

CORPORATE GOVERNANCE PRACTICE QUESTIONNAIRE FOR ISSUERS OF SHARES

All questions contained in this questionnaire relate to the period of one calendar year.

The Corporate Governance Code is intended for companies with two-tier governance structure considering that such a governance structure is most common in companies whose shares are listed on the Zagreb Stock Exchange. If the issuer has a one-tier structure, on the corporate governance practice questionnaire is answered in accordance with Appendix B of the Corporate Governance Code.

For the questions in the questionnaire in which the data type is the predefined set of values, the answer from the drop-down menu in the column "Answer" is selected for each question. If the answer to any question is "NO", the following question/questions that need not to be answered, will not be shown in the survey, except in reports of the Management Board, Supervisory Board and General Meeting - individually where the instructions should be followed.

Instructions for generating XML Schema from XLS files are published on Hanfa's website under technical instructions and forms the transparency of the issuer section. The instructions also describes the procedure for adding rows in reports in which the issuers themselves add as many lines as they have records in the report (in the corporate governance practice questionnaire for issuers of shares this includes reports of the Management Board, the Supervisory Board and General Meeting - individually).

Year	Institution code
2021	340

Instructions:

* Year is entered without period (eg. 2019)

* Enter the year for which data are entered in the questionnaire

QUESTION	ANSWER	INSTRUCTIONS
1.1. The issuer has a website	YES	Data type: The predefined set of values <i>Note: If the answer to this question is "YES" to questions 1.1.1. and 1.1.2. the answer is "YES" or "NO", and the question 15.1. has to be answered. If the answer to this question is "NO", do not respond to questions 1.1.1., 1.1.2. and 15.1.</i>
1.1.1. The issuer has a website in Croatian	YES	Data type: The predefined set of values
1.1.2. The issuer has a website in English	NO	Data type: The predefined set of values
1.2. Number of employees at 31.12. - in total	955	Data type: Numeric without decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered. Entered value should be greater than "0", and greater than or equal to the answer to question 1.2.1., or smaller, higher or equal to the answer to question 1.2.2.</i>
1.2.1. Number of employees at 31.12. - of which women	561	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered. Enter the number of employed women at December 31st. Answer to this question must be less than or equal to the answer to question 1.2.</i>
1.2.2. The average number of employees during the financial year	864	Data type: Numeric without decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered. Entered value must be greater than "0" and lower, higher or equal to the answer to question 1.2.</i>
1.3. The issuer has adopted one-tier (two bodies: the board, the general meeting) or two-tier (three bodies: management board, supervisory board, general meeting) management structure at the end of the year	Two-tier system	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
1.4. The number of members of the management board, at the end of the year	4	Data type: Numeric without decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered. The answer to this question should be less than or equal to the answer to question 1.2.</i>
1.4.1. The number of members of the management board (of which women)	1	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered and response should be less than or equal to response to questions 1.4., 1.2. and 1.2.1.</i>
1.4.2. Specify a target percentage of female members in the management board	25,00	Data type: Numeric with 2 decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered. Enter the target percentage of female members in the management board and the response must be greater than "0".</i>
1.5. The number of members of the supervisory board, at the end of the year	5	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered. Enter the number of members of the supervisory board at the end of the year.</i>
1.5.1. The number of members of the supervisory board (of which women)	0	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered. The answer to this question should be less than or equal to the response to 1.5., 1.2. and 1.2.1.</i>
1.5.2. Specify a target percentage of female members of the Supervisory board	25,00	Data type: Numeric with 2 decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered.</i>

1.6. Average total gross wages paid during the year (not including the salary of board members and supervisory board members who are employees), in HRK	10.904,03	Data type: Numeric with 2 decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered. Enter the average total annual gross salary, in HRK not including salaries of board members and supervisory board members who are employee.</i>
1.6.1. Average total gross wages of women, paid during the year (not including salaries of female management board members and supervisory boards who are employees), in HRK	8.951,65	Data type: Numeric with 2 decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: Enter the average annual gross salary of women. This question is answered if the answer to question 1.2.1. is greater than "0". If the answer to question 1.2.1. is "0", do not respond to this question.</i>
1.7. The increase in share capital during the year	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (1.7.1.) must be greater than "0", and the question 1.7.2. is answered with "YES" or "NO". If the answer to this question is "NO", do not respond to questions 1.7.1. and 1.7.2.</i>
1.8. The reduction of the share capital during the year	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to the question 1.8.1. If the answer to this question is "NO", do not respond to question 1.8.1.</i>
1.9. The Company is part of the group	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to the questions 1.10. and 11.1. Respond to the questions 1.10.1. and 1.11.1. according to the instructions below. If the answer to this question is "NO", do not respond to questions 1.10., 1.10.1., 1.11. and 1.11.1.</i>
1.12. The Company has adopted internal acts describing the responsibilities of Chairman of the Board	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (1.12.1.) must be greater than "0". If the answer to this question is "NO", do not respond to the following question (1.12.1.)</i>
1.12.1 Number of internal acts describing the responsibilities of Chairman of the Board	2	Data type: Numeric without decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No

1.13. The Company has a affiliated companies (as defined in Article 473 of the Companies Act)	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to questions 1.13.1. and 1.13.2. and the answer to at least one of the two questions must be greater than "0". If the answer to this question is "NO", do not respond to the questions 1.13.1. and 1.13.2.</i>
1.13.1. Number of affiliated companies - of which based in Croatia	2	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No
1.13.2. Number of affiliated companies - of which with headquarters outside the Republic of Croatia	0	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No

