

POLICY

DIVERSITY POLICY OF CINKARNA CELJE, D.D.

1. INTRODUCTION

The Company is committed to promoting, cultivating, and maintaining a culture of diversity and inclusion. Our human capital is the most valuable asset we possess. The collective sum of individual differences, life experiences, knowledge, resourcefulness, innovation, self-expression, unique capabilities, and talents that our employees invest in the performance of their work constitutes a significant part not only of our corporate culture, but also of the Company's reputation and achievements. We recognize and actively encourage diversity among employees with respect to age, skin colour, disability, ethnicity, family or marital status, gender identity or expression, language, nationality, physical and mental abilities, political affiliation, race, religion, sexual orientation, socio-economic status, and any other characteristics that make our employees unique. All employees are required to treat others at all times with dignity and respect. All employees are expected to conduct themselves in a manner that demonstrates inclusiveness in the workplace, in the performance of their duties and outside the workplace, as well as at all other work-related and Company-sponsored events and activities.

2. PURPOSE AND OBJECTIVES

The Policy on Ensuring Diversity of the Management Board and the Supervisory Board (hereinafter: the Policy) sets out the fundamental principles for ensuring diversity within the Management Board and the Supervisory Board of Cinkarna Celje, d.d. (hereinafter: Cinkarna or the Company). The objective of the Policy is to achieve greater diversity within the Management Board and the Supervisory Board of the Company, thereby contributing to the enhanced effectiveness of these bodies as a whole, greater diversity of views, and a sound understanding of current developments as well as long-term risks and opportunities related to the Company's business operations.

3. DIVERSITY OF MEMBERSHIP OF THE MANAGEMENT BOARD AND THE SUPERVISORY BOARD

Cinkarna recognizes the benefits of a diverse composition of the Management Board and the Supervisory Board, as diversity at this level represents one of the key elements in maintaining the Company's development and competitive advantages. Through this Policy, the Management Board and the Supervisory Board promote diversity of membership in both governing bodies. Differences in knowledge, skills, experience, professional qualifications, age, gender, working style, and other attributes of individual members may be leveraged by a diversely composed Management Board and Supervisory Board for the benefit of the Company.

Cinkarna is committed to promoting balanced gender representation within its management and supervisory bodies and shall strive to achieve a minimum target of at least 33 per cent representation of the underrepresented gender among the members of the management and supervisory bodies.

4. IMPLEMENTATION OF THE POLICY

The Nomination Committee of the Supