

Qualitative Assessment (maximum 50 points)

Question No.	Question	Weight (%)
1.	<p>What is your role in the Company's management? What activities are you responsible for and how big a team do you manage (number of direct subordinates, their positions if possible, total number of employees in departments that you are responsible for)?</p> <p>What are your most important KPIs?</p> <p>If your Company is a part of a larger group, which of the activities for which you are responsible are directed from the Group's headquarters and where do you see the greatest room for your own input? Briefly describe how your Company aligns the Finance Department priorities with the strategic priorities of the Company as a whole?</p>	20
2.	<p>What is your responsibility regarding the acquisition of funds for your Company? Are these sources internal (eg provided by the parent company or using retained earnings) or external (acquired from the financial and capital markets)?</p>	15
3.	<p>Which of your initiatives, projects or decisions from the preceding period (1-3 years) do you consider the most important in terms of benefits for your Company? Can you quantify the outcomes of these initiatives/projects?</p>	15
4.	<p>What is the turnover at the departments that you manage (% per year)? What tools to motivate people do you use and which do you consider the most important? Do you survey the satisfaction of managers and employees at your department or their ideas and suggestions for improvement? How? How do you manage talent? Do you have a plan for succession and continuity of processes in the event of fluctuations?</p>	10
5.	<p>Which legislative changes would increase the overall efficiency of your work? Do you participate in the creation/commenting on legislative proposals in the field of corporate finance (tax, accounting, commercial code, labour code, other laws)? What changes would improve the business environment in Croatia and boost economic growth in Croatia, as well as of the industry in which you operate?</p>	15
6.	<p>What measures/changes have you introduced in response to the new business environment conditions and what was their outcome (eg measures to reduce operating costs, measures related to the procurement of external services, use of outsourcing, changes in the funding of operating and capital expenditures; centralisation of services and activities)? What do you see as the biggest challenges of the coming years and how do you plan to deal with them (regulation, technological changes, co-creation of corporate strategy etc.)?</p>	15
7.	<p>Is Corporate Governance a part of your corporate strategy? What principles and rules governing the relations between the Company's executive management and its statutory bodies, shareholders and other stakeholders have you implemented in your Company?</p>	10