QUESTION	2.1. Name and surname of the management board member	2.1.1 OIB (personal identification number)	2.2. Title of the management board member	2.3. Education of the management board member	2.4. Gender of the management board member	2.5. Age of the management board member
INSTRUCTIONS	<i>Note: This question has to be answered. Enter the members of the management board for a term independent of the entry in the court register</i>	<i>Note: This question has to be answered. Enter the OIB of the management board member</i>	Data type: The predefined set of values <i>Note: This question has to be answered.</i>	Data type: The predefined set of values <i>Note: This question has to be answered.</i>	Data type: The predefined set of values <i>Note: This question has to be answered.</i>	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
	GORAN JURIŠIĆ	38366279216	mag. oec.	Universiti degree	Male	from 46 to 55 years
	DANIJELA ŠABAN	06499894400	other	Universiti degree	Female	from 46 to 55 years
	NINO PAVIĆ	18542710417	univ. spec. oec.	Master degree	Male	from 36 to 45 years
	JERKO GRIZELJ	19756104450	other	Universiti degree	Male	from 36 to 45 years

2.6. Citizenship of the management board member	2.7. The employee of the Issuer	2.8. A shareholder of the issuer by more than 5% of share capital	2.9. The total number of the mandates in the management board of the issuer	2.10. Length of membership in the management board (number of years)	2.11. Connection to other members of the management board	2.11.1. Type of connection
Data type: The predefined set of values <i>Note: This question has to be answered.</i>	Data type: The predefined set of values <i>Note: This question has to be answered.</i>	Data type: The predefined set of values <i>Note: This question has to be answered.</i>	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered.</i>	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered. If membership in the management board is less than 12 months it is required to enter zero.</i>	Data type: The predefined set of values <i>Note: If the answer to this question is "NO", do not correspond to the question 2.11.1. If the answer to this question is "YES", respond to the following question (2.11.1.).</i>	Data type: The predefined set of values
Local	YES	NO	3	12	NO	
Local	YES	NO	3	10	NO	
Local	YES	NO	2	6	NO	
Local	YES	NO	1	2	NO	

2.12. Connection to other members of the supervisory board	2.12.1. Type of connection	2.13. Received discharge by the general meeting (within the meaning of Article 278 of the Companies Act)	2.14. At the same time member of the management board of another company	2.15. Number of companies in which the person is management board member	2.15.1. Out of this number, the number of issuers on the regulated market	2.15.2. Of this number, the number of affiliated companies (in terms of Article 473 of the Companies Act)
Data type: The predefined set of values <i>Note: If the answer to this question is "NO", do not correspond to the question 2.12.1. If the answer to this question is "YES", respond to the following question (2.12.1.).</i>	Data type: The predefined set of values	Data type: The predefined set of values. <i>Note: This question has to be answered.</i>	Data type: The predefined set of values <i>Note: If the answer to this question is "YES", respond to questions 2.15., 2.15.1. and 2.15.2. and the answer to question 2.15. must be greater than "0". If the answer to this question is "NO", do not correspond to questions 2.15., 2.15.1. and 2.15.2.</i>	Data type: Numeric without decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This number should be less than or equal to the response to question 2.15.</i>	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This number should be less than or equal to the response to question 2.15.</i>
NO		NO	NO			
NO		NO	NO			
NO		NO	NO			
NO		NO	NO			

2.16. At the same time member of the supervisory board of another company	2.17. Number of companies in which the person is supervisory board member	2.17.1. Out of this number, the number of issuers on the regulated market	2.17.2. Of this number the number of affiliated companies (in terms of Article 473 of the Companies Act)
<p>Data type: The predefined set of values</p> <p><i>Note: If the answer to this question is "YES", respond to questions 2.17., 2.17.1. and 2.17.2. and the answer to the following question (2.17.) must be greater than "0". If the answer to this question is "NO", do not correspond to questions 2.17., 2.17.1. and 2.17.2.</i></p>	<p>Data type: Numeric without decimals</p> <p>Permission to enter zero (0): No</p> <p>Permission to enter a positive number: Yes</p> <p>Permission to enter a negative number: No</p>	<p>Data type: Numeric without decimals</p> <p>Permission to enter zero (0): Yes</p> <p>Permission to enter a positive number: Yes</p> <p>Permission to enter a negative number: No</p> <p><i>Note: This number should be less than or equal to the response to question 2.17.</i></p>	<p>Data type: Numeric without decimals</p> <p>Permission to enter zero (0): Yes</p> <p>Permission to enter a positive number: Yes</p> <p>Permission to enter a negative number: No</p> <p><i>Note: This number should be less than or equal to the response to question 2.17.</i></p>
NO			
NO			
NO			
NO			

QUESTION	3.1. Name and surname of the supervisory board member	3.1.1. OIB (personal identification number)	3.2. Title of the supervisory board member	3.3. Education of the supervisory board member	3.4. Gender of the supervisory board member	3.5. Age of the supervisory board member	3.6. Citizenship of the supervisory board member
INSTRUCTIONS	<i>Note: This question has to be answered. Enter the members of the Supervisory Board for a term independent of the entry in the court register.</i>	<i>Note: This question has to be answered. Enter the OIB of the Supervisory Board member</i>	Data type: The predefined set of values <i>Note: This question has to be answered.</i>	Data type: The predefined set of values <i>Note: This question has to be answered.</i>	Data type: The predefined set of values <i>Note: This question has to be answered.</i>	Data type: The predefined set of values <i>Note: This question has to be answered.</i>	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
	Davor Bubalo	15925108066	other	University degree	Male	up to 35 years	Local
	Nenad Volarević	38662461957	other	University degree	Male	above 56 godina	Local
	Ante Jažo	34212374875	mag. oec.	University degree	Male	above 56 godina	Local
	Mirko Grgić	90712567399	other	University degree	Male	from 36 to 45 years	Local
	Zdenko Milas	54542978029	other	University degree	Male	above 56 godina	Local

3.7. The employee of the issuer	3.8. A shareholder of the issuer by more than 5% of share capital	3.9. Independent member of the supervisory board	3.10. A representative of the workers/unions in the supervisory board	3.11. The total number of the mandates in the supervisory board of the issuer	3.12. Length of membership in the supervisory board (number of years)	3.13. Connection to other members of the management board	3.13.1. Type of connection
Data type: The predefined set of values <i>Note: This question has to be answered.</i>	Data type: The predefined set of values <i>Note: This question has to be answered.</i>	Data type: The predefined set of values <i>Note: This question has to be answered.</i>	Data type: The predefined set of values <i>Note: This question has to be answered.</i>	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered.</i>	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered. If the members of the Supervisory Board is less than 12 months is required to enter zero.</i>	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "NO", do not respond to the following question (3.13.1.) If the answer to this question is "YES", respond to the following question (3.13.1.)</i>	Data type: The predefined set of values <i>Note: Enter the type of connection with other management board members.</i>
NO	NO	YES	NO	1	3	NO	
NO	NO	YES	NO	3	9	NO	
NO	NO	YES	NO	5	21	NO	
NO	NO	YES	NO	4	15	NO	
NO	NO	YES	NO	2	7	NO	

3.14. Connection to other members of the supervisory board	3.14.1. Type of connection	3.15. Received a discharge by the general meeting (within the meaning of Article 278 of the Companies Act)	3.16. Member of the committee (audit, nomination, remuneration etc.)	3.16.1. Indicate the name of the committee	3.17. At the same time a member of the supervisory board of another company	3.18. Number of companies in which the person is supervisory board member
Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "NO", do not respond to the following question (3.14.1.). If the answer to this question is "YES", respond to the following question (3.14.1.)</i>	Data type: The predefined set of values <i>Note: Enter the type of connections with other supervisory board members.</i>	Data type: The predefined set of values <i>Note: This question has to be answered.</i>	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "NO", do not respond to the following question (3.16.1.). If the answer to this question is "YES", respond to the following question (3.16.1.)</i>	Data type: The predefined set of values	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to question 3.18. must be greater than "0". If the answer to this question is "NO", do not correspond to questions 3.18., 3.18.1. and 3.18.2.</i>	Data type: Numeric without decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No
NO		NO	YES	Audit Committee	YES	
NO		NO	NO		YES	1
NO		NO	NO		YES	1
NO		NO	YES	Audit Committee	NO	
NO		NO	YES	Audit Committee	NO	

3.18.1. Out of that number, the number of the issuers on the regulated market	3.18.2. Of this number, the number of affiliated companies (in terms of Article 473 of the Companies Act)	3.19. At the same time member of the management board of another company	3.20. Number of companies in which the person is management board member	3.20.1. Out of this number, the number of issuers on the regulated market	3.20.2. Of this number the number of affiliated companies (in terms of Article 473 of the Companies Act)
Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This number should be less than or equal to the response to question 3.18.</i>	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No. <i>Note: This number should be less than or equal to the response to question 3.18.</i>	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to question 3.20. must be greater than "0". If the answer to this question is "NO", do not correspond to questions 3.20., 3.20.1. and 3.20.2.</i>	Data type: Numeric without decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This number should be less than or equal to the response to question 3.20.</i>	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This number should be less than or equal to the response to question 3.20.</i>
		0 NO			
0		0 NO			
0		0 NO			
		0 NO			
		0 NO			

QUESTION	ANSWER	INSTRUCTIONS
4.1. The issuer has established an audit committee	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES" respond to the questions 4.2. to 4.6.1. and the answer to question 4.2. must be greater than "0". If the answer to this question is "NO", do not respond to the questions 4.2. to 4.6.1.</i>
4.2. The number of members of the audit committee		3 Data type: Numeric without decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No
4.2.1. The number of members of the supervisory board who are members of the audit committee		3 Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: The answer to this question should be less than or equal to the number of the supervisory board members (question 1.5.) and the answer to question 4.2.</i>
4.2.2. Number of independent members of the supervisory board who are members of the audit committee		3 Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This number should be less than or equal to the answer to question 4.2.</i>
4.3. The issuer has an internal operating procedures of the audit committee	NO	Data type: The predefined set of values <i>Note: If the answer to this question is "YES" to question 4.3.1. is responded with "Own website" or "ZSE" or "SRPI" or "Own website and ZSE" or "own website, the ZSE and SRPI" or "Own website and SRPI" or "ZSE and SRPI" or " It is not made public "or" Other ". If the answer to this question is "NO", do not respond to question 4.3.1.</i>
4.4. During the year at least one meeting of the audit committee was held	YES	Data type: The predefined set of values <i>Note: If the answer to this question is "YES", respond to questions 4.5. and 4.5.1. and the answer to question 4.5. must be greater than "0". If the answer to this question is "NO", do not respond to the questions 4.5. and 4.5.1.</i>
4.5. Number of meetings of the audit committee during the year		3 Data type: Numeric without decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: Enter the number of meetings held and the other audit committee meetings at which decisions were made.</i>
4.5.1. Of this number how many meetings were held with the participation of all members of the audit committee		3 Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: The answer to this question should be less than or equal to the answer on previous question (4.5).</i>
4.6. The issuer shall prepare the report on the work of the audit committee	YES	Data type: The predefined set of values <i>Note: If the answer to this question is "NO", do not correspond to the question 4.6.1. If the answer to this question is "YES", the next question 4.6.1. is responded with "YES" or "NO".</i>
4.6.1. Report on the work of the audit committee is publicly available	NO	Data type: The predefined set value
4.7. The issuer has established the remuneration committee	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to the questions 4.8. to 4.12.1. and the answer to the following question (4.8.) must be greater than "0". If the answer to this question is "NO", do not correspond to questions 4.8. to 4.12.1.</i>

