



ELEKTRO MARIBOR
podjetje za distribucijo
električne energije, d.d.

Pursuant to the Corporate Governance Code for Companies with Capital Assets of the State of the Slovenian National Holding, d. d., and the Corporate Governance Code for Unlisted Companies, the Supervisory Board of Elektro Maribor, d.d., formulated and on 22 December 2020 adopted

DIVERSITY POLICY OF THE COMPANY ELEKTRO MARIBOR D.D.

Diversity Policy

Diversity Policy is the reflection of commitment to general human values, taking into account the social responsibility and respect of ethical principles.

The objective of the Diversity Policy is ensuring good and sustainability-oriented operations of the management and supervisory bodies, which will affect the development of operations and business reputation of the company.

Diversity of membership

The company Elektro Maribor d.d. accepts the advantages of diversities, because diversity is also one of essential elements in maintaining development and competitive advantages of the company.

Company's bodies promote diversity for the good of the company.

Method of delivering the Policy

The HR Committee of the Supervisory Board and the Supervisory Board shall apply the Diversity Policy mainly in the following activities:

- upon the recruitment, selection and proposal of the Supervisory Board candidates to the General Meeting of Shareholders;
- upon the implementation of the self-assessment work of the Supervisory Board, which should also include the assessment of the structure of the management board and the supervisory board from the aspect of ensuring diversity.

The following objectives or aspects of diversity are to be observed in particular, insofar as feasible in order to ensure the efficiency of an individual body as a whole:

- heterogeneity of structure means that members mutually complement each other as regards knowledge, skills, competences and experiences;
- provision of continuity constitutes an appropriate relationship between existing and new body members;

- range of potential candidates also observes diversity in terms of gender, age and professional profile.

The Supervisory Board may also specify detailed criteria and procedures for candidate selection for the purposes of implementing the Diversity Policy and fulfilling legal competences regarding the appointment and submission of proposals for members of bodies to the General Meeting of Shareholders.

Final provisions

The Diversity Policy shall enter into force on the day it is accepted by the Supervisory Board of the company.

The adoption of the Diversity Policy renders the policy binding for all companies in the group.

The shareholders and the interested public shall become acquainted with the adoption and content of the Diversity Policy on the company websites.

The Diversity Policy is a public document and has been published on the company websites in the Slovenian and English languages.

The Report on the implementation and achieved results of the implementation of the Diversity Policy in the reporting period shall be included in the governance statement.

Chairman of the Supervisory Board

Tomaž Orešič