit/Reporting of irregularities	186.	The management has appointed a person in charge of resolving the issue of reported irregularities?	YES	

7. Risks, internal control and audit/Reporting of irregularities	187.	Do the Articles of Association and/or internal acts of the company provide for the duty of the management to immediately report to the Supervisory Board of any irregularities observed, to agree on the measures that must be implemented and to report to the Supervisory Board on the results of the measures implemented?	NO	Internal acts shall be complied with
7. Risks, internal control and audit/Reporting of irregularities	188.	Do the articles of association and/or internal acts of the company provide for the duty of the management to inform the whistleblower of the results of the measures implemented, unless otherwise regulated by the relevant regulation?	YES	
7. Risks, internal control and audit/Reporting of irregularities	189.	The company's articles of association and/or internal acts provide for the duty of the management to ensure the protection of the identity of the whistleblower and protection from possible retaliation?	YES	Defined by the company's internal act
7. Risks, internal control and audit/Reporting of irregularities	190.	Has the Audit Committee assessed the effectiveness of the whistleblowing procedure and its application at least once a year?	NO	It acts in accordance with internal acts: Code of Business Conduct and Policy, Ordinance on the Manner of Reporting Irregularities
8. Disclosure and transparency/Use of the Company's website	191.	All the information that the company is required to publish in accordance with the law, the rules on listing, the Code and its own articles of association is available free of charge on the company's website?	Partially	All the information required by the ZTD, ZTK, the Rules of Inclusion and the Statute of the Company, as well as part of the information required by the Code, have been made public.

8. Disclosure and transparency/Use of the Company's website	192.	The company's website is easily accessible, accessible to end users, and clear and easy to find information?	Yes	
8. Disclosure and transparency/Use of the Company's website	193.	The company's annual report is available on the company's website?	Yes	
8. Disclosure and transparency/Use of the Company's website	194.	The company's website provides a semi-annual and quarterly report and other financial information that is required to be disclosed?	Yes	
8. Disclosure and transparency/Use of the Company's website	195.	Is sustainability-related information available on the company's website that can reasonably be expected to influence the investor's valuation of the company or its investment or voting decisions?	YES	The company has published a Sustainability Report, which transparently reports on impacts, goals and results in the areas of environment, society and governance. The Code of Business Conduct was also adopted, which defines the principles of ethical and responsible business. The management system is additionally regulated by a number of policies: Anti-Corruption and Antitrust Policy, Sustainable Supplier Management Policy, Energy Management Policy, Environmental Protection Policy, Employee Health and Safety Policy, Human Rights and Ethical Employment Policy, Diversity and Equal Opportunities Policy, and

				Corporate Security Policy. These policies regulate the areas of human rights, environmental protection, ethical business operations and responsible management.
8. Disclosure and transparency/Use of the Company's website	196.	Information on the rules of operation, composition and members of the supervisory board and its committees and management is available on the company's website, including information on the independence of each individual board member and the criteria for their independence?	Partially	Published as part of the Integrated Annual Report.
8. Disclosure and transparency/Use of the Company's website	197.	The company's articles of association and other internal acts in accordance with this Code are available on the company's website?	Partially	All the information required by the ZTD, ZTK, the Rules of Inclusion and the Statute of the Company, as well as part of the information required by the Code, have been made public.

8. Disclosure and transparency/Use of the Company's website	198.	The company's policies on social and environmental impact, human rights, including children's rights, an inclusive working environment, bribery and corruption, and discrimination are available on the company's website?	YES	
8. Disclosure and transparency/Use of the Company's website	199.	On the company's website, the company's internal rules and the method of reporting irregularities are available?	Yes	
8. Disclosure and transparency/Use of the Company's website	200.	An organisational chart is available on the company's website with a detailed overview of the company's position within the group, if the company is part of the group, including intra-group policies?	YES	
8. Disclosure and transparency/Use of the Company's website	201.	On the company's website, information on mutual holding of shares is available, where is the company involved?	No	There is no reciprocal holding of the share.
8. Disclosure and transparency/Use of the Company's website	202.	A report on corporate income tax information is available on the company's website?	Yes	Published as part of the Integrated Annual Report.
8. Disclosure and transparency/Use of the Company's website	203.	Is a report on related party transactions available on the company's website?	Yes	Published as part of the Integrated Annual Report.
8. Disclosure and transparency/Use of the Company's website	204.	A report on the company's relations with related companies is available on the company's website?	Yes	Published as part of the Integrated Annual Report.