4.13. The issuer has established nomination committee		Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to questions 4.14. to 4.17.1. and the answer to the following question (4.14.) must be greater than "0". If the answer to this question is "NO", do not correspond to questions 4.14. to 4.17.1.</i>
4.14. The number of members of the nomination committee		Data type: Numeric without decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No
4.14.1. The number of members of the supervisory board who are members of the nomination committee		Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This number should be less than or equal to the answer to questions 1.5. and 4.14.</i>
4.14.2. Number of independent members of the supervisory board who are members of the nomination committee		Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This number should be less or equal to the answer to questions 1.5. and 4.14.</i>

4.15. The issuer has the internal procedures of the nomination committee		Data type: The predefined set of values <i>Note: If the answer to this question is "YES" question 4.15.1. is responded with "own website" or "ZSE" or "SRPI" or "own website and ZSE" or "its website, the ZSE and SRPI" or "own website and SRPI" or ZSE and SRPI" or " It is not made public "or" Other ". If the answer to this question is "NO", do not correspond to the question 4.15.1.</i>
4.15.1. Location of public disclosure of internal procedures of the nomination committee		Data type: The predefined set of values
4.16. During the year there was at least one meeting of the nomination committee held		Data type: The predefined set of values <i>Note: If the answer to this question is "YES", the answer to question 4.17. must be greater than "0". If the answer to this question is "NO", do not correspond to the questions 4.17. and 4.17.1.</i>
4.17. Number of meetings of the nomination committee during the year		Data type: Numeric without decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No
4.17.1. Of this number of meetings held with the participation of all members of the nomination committee		Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This number should be less than or equal to the previous answer (4.17.).</i>
4.18. The issuer has established additional committee		Data type: The predefined set of values <i>Note: This question has to be answered.</i>
4.19. Number of committee members who have undergone introduction training for their role in last year		Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered.</i>
4.20. Number of provided training and education of committee members in the past year		Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered.</i>
4.21. For the evaluation of the supervisory board and its committees external evaluators are engaged		Data type: The predefined set of values <i>Note: This question has to be answered.</i>

QUESTION	ANSWER	INSTRUCTIONS
5.1. The issuer has the schedule of the sessions of the management board	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to question 1.4. (Basic information) is greater than or equal to 2, the issuer must have a schedule of the sessions of the management board.</i>
5.2. Number of sessions of the management board		26 Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered. If the answer to this question is greater than "0" correspond to the question 5.2.1. If the answer to this question is "0" do not correspond to the following question 5.2.1.</i>
5.2.1. Of that with the participation of all members of the management board		16 Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This number should be less or equal to the answer to question 5.2.</i>
5.3. The issuer has an internal act for the work of management board (rules of procedure)	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES" answer to the question 5.3.1. If the answer to this question is "NO" do not respond to the following question (5.3.1.).</i>
5.3.1. Internal act for the work of the management board changed during the year	NO	Data type: The predefined set of values
5.4. The issuer has the schedule of the sessions of the supervisory board	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to question 1.5. (Basic information) is greater than or equal to 2, the issuer must have a schedule of the sessions of the supervisory board.</i>
5.5. Number of sessions of the supervisory board		21 Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered. If the answer to this question is greater than "0", correspond to the question 5.5.1. If this question is answered "0" do not correspond to the following question (5.5.1.). Enter the number of meetings held and the other meetings of the supervisory board where decisions were made.</i>
5.5.1. Of that with the participation of all members of the supervisory board		21 Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This number should be less than or equal to the answer to question 5.5.</i>
5.6. The issuer has an internal act for the work of the supervisory board	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES" on the following question (5.6.1.) is answered with "YES" or "NO". If the answer to this question is "NO", do not correspond to the question 5.6.1.</i>
5.6.1. The internal act for the work of the supervisory board changed during the year	NO	Data type: The predefined set of values
5.7. Specify how many times during the year the management board informed the supervisory board		1 Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered if the answer to question 1.3. is "Two-tier structure".</i>

QUESTION	ANSWER	INSTRUCTIONS
6.1. The issuer has the required length of one term in office for members - management board	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (6.1.1.) must be greater than "0". If the answer to this question is "NO", do not respond to the following question 6.1.1.</i>
6.1.1. Number of years of the prescribed length of one term in office for members - management board		5 Data type: Numeric without decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No
6.2. The issuer has the required length of one term in office for members - supervisory board	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (6.2.1.) must be greater than "0". If the answer to this question is "NO", do not respond to the following question (6.2.1.).</i>
6.2.1. Number of years of prescribed length of one term in office for the members - supervisory board		4 Data type: Numeric without decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No
6.3. The issuer has a plan of succession - management board members	NO	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
6.4. The issuer has a plan of succession - supervisory board members	NO	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
6.5. The issuer has a plan of succession - senior management	NO	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
6.6. During the year there were appointments of management board members	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to questions 6.7., 6.7.1. and 6.7.2. and the answer to question 6.7. must be greater than "0". If the answer to this question is "NO", do not correspond the questions 6.7., 6.7.1. and 6.7.2.</i>
6.8. During the year there were appointments based on the recommendations of the nomination committee for management board members	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to questions 6.9., 6.9.1. and 6.9.2. and the answer to the following question (6.9.) must be greater than "0". If the answer to this question is "NO", do not respond to the questions 6.9., 6.9.1. and 6.9.2.</i>
6.10. During the year there were new appointments (first term) of management board members	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to questions 6.11., 6.11.1. and 6.11.2. and the answer to question (6.11.) must be greater than "0". If the answer to this question is "NO", do not respond to questions 6.11., 6.11.1. and 6.11.2.</i>

