



Policy on the diversity of the members of management and supervisory bodies of Zavarovalnica Triglav, d.d.

Internal

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Pursuant to the Companies Act (Official Gazette of the RS, Nos. 65/09 - official consolidated text, 33/11, 91/11, 32/12, 57/12, 44/13-Const. Court Decision, 82/13, 55/15, 15/17, 22/19-ZPosS, 158/20-ZIntPK-C and 18/21, 18/21, 18/23 – ZDU-10, 75/23 and 102/24; hereinafter: ZGD-1), Insurance Act (Official Gazette of the RS, Nos. 93/15, 9/19, 102/20, 48/23, 78/23 – ZZVZZ-T and 84/24 – Const. Court Dec.; hereinafter: ZZavar-1) and the Slovenian Corporate Governance Code, the Management Board of Zavarovalnica Triglav, d.d., at its 8/25. regular meeting held on 18 February 2025, and the Supervisory Board of Zavarovalnica Triglav, d.d., at its 1/25. session held on 5 March 2025, adopted the following

POLICY ON THE DIVERSITY OF THE MEMBERS OF MANAGEMENT AND SUPERVISORY BODIES OF ZAVAROVALNICA TRIGLAV, D.D.

1. INTRODUCTION

The Policy on the Diversity of the Members of Management and Supervisory Bodies of Zavarovalnica Triglav, d.d. (hereinafter: Diversity Policy or Policy) defines the commitment of the Company to take into account various aspects of diversity in relation to representation in the Management Board and the Supervisory Board (for example, gender, age, professional competence, continuity in the composition of the body and other personality traits of the members, as appropriate for the Company in view of the properties and characteristics of the Company), defines the goals, responsible bodies and method of implementation as well as reporting on the Policy results achieved during the reporting period.

The terms used in the Policy that refer to persons and are written in the masculine grammatical form are used as neutral for the feminine and masculine genders.

2. OBJECTIVE

The objective of the Diversity Policy shall be to ensure:

- complementarity and diversity in the Management Board and the Supervisory Board by taking into account the various qualifications, experience and knowledge defined in the Policy on the Fit & Proper Assessment of the Members of the Management Board and the Supervisory Board of Zavarovalnica Triglav, d.d., which enable prudent and diligent management or supervision of the Company and thus the realisation of strategic goals and the provision of long-term value for all key stakeholders;

- balanced representation of genders;
- representation of different demographic groups.

3. IMPLEMENTATION METHOD

The implementers of this Policy shall include:

- the Supervisory Board;
- the Appointments and Remuneration Committee of the Supervisory Board;
- the Nomination Committee of the Supervisory Board;
- the President of the Management Board and
- the Works Council.

The objectives of the Diversity Policy shall be taken into account when conducting selection procedures for members or candidates to be appointed to the Management Board and Supervisory Board of Zavarovalnica Triglav, d.d., and when evaluating the composition and effectiveness of the Management Board and the Supervisory Board as a whole.

The Diversity Policy shall be implemented through an appropriate process of finding and selecting candidates for appointment as members of the Management Board and the Supervisory Board. For this purpose, the implementers shall use one or more recruitment routes that enable a suitable number of competent candidates of different genders and ages to apply.

Diversity in the Management Board and Supervisory Board shall be ensured by having candidates of different age and gender structures who also possess all relevant knowledge, skills and experience relating to insurance and financial markets, business strategy and business models, governance systems, financial and actuarial analyses, risk management and regulatory frameworks and other legal requirements applicable to the Company's operations.

Before the start of the selection procedure, the Supervisory Board shall lay down clear, neutral and unambiguous criteria and conditions of the selection procedure for appointing a member of the Management Board or the Supervisory Board, which must be taken into account in the entire selection procedure for nominating a candidate for a vacant position.

When appointing employee representatives to supervisory and management bodies according to the act governing workers' participation in management, the Works Council shall be obliged to ensure at least 33% representation of the underrepresented gender in its composition, unless there is no person of the underrepresented gender to choose from at the time of appointment.

If several candidates meet the fit & proper criteria in the selection process, priority shall be given to the candidate who will contribute to the diversity of the membership of the Management Board and the Supervisory Board.

The goal is for both genders to be represented in both the management and the supervisory body, namely so that a total of at least 33% representation of the underrepresented gender is achieved among the members of the Management Board and the Supervisory Board (gender representation share).

When the Company is not meeting the gender representation share specified in the preceding paragraph of this point, priority must be given to a person of the less represented gender while meeting the prescribed criteria and conditions of the selection procedure for the appointment of members of the Management Board and the Supervisory Board, except in exceptional cases when, for objectively justified reasons, namely due to compliance with the Diversity Policy on the basis of other personal circumstances, it is necessary to give priority to a candidate of the opposite gender, which must be separately justified.

The implementers referred to in the first paragraph of this point shall explain how they took into account the Diversity Policy when selecting a candidate or member of the Management Board and the Supervisory Board.

4. REPORTING

In accordance with the ZGD-1, Zavarovalnica Triglav, d.d., shall include in its annual business report the share of gender representation in the Management Board and the Supervisory Board, the measures taken to achieve the share of representation of each gender laid down in this Policy and the reasons for the share of representation of each gender not being achieved, i.e. by describing the measures that the Company has implemented or intends to implement to reach the share.

5. REVIEW OF IMPLEMENTATION AND COMPLIANCE OF THE POLICY

The Human Resource Management Division, in cooperation with the Compliance Office and the Corporate and Legal Affairs, shall review on an annual basis the compliance of this Policy with the strategy, the Corporate Governance Policy of Zavarovalnica Triglav, d.d., other policies in the governance system of Zavarovalnica Triglav, d.d., as well as other internal acts and applicable legislation, and shall report on their findings to the Management Board and the Supervisory Board.

6. FINAL PROVISIONS

This Policy shall enter into force on the day it is adopted by the Management Board and the Supervisory Board of Zavarovalnica Triglav, d.d.

The Diversity Policy shall be published in the Gecko HRM application on the intranet.

As at the date of entry into force of this Policy, the previous version shall cease to apply.

Management Board and Supervisory Board of Zavarovalnica Triglav, d.d.