8. Disclosure and transparency/Use of the Company's website	205.	On the company's website, information on concluded shareholder agreements is available, including information on who are its contracting parties, what is the basic purpose of the concluded agreement and how it is realized, as prescribed by law?	No	We do not have such agreements.
8. Disclosure and transparency/Use of the Company's website	206.	On the company's website, details are available on changes in the holding of shares of members of the supervisory board and management, other persons performing managerial duties and persons closely associated with them, who must be declared under applicable laws and regulations, and transactions with related parties?	Partially	Changes in the holding of shares of the members of the Supervisory Board and the Management Board are publicly published on the ZSE website, as well as as in the Integrated Annual Report.
8. Disclosure and transparency/Use of the Company's website	207.	On the company's website, there is a remuneration policy for members of the supervisory board, management and senior management, as well as an annual report on remuneration?	Partially	The remuneration policy for members of the Supervisory Board and the Management Board is available on the Company's website.
8. Disclosure and transparency/Use of the Company's website	208.	Is the dividend policy available on the company's website?	Yes	
8. Disclosure and transparency/Use of the Company's website	209.	A risk management policy is available on the company's website, including information on the nature and effectiveness of related due diligence procedures and measures?	No	The Company acts in accordance with the ZTD and the Company's internal acts.

8. Disclosure and transparency/Use of the Company's website	210.	A calendar of events within the next twelve months is available on the company's website, including the dates of the general meeting, announcements of business results, dividend payments and investor conferences?	Yes	
8. Disclosure and transparency/Use of the Company's website	211.	All materials related to the sessions of the General Assembly, including decisions from the meetings, are available on the company's website.	Yes	
8. Disclosure and transparency/Use of the Company's website	212.	The name and contact details of the persons in charge of investor relations are available on the company's website?	Yes	
8. Disclosure and transparency/Use of the Company's website	213.	The Company has ensured that the information on the website is up-to-date and published within the deadlines prescribed by law and regulations?	Yes	
8. Disclosure and transparency/Use of the Company's website	214.	All information on the website is available free of charge and unconditionally in Croatian?	Yes	
8. Disclosure and transparency/Use of the Company's website	215.	All information on the website is available free of charge and unconditionally in English?	Yes	
8. Disclosure and Transparency/Annual Report	216.	The annual report of the company contains records of the number of meetings held by the Supervisory Board and the Board of the Supervisory Board and the presence of each member at these sessions?	Yes	

8. Disclosure and Transparency/Annual Report	217.	The company's annual report contains data on all shares and other financial instruments of the company held by members of the supervisory board and management and senior management, for which there is an obligation to report according to the applicable laws and regulations, and in other companies whose operations are in competition with the company's operations?	Yes	
8. Disclosure and Transparency/Annual Report	218.	The company's annual report contains information on all contracts and agreements concluded between members of the management or supervisory board and the company (or persons associated with any party)?	No	There were no such contracts.
8. Disclosure and Transparency/Annual Report	219.	Does the company's annual report contain the results of the supervisory board's assessment of its effectiveness and the effectiveness of its arrangements for cooperation with the management?	No	The Company acts in accordance with the ZTD and the Company's internal acts.
8. Disclosure and Transparency/Annual Report	220.	The company's annual report contains a report on the work of each board of the supervisory board, including data on the number of meetings held, board members and records of their attendance?	Yes	

8. Disclosure and Transparency/Annual Report	221.	The annual report of the company contains information on the concluded agreements of the shareholders, including information on who are its contracting parties, what is the basic purpose of the concluded agreement and how it is realized, as prescribed by law?	No	There were no such contracts.
8. Disclosure and Transparency/Annual Report	222.	The company's annual report contains a report on gender equality, the fulfilment of the conditions regarding the balanced representation of both sexes in the supervisory board, management and senior management, with an explanation if they are not met?	Yes	
8. Disclosure and Transparency/Annual Report	223.	The company's annual report contains information on the fulfilment of the conditions regarding the independence of the members of the supervisory board and the criteria for their independence?	Yes	
8. Disclosure and Transparency/Annual Report	224.	The company's annual report includes a description of the objectives related to the sustainability issues that the company has set and a report on their fulfilment?	Yes	

8. Disclosure and Transparency/Annual Report	225.	The annual report includes information on bonds issued, debt agreements concluded, including information on obligations assumed by the company under such agreements, which, in the event of a breach of the terms of the agreement, may limit the rights of management and shareholders or request changes in the company's operations, as well as information on the likelihood of such events occurring?	No	There was no such information
8. Disclosure and Transparency/Annual Report	226.	A report on the application of the corporate governance code is included in the company's annual report?	Yes	
8. Disclosure and Transparency/Annual Report	227.	The report on the implementation of the corporate governance code contains everything that is prescribed by the Accounting Act?	Yes	
8. Disclosure and Transparency/Annual Report	228.	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 how they can exercise and protect their rights?	Yes	
9. Shareholders and General Meeting/Shareholder Relations	229.	The company has effective mechanisms that enable minority shareholders to ask questions directly to the President of the Management Board and the Supervisory Board, and all information is available on the company's website	Partially	In accordance with the rules of the ZSE, the Company has appointed a Contact Person for investors whose information can be found on the Company's website