6.12. There is at least one management board member who has joined the supervisory board of the same issuer, during the year	NO	Data type: The predefined set of values Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (6.12.1) must be greater than "0". If the answer to this question is "NO", do not respond to the question 6.12.1.
6.13. There is at least one management board member whose mandate has expired, during the year	YES	Data type: The predefined set of values Note: This question has to be answered. If the answer to this question is "YES", respond to questions 6.14., 6.14.1. and 6.14.2. and the answer to the following question (6.14.) must be greater than "0". If the answer to this question is "NO", do not respond to questions 6.14., 6.14.1. and 6.14.2.
6.14. Number of expiry of the term in office of management board members during the year - total	1	Data type: Numeric without decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No
6.14.1. Number of expiry of the term in office of management board members during the year - of which women	1	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No
6.14.2. Number of expiry of the term in office of management board members during the year - director/CEO	1	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No
6.15. There is at least one management board member who was recalled before the expiry of the term in office, during the year	NO	Data type: The predefined set of values Note: This question has to be answered. If the answer to this question is "YES", respond to questions 6.16., 6.16.1., 6.16.2. and 6.17. and the answer to question (6.16.) must be greater than "0". If the answer to this question is "NO", do not respond to questions 6.16., 6.16.1., 6.16.2. and 6.17.
6.18. There is at least one management board member who resigned before the end of the term, during the year	YES	Data type: The predefined set of values Note: This question has to be answered. If the answer to this question is "YES", respond to questions 6.19., 6.19.1., 6.19.2. and 6.20. and the answer to the following question (6.19.) must be greater than "0". If the answer to this question is "NO", do not respond to questions 6.19., 6.19.1., 6.19.2. and 6.20.

6.19. Number of management board members who had resigned before the end of the term during the year - total	1	Data type: Numeric without decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No
6.19.1. Number of management board members who had resigned before the end of the term during the year - of which women	1	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No
6.19.2. Number of management board members who had resigned before the end of the term during the year - director/ CEO	1	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No
6.20. The reasons for dismissal of management board members	personal reasons	Data type: The predefined set of values <i>Note: If the answer to question 6.18. is "YES" this question is answered with "personal reasons" or "changes in the supervisory board" or "change of shareholders structure" or "personal reasons and changes in supervisory board" or "personal reasons and changes in shareholders structure" or "change of supervisory board and shareholders structure" or "change in supervisory board, change the shareholding structure and personal reasons" or "none of the above".</i>
6.21. During the year there were appointments of supervisory board members	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to questions 6.22., 6.22.1. and 6.22.2. and the answer to question 6.22. must be greater than "0". If the answer to this question is "NO", do not respond to questions 6.22., 6.22.1 and 6.22.2.</i>
6.22. Number of appointments of the members of the supervisory board during the year - total	1	Data type: Numeric without decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No
6.22.1. Number of appointments of the members of the supervisory board during the year - of which women	0	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No
6.22.2. Number of appointments of the members of the supervisory board during the year - director/chairman of the supervisory board	1	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No
6.23. During the year there were new appointments (first term) of the supervisory board	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to questions 6.24., 6.24.1. and 6.24.2. and the answer to the following question (6.24.) must be greater than "0". If the answer to this question is "NO", do not respond to questions 6.24., 6.24.1. and 6.24.2.</i>
6.25. There is at least one member of the supervisory board that became a member of the management board of the same issuer, during the year	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (6.25.1.) must be greater than "0". If the answer to this question is "NO", do not respond to the question 6.25.1.</i>

6.26. There is at least one member of the supervisory board whose mandate expired during the year	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to questions 6.27., 6.27.1. and 6.27.2. and the answer to the following question (6.27.) must be greater than "0". If the answer to this question is "NO", do not respond to questions 6.27., 6.27.1. and 6.27.2.</i>
6.27. Number of expiry of mandates of the supervisory board during the year - total	1	Data type: Numeric without decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No
6.27.1. Number of expiry of the mandates of the supervisory board during the year - of which women	0	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No
6.27.2. Number of expiry of the mandates of the supervisory board during the year - director/chairman of the supervisory board	1	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No
6.28. There is at least one member of the supervisory board who was recalled before the expiry of the term in office, during the year	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to questions 6.29., 6.29.1., 6.29.2. and 6.30. and the answer to the following question (6.29.) must be greater than "0". If the answer to this question is "NO", do not respond to questions 6.29., 6.29.1., 6.29.2. and 6.30.</i>
6.31. There is at least one member of the supervisory board who resigned before the end of the term, during the year	NO	Data type: The predefined set of values <i>Note: If the answer to this question is "YES", respond to questions 6.32., 6.32.1., 6.32.2. and 6.33. and the answer to the following question (6.32.) must be greater than "0". If the answer to this question is "NO", do not respond to questions 6.32., 6.32.1., 6.32.2. and 6.33.</i>
6.34. Location of the public disclosure of candidates to the management board before the election to membership	Not published	Data type: The predefined set of values <i>Note: This question has to be answered.</i>

6.35. Publicly available information about the candidates to the board before the election to membership	None of above	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
6.36. Location of public disclosure of management board members for the duration of the term in office	Own website	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
6.37. Publicly available data for the duration of the term in office	Other	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
6.38. Location of public disclosure of the candidates for members of the supervisory board before the election to membership	Not published	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
6.39. Publicly available data of candidates for supervisory board members before the election to membership	None of above	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
6.40. Location of public disclosure of supervisory board members for the duration of the term in office	Own website	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
6.41. Publicly available data for the duration of the term in office	Other	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
6.42. Management Board members hold shares of the issuer (at the end of the year, according to the CDCC)	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (6.42.1.) must be greater than "0". If the answer to this question is "NO", do not respond to the question 6.42.1.</i>
6.42.1. % of the securities of the issuer held by members of the management board (at the end of the year, according to the CDCC) - shares	1,00	Data type: Numeric with 2 decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No
6.43. Management Board members hold bonds of the issuer (at the end of the year, according to the CDCC)	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (6.43.1.) must be greater than "0". If the answer to this question is "NO", do not respond to the question 6.43.1.</i>
6.44. Management Board members hold other securities of the issuer (at the end of the year, according to the CDCC)	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (6.44.1.) must be greater than "0". If the answer to this question is "NO", do not respond to the question 6.44.1.</i>
6.45. Members of the supervisory board hold shares of the issuer (at the end of the year, according to the CDCC)	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (6.45.1.) must be greater than "0". If the answer to this question is "NO", do not respond to the question 6.45.1.</i>
6.45.1. % of securities of the issuer held by members of the supervisory board (at the end of the year, according to the CDCC) - shares	6,22	Data type: Numeric with 2 decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No
6.46. The members of the supervisory board hold bonds of the issuer (at the end of the year, according to the CDCC)	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (6.46.1.) must be greater than "0". If the answer to this question is "no", do not answer to question 6.46.1.</i>

