

Zavarovalnica Triglav, d.d.
Miklošičeva 19, Ljubljana



INTERNAL

DIVERSITY POLICY

Ljubljana,

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On the basis of the Companies Act, the Insurance Act and the Slovenian Corporate Governance Code, the Management Board of Zavarovalnica Triglav, d.d., at the _____ meeting held on _____, and the Supervisory Board of Zavarovalnica Triglav, d.d., at the meeting held on _____, adopted the following

DIVERSITY POLICY

1. INTRODUCTION

The Diversity Policy (hereinafter: the Policy) defines the company's commitment to the observation of various aspects of diversity in terms of representation in the Management Board and Supervisory Board (professional qualifications, experience, skills, knowledge, competences, gender and age), sets out goals, implementers and method of implementation and reporting on the results of the Policy during the reporting period.

The use of gender specific expressions in the wording of this Policy shall be understood as neutral to both female and male genders.

2. OBJECTIVE

The aim of the Policy is to ensure:

- complementarity and diversity in the Management Board and the Supervisory Board, taking into account the different qualifications, experience and knowledge defined in the Policy on Professional Competence and Adequacy of Management and Supervisory Board Members of Zavarovalnica Triglav d.d., which enable the prudent and diligent management and supervision of the company and thereby the realisation of strategic goals and ensuring long-term value for all key stakeholders;
- representation of both genders;
- representation of different age groups.

3. IMPLEMENTATION METHOD

Bodies responsible for the implementation of this policy are:

- Supervisory Board;
- Appointments and Remuneration Committee of the Supervisory Board;

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

The objectives of the Policy are taken into account when conducting the procedures for the selection of members or candidates of the Management Board and the Supervisory Board of Zavarovalnica Triglav, d.d., and when assessing the composition and effectiveness of the operations of the Management Board and the Supervisory Board as a whole.

The Policy is implemented through an appropriate search and selection procedure of candidates for the position of member of the Management and Supervisory Board. For this purpose, the bodies responsible for implementation shall use one or more recruitment channels enabling the application of an appropriate number of competent candidates of different genders and ages.

Diversity in the Management Board and the Supervisory Board is ensured by candidates of various age and gender structure who possess all relevant knowledge, skills and experience on insurance and financial markets, business strategy and business models, management systems, financial and actuarial analyses, risk management, regulatory frameworks and other legal requirements applying to the company's operations.

If several candidates meet the the criterion of professional competence and adequacy in the selection process, priority is given to the candidate who will contribute to the diversity of membership in the Management and Supervisory Boards.

The aim is for both genders to be represented both in the management and the supervisory body.

The bodies responsible for implementation referred to in the first paragraph of this section explain the manner in which the Policy was taken into account when choosing a candidate or member of the Management Board and the Supervisory Board.

4. REPORTING

Pursuant to the Companies Act (hereinafter: ZGD-1), Zavarovalnica Triglav, d.d., incorporates in its annual business report the status with regard to complying with the Diversity Policy in the management and supervisory bodies.

5. OVERVIEW OF IMPLEMENTATION AND COMPLIANCE OF THE POLICY

The Human Resources Department and the Legal Department review the compliance of this Policy with the strategy, management policy of Zavarovalnica Triglav, d.d., other policies in the management system of Zavarovalnica Triglav, d.d., and other internal regulations and applicable law, which they do on an annual basis.

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.

Ljubljana, of _____

Ljubljana, of _____

Andrej Slapar
President of the Management Board

Igor Stebernak
Chairman of the Supervisory Board

Uroš Ivanc
Management Board member

Tadej Čoroli
Management Board member

Barbara Smolnikar
Management Board member

Marica Makoter
Management Board member