9. Shareholders and General Meeting/Shareholder Relations	230.	Information on the formal mechanisms that allow minority shareholders to ask questions directly to the President of the Management Board and the Chairman of the Supervisory Board is available free of charge on the company's website?	Partially	In accordance with the rules of the ZSE, the Company has appointed a Contact Person for investors whose information can be found on the Company's website
9. Shareholders and General Meeting/Shareholder Relations	231.	The company has designated an individual who will be the contact person for investor relations in relation to all shareholders, and whose duties include responding promptly to requests for information?	Yes	
9. Shareholders and the General Assembly/General Assembly	232.	The company's articles of association and/or internal acts of the company do not in any way restrict the ability of shareholders to convene a general meeting, to participate in it or to add items to the agenda?	YES	
9. Shareholders and the General Assembly/General Assembly	233.	Do the company's articles of association and/or internal acts of the company allow shareholders to exercise their right to vote by proxy without restriction?	YES	
9. Shareholders and the General Assembly/General Assembly	234.	Do the company's articles of association and/or internal acts of the company allow shareholders to exercise their right to vote by means of electronic communication without restriction?	NO	During 2026, it is planned to amend the Statute in this regard
9. Shareholders and the General Assembly/General Assembly	235.	An explanation of the other ways in which shareholders can exercise their right to vote is provided in the documents for the general meeting?	YES	

9. Shareholders and the General Assembly/General Assembly	236.	Is it possible for the general assembly to be held in a hybrid manner by the company's articles of association or by a decision of the management board?	NO	During 2026, it is planned to amend the Statute in this regard
9. Shareholders and the General Assembly/General Assembly	237.	Is the company's articles of association or a decision of the management board allowing shareholders who do not participate in the work of the general meeting to cast their votes in writing or by electronic communication (correspondence voting) after the announcement of the invitation to the general meeting and before it is held?	NO	During 2026, it is planned to amend the Statute in this regard
9. Shareholders and the General Assembly/General Assembly	238.	The notice of the General Assembly is published no later than 30 days before the day of the General Meeting?	YES	
9. Shareholders and the General Assembly/General Assembly	239.	The agenda, decisions and all other materials required for the general meeting are available free of charge on the company's website?	YES	
9. Shareholders and the General Assembly/General Assembly	240.	All documents are available in Croatian and English?	YES	
9. Shareholders and the General Assembly/General Assembly	241.	The Company has published on its website how shareholders can participate in the General Assembly and exercise the right to vote, especially when it is exercised through electronic communication, and how the Company has ensured the legally prescribed conditions for the use of electronic communication?	PARTIALLY	The Company has not yet provided the conditions for the possibility of exercising the right to vote at the General Assembly via electronic communication

9. Shareholders and the General Assembly/General Assembly	242.	The Chairman and Deputy Chairman of the Supervisory Board, the Chairmen of the Supervisory Board and all members of the Management Board were present at the General Assembly in the past twelve months?	YES	
9. Shareholders and the General Assembly/General Assembly	243.	The external auditor was present at the general meeting where the financial statements were presented?	YES	
9. Shareholders and the General Assembly/General Assembly	244.	The Company has made the decisions of the General Assembly available on its website free of charge?	YES	
9. Shareholders and the General Assembly/General Assembly	245.	Within 30 days from the date of the General Meeting, the Company made available on its website free of charge the answers to the questions posed at the General Meeting?	NO	There were no such inquiries
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	246.	Have the Supervisory Board and the Management Board agreed and adopted policies regarding the assessment of the impact of the company's activities on the environment and the community and the management of related risks, throughout the value chain?	YES	The Supervisory Board approves the policies adopted by the Management Board of the Company, which govern the assessment of the impact of business activities on the environment and society and the management of related risks throughout the value chain. The Supervisory Board also confirmed the Company's strategic goals in the field of sustainability, thus ensuring oversight of their implementation and the

				integration of the principles of sustainable and responsible business into business strategy and management.
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	247.	The Supervisory Board and the Management Board have agreed and adopted policies regarding the safeguarding of human, children's and workers' rights, especially persons with disabilities, throughout the value chain?	YES	
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	248.	Have the Supervisory Board and the Management Board agreed and adopted policies regarding the creation of an inclusive working environment, especially for persons with disabilities?	YES	
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	249.	Have the Supervisory Board and the Management Board agreed and adopted policies regarding the achievement of work-life balance for employees?	YES	
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	250.	Have the Supervisory Board and the Management Board agreed and adopted policies regarding ensuring equal pay for the different sexes for equal work and/or work of equal value?	YES	