6.47. Members of the supervisory board hold other securities of the issuer (at the end of the year, according to the CDCC)	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (6.47.1.) must be greater than "0". If the answer to this question is "NO", do not respond to the question 6.47.1.</i>

QUESTION	ANSWER	INSTRUCTIONS FOR COMPLETION OF
7.1. The issuer has a remuneration policy for the management board members	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES" to the following question (7.1.1.) is responded with "Own website" or "ZSE" or "SRPI" or "Own website and ZSE" or "Own website, ZSE and SRPI" or "Own website and SRPI" or "ZSE and SRPI" or "Not published" or "Other". If the answer to this question is "NO", do not respond to the following question (7.1.1.)</i>
7.1.1. Location of public disclosure of remuneration policy for management board members	Own website, ZSE and	Data type: The predefined set of values
7.2. The issuer publishes detailed data on remuneration of each management board member	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES" the following question (7.2.1.) is responded with "Own website" or "ZSE" or "SRPI" or "Own website and ZSE" or "Own website, ZSE and SRPI" or "Own website and SRPI" or "ZSE and SRPI" or "Not published" or "Other". If the answer to this question is "NO", do not respond to the following question (7.2.1.)</i>
7.2.1. Location of public disclosure of detailed information on all remuneration for each member of the management board	Own website, ZSE and	Data type: The predefined set of values
7.3. management board members realized income during the year	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES" answer to questions 7.3.1. and 7.3.2. If the answer to this question is "NO", do not respond to questions 7.3.1. and 7.3.2.</i>
7.3.1. The total gross fixed amount of remuneration paid to management board members during the year, in HRK	2.104.101,84	Data type: Numeric with 2 decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No
7.3.2. Total gross variable amount of remuneration paid to board members during the year, in HRK	0,00	Data type: Numeric with 2 decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No
7.4. Members of management board were granted options during the year	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (7.4.1.) must be greater than "0". If the answer to this question is "NO", do not respond to the question 7.4.1.</i>
7.5. Management board members were granted shares during the year	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES" reply to questions 7.5.1. and 7.5.2. and responses must be greater than "0". If the answer to this question is "NO", do not respond to questions 7.5.1. and 7.5.2. This question is answered in relation to the assigned shares of the issuer to the management board members.</i>
7.6. During the year severance pay for management board members was agreed on	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", it is mandatory to answer the question (7.6.1.) and the response must be greater than "0". If the answer to this question is "NO", do not respond to the question 7.6.1.</i>

7.7. During the year severance payments were paid to members of the management board	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to the following question (7.7.1.) and the response must be greater than "0". If the answer to this question is "NO", do not respond to the question 7.7.1.</i>
7.8. During the year, members of the management were paid other types of remuneration	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", responds to the following question (7.8.1.) And the response must be greater than "0". If the answer to this question is "NO", do not respond to the question 7.8.1.</i>
7.9. Annual report on remuneration of management board members shall be submitted to the general meeting	YES	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
7.10. The issuer has a remuneration policy for members of the supervisory board	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES" the following question (7.10.1.) can be answered with "Your own web site" or "ZSE" or "SRPI" or "Own website and ZSE" or "Your own web site, ZSE and SRPI" or "Own website and SRPI" or "ZSE and SRPI" or "Not published" or "Other". If the answer to this question is "NO", do not respond to the question 7.10.1.</i>
7.10.1. Location of public disclosure of remuneration policy of supervisory board members	Own website, ZSE and	Data type: The predefined set of values
7.11. The amount of the remuneration of the supervisory board is determined by	General meeting	Data type: The predefined set of values <i>Note: This question has to be answered if the answer to question 7.13. and/or question 7.14. is "YES".</i>
7.12. The issuer publishes data on remuneration of each member of the supervisory board	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the following question (7.12.1.) is answered with "Own website" or "ZSE" or "SRPI" or "Own website and ZSE" or "its website, the ZSE and SRPI" or "Own website and SRPI" or "ZSE and SRPI" or "Not published" or "Other". If the answer to this question is "NO", do not respond to the following question (7.12.1.)</i>
7.12.1. Location of public disclosure of detailed information on all remuneration for each member of the supervisory board	Own website, ZSE and	Data type: The predefined set of values
7.13. Members of the supervisory board realized income during the year	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to the following question (7.13.1.) and the response must be greater than "0". If the answer to this question is "NO", do respond to the question 7.13.1.</i>
7.13.1. The total gross fixed amount of remuneration paid to the members of the supervisory board during the year, in HRK	373.678,44	Data type: Numeric with 2 decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No
7.14. Supervisory board members are paid other remuneration during the year	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES" reply to the following questions (7.14.1.) and the response must be greater than "0". If the answer to this question is "NO", do not respond to the question 7.14.1.</i>
7.15. Annual report on the remuneration of the supervisory board members shall be submitted to the general meeting	YES	Data type: The predefined set of values <i>Note: This question has to be answered.</i>

7.16. Senior management realized income during the year	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to questions 7.16.1. and 7.16.2. If the answer to this question is "NO", do not respond to questions 7.16.1. and 7.16.2. Senior management (refers to employees who are on the executive positions of all business functions of the company).</i>
7.16.1. Total gross fixed amount of remuneration paid to senior management during the year, in HRK	29.363.681,78	Data type: Numeric with 2 decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No
7.16.2. Total gross variable amount of remuneration paid to senior management during the year, in HRK	0,00	Data type: Numeric with 2 decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No
7.17. Senior management were granted options during the year	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (7.17.1.) must be greater than "0". If the answer to this question is "NO", do not respond to the question 7.17.1.</i>
7.18. Senior management were assigned shares during the year	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", answers to the following questions (7.18.1. and 7.18.2.) must be greater than "0". If the answer to this question is "NO", do not respond to questions 7.18.1. and 7.18.2. This question is answered in relation to the shares granted to senior management of the issuer.</i>
7.19. During the year severance pay for senior management was agreed on	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (7.19.1.) must be greater than "0". If the answer to this question is "NO", do not respond to the following question (7.19.1).</i>
7.20. During the year severance payment was paid out to senior management	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (7.20.1.) must be greater than "0". If the answer to this question is "NO", do not respond to the following question (7.20.1.)</i>
7.21. During the year other type of remuneration was paid to senior management	NO	Data type: The predefined set of values <i>Note: If the answer to this question is "YES", the answer to the following question (7.21.1.) must be greater than "0". If the answer to this question is "NO", do not respond to the following question (7.21.1).</i>

QUESTION	ANSWER	INSTRUCTIONS
8.1. The issuer has adopted Plan for option bonus (Stock option plan) for the management board	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES" respond to questions 8.1.1., 8.1.2., 8.1.3. and 8.1.4. If the answer to this question is "NO" do not respond to questions 8.1.1., 8.1.2., 8.1.3. and 8.1.4.</i>
8.2. The issuer has adopted Plan option bonus (Stock option plan) for senior management	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES" respond to questions 8.2.1., 8.2.2., 8.2.3. and 8.2.4. If the answer to this question is "NO", do not respond to questions 8.2.1., 8.2.2., 8.2.3. and 8.2.4.</i>

QUESTION	ANSWER	INSTRUCTIONS
9.1. The issuer has an internal act for the work of the general meeting	NO	Data type: The predefined set of values Note: This question has to be answered. If the answer to this question is "YES", respond to questions 9.1.1. and 9.1.2. If the answer to this question is "NO", do not correspond to questions 9.1.1. and 9.1.2.
9.2. During the year there was at least one general meeting	YES	Data type: The predefined set of values Note: This question has to be answered. If the answer to this question is "YES", do not respond to the following question (9.2.1). If the answer to this question is "NO", respond to the following question (9.2.1.) with "The Company is in insolvency procedure" or "Other".

QUESTION	9.3. The date of the general meeting	9.4. President of the general meeting was a member of the management or supervisory board	9.5. % of share capital composed of shareholders who participated in the general meeting held - total	9.5.1. % of share capital composed of shareholders who participated in the general meeting held - in person (no proxies)
INSTRUCTIONS	<i>Note: This question has to be answered. The date of the general meeting shall be entered in the format YYYY-MM-DD</i>	Data type: The predefined set of values <i>Note: This question has to be answered.</i>	Data type: Numeric with 2 decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: The number must be equal to the sum of the responses to questions 9.5.1. and 9.5.2.</i>	Data type: Numeric with 2 decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: The number must be less than or equal to the answer to question 9.5.</i>
	31.8.2022	YES	46,96	5,60

9.5.2. % of share capital composed of shareholders who participated in the general meeting held - by proxy	9.5.3. % of share capital composed of shareholders who participated in the general meeting held - members of the management board and the supervisory board who as shareholders participated in the general meeting	9.6. Number of shareholders who participated in the general meeting	9.7. Counterproposals were submitted (before or at the general meeting) on the proposed decision from the convocation to the general meeting	9.7.1. Status of the counterproposals
Data type: Numeric with 2 decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: The number must be less than or equal to the answer to question 9.5.</i>	Data type: Numeric with 2 decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: The number must be less than or equal to the answer to question 9.5.</i>	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered. Enter the total number of shareholders who participated in the general meeting held.</i>	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to the question 9.7.1. If the answer to this question is "NO", do not respond to the question 9.7.1.</i>	Data type: The predefined set of values
41,36	5,58	21	YES	All are adopted

QUESTION	ANSWER	INSTRUCTIONS
10.1. The issuer has acquired its own shares on the regulated market of ZSE, during the year	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", answers to question 10.1.1. If the answer to this question is "NO", do not respond to the question 10.1.1.</i>
10.2. The issuer disposed own shares during the year	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to question 10.2.1. If the answer to this question is "NO", do not respond to the following question (10.2.1.)</i>
10.3. The issuer has a Program of purchase of own shares	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", answers to question 10.4. If the answer to this question is "NO", do not respond to the following question (10.4.)</i>
10.5. The Issuer has acquired its own shares outside the regulated market ZSE	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", answer to question 10.5.1. If the answer to this question is "NO", do not respond to the following question 10.5.1.</i>
10.6. The issuer disposed of new shares out of the regulated market ZSE	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to question 10.6.1. If the answer to this question is "NO", do not respond to the following question 10.6.1.</i>
10.7. Manner of acquiring own shares		Data type: The predefined set of values <i>Note: If the answer to question 10.1. and/or question 10.5. is "YES" this question has to be answered with "On the basis of the authority of the general meeting" or "Without authority granted by general meeting". If the answer to question 10.1. and 10.5. is "NO" do not respond to this question.</i>