10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	251.	The Supervisory Board and the Management Board have agreed and adopted policies regarding the prevention and sanctioning of any form of discrimination, especially on the basis of gender and disability, and the protection of whistleblowers?	YES	
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	252.	The Supervisory Board and the Management Board have agreed and adopted policies related to the prevention and sanctioning of bribery and corruption and the protection of whistleblowers?	YES	
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	253.	Have the Supervisory Board and the Management Board agreed and adopted tax planning policies that ensure the payment of most taxes in the countries where the activities are carried out and the revenue is generated?	No	The company operates in accordance with tax regulations and internal acts, the Agreement on Special Status concluded with the Tax Administration.
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	254.	Have the Supervisory Board and the Management Board agreed and adopted policies regarding the implementation of communication between the company and the main stakeholders?	No	The Company operates in accordance with the ZTD and the Company's internal acts.
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	255.	Have the supervisory board and the management agreed and adopted policies relating to the application of due diligence procedures and measures in the company, its subsidiaries and, where applicable, its direct and indirect business partners?	No	The Company operates in accordance with the ZTD and the Company's internal acts.

10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	256.	When agreeing and adopting the policies listed in Article 88. Guidelines for responsible business conduct as prescribed by the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the applicable implementing OECD Due Diligence Guidelines for Responsible Business Conduct?	YES	The Supervisory Board and the Management Board of the Company were guided by the principles of responsible business conduct when agreeing and adopting policies, in accordance with the recommendations of the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the applicable implementing OECD Due Diligence Guidelines. This ensures that the Company's policies cover the assessment and management of environmental, social and governance impacts, risks and opportunities along the entire value chain and are aligned with internationally recognised responsible business conduct standards.
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	257.	All policies referred to in Article 88. of the Code are available free of charge on the company's website?	PARTIALLY	Part of the policies referred to in Article 88. of the Code is available on the Company's website.
10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	258.	The Supervisory Board and the Management Board have ensured periodic monitoring of the implementation and effectiveness of all policies agreed and adopted in accordance with Article 88 of the Regulation. of the Code?	YES	

10. Stakeholders, Sustainability and Resilience/Responsible Business Conduct	259.	When the management asks the supervisory board to give prior consent to decisions, the supporting documents explain how the recommended measure is in line with the policies prescribed in Article 88. of the Code?	YES	
10. Stakeholders, sustainability and resilience/Stakeholder involvement	260.	The Supervisory Board and the Management Board have jointly identified who they consider to be key stakeholders in relation to the company?	Yes	
10. Stakeholders, sustainability and resilience/Stakeholder involvement	261	Has the Management Board ensured that effective mechanisms are in place for regular interaction with key stakeholders, as well as for informing the Supervisory Board about the results of these communications?	Yes	
10. Stakeholders, sustainability and resilience/Stakeholder involvement	262.	The Supervisory Board is authorized, with prior notification to the President of the Management Board, to organize meetings with external stakeholders when it deems it necessary?	Yes	
10. Stakeholders, sustainability and resilience/Stakeholder involvement	263.	The powers of each board of the supervisory board clearly stipulate the purposes for which the chairman of the board can communicate directly with stakeholders and the procedure to be followed in such cases?	Partially	Communication procedures have been established for a part of the Board, in accordance with the good practices of the Society.

10. Stakeholders, sustainability and resilience/Internal education	264.	The company organizes continuous education for the supervisory board, management and all employees in terms of gender equality, inclusion of persons with disabilities and children's rights, especially when the structure of employees changes significantly or when there are significant changes in regulations related to these areas?	PARTIALLY	The Company does not conduct continuous training for members of the Supervisory Board and the Management Board on these topics. However, during employment, employees are introduced to the principles of equality, non-discrimination and respect for human rights through an input package of documents that includes the Code of Business Conduct and related internal policies. These documents regulate the issues of gender equality, inclusion, protection of human rights and ethical business. In the year in question, internal trainings on the Code of Business Conduct and related policies were additionally conducted, focused on organizational units and functions that were assessed as riskier in terms of ethical business and compliance.
10. Stakeholders, sustainability and resilience/Internal education	265.	Trainings are organized in cooperation with competent institutions, civil society organizations or experts who deal with these issues in the field of employment and work?	Partially	The company conducts internal training.