QUESTION	ANSWER	INSTRUCTIONS
11.1. Name of the audit firm	BDO	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
11.2. Number of consecutive years of service of the same audit firm		Data type: Numeric without decimals Permission to enter zero (0): Yes 3 Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered.</i>
11.3. Number of consecutive years of service of the same certified auditor in the same audit firm		Data type: Numeric without decimals Permission to enter zero (0): Yes 3 Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered.</i>
11.3.1. The gross amount paid to an audit firm for audit services provided during the year, in HRK	191.666,67	Data type: Numeric with 2 decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered.</i>
11.4. The audit firm provided an additional service to the issuer that are not audit services	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (11.4.1.) must be greater than "0". If the answer to this question is "NO", do not respond to the following question 11.4.1.</i>
11.5. Location of public disclosure of the amount paid to an audit firm for audit services provided	Own website, ZSE and SRPI	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
11.6. The issuer has established internal control system	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to the question 11.6.1. If the answer to this question is "NO", do not respond to the question 11.6.1.</i>
11.6.1. Number of employees within the internal control system	1,0	Data type: Numeric without decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No
11.7. The issuer has established an internal audit system	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (11.7.1.) must be greater than "0". If the answer to this question is "NO", do not respond to the question 11.7.1.</i>
11.7.1. Number of employees within the internal audit system	2	Data type: Numeric without decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No
11.8. The issuer has appointed a person in charge of risk management	YES	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to the question 11.11. If the answer to this question is "NO", do not respond to the question 11.11.</i>
11.9. The most common risks of the issuer	Macroeconomic environment risk	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
11.10. How many times during the year has the audit committee received a report on the effectiveness of risk management systems and internal controls		Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes 9 Permission to enter a negative number: No <i>Note: If the answer to question 4.1. (Issuer has established an Audit Committee) is "YES", respond to this question. If the answer to question 4.1. (Issuer has established an Audit Committee) is "NO", do not respond to this question.</i>

11.11. How many times did the person responsible for risk management prepare a presentation for the audit committee during the year		Data type: Numeric without decimals Permission to enter zero (0): Yes 1 Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: If the answer to question 11.8. is "YES" , this question has to be answered.</i>
11.12. How many times has audit committee met with the auditor of the company during the year		Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes 1 Permission to enter a negative number: No <i>Note: If the answer to question 4.1. (Issuer has established an Audit Committee) is "YES" , respond to this question. If the answer to question 4.1. (Issuer has established an Audit Committee) is "NO" do not respond to this question.</i>

QUESTION	ANSWER	INSTRUCTIONS
12.1. The issuer has established a separate department or employees who are exclusively responsible for investor relations	NO	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
12.2. The issuer has the institution in charge of monitoring the status of the issuer on the capital market (creating analysis, market position, etc.)	NO	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
12.3. The issuer has published a calendar of important events (on its website)	YES	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
12.4. Number of press conferences by the issuer held during the year	0	Data type: Numeric without decimals Permission to enter zero (0): Yes Permission to enter a positive number: Yes Permission to enter a negative number: No <i>Note: This question has to be answered. If the answer to this question is greater than "0", the following question (12.4.1.) is answered with the "Presenting business results" or "Presenting important business activities and investments" or "Presenting new products or offers" or "Other". If the answer to this question is "0" do not correspond to the following question (12.4.1.)</i>

QUESTION	ANSWER	INSTRUCTIONS
13.1. The issuer has entered into a business arrangement (transactions with related parties) with shareholders holding more than 5% of the share capital of the issuer during the year	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (13.1.1.) must be greater than "0". If the answer to this question is "NO", do not respond to the following question (13.1.1.)</i>
13.2. The issuer during the year entered into a business arrangement (transactions with related parties) with members of the management and supervisory board	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (13.2.1.) must be greater than "0". If the answer to this question is "NO", do not respond to the following question (13.2.1.)</i>
13.3. The issuer during the year entered into business arrangement (transactions with related parties) with the senior management of the issuer	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES" answer to the following question (13.3.1.) must be greater than "0". If the answer to this question is "NO", do not respond to the following question (13.3.1.)</i>
13.4. The issuer during the year entered into a business arrangement (transactions with related parties) within the group to which he belongs or is at the top	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", the answer to the following question (13.4.1.) must be greater than "0". If the answer to this question is "NO", do not respond to the following question (13.4.1.)</i>
13.5. The issuer has an internal rule of procedure in cases of transactions with related parties	NO	Data type: The predefined set of values <i>Note: This question has to be answered.</i>
13.6 During the year conflicts of interest were reported	NO	Data type: The predefined set of values <i>Note: This question has to be answered. If the answer to this question is "YES", respond to questions 13.6.1. to 13.6.5. and the answer to the following question (13.6.1.) must be greater than "0". If the answer to this question is "NO" do not answer the questions 13.6.1. to 13.6.5.</i>

QUESTION	ANSWER	INSTRUCTIONS
14.1. Method of distributing profits	Dividend payment	Data type: The predefined set of values <i>Note: Enter information on how the profits are distributed. If the loss is incurred or the company retained earnings do not respond to this question.</i>
14.2. The issuer has made a decision on dividend payment or advance payment during the year	YES	Data type: The predefined set of values <i>Note: If the answer to this question is "YES", respond to the following question 14.3. and the answer must be greater than "0". If the answer to this question is "NO", do not respond to the following question (14.3.)</i>
14.3. Cash dividend per share, in HRK	240,00	Data type: Numeric with 2 decimals Permission to enter zero (0): No Permission to enter a positive number: Yes Permission to enter a negative number: No

QUESTION	ANSWER	INSTRUCTIONS
15.1. The questionnaire of the Corporate Governance Code is available on the website of the issuer	YES	Data type: The predefined set of values Note: If the answer to question 1.1. is "YES" this question is answered to with "YES" or "NO". If the answer to question 1.1. is "NO", do not respond to this question.
15.2. The issuer additionally abides by another Corporate Governance Code	NO	Data type: The predefined set of values Note: This question has to be answered. If the answer to this question is "YES" the following question (15.2.1.) is answered with the "Internal Code" or "Code of Corporate Governance to companies in which Croatia has shares" or "Code to be applied in industry of the issuer "or" Other". If the answer to this question is "NO", do not respond to the following question (15.2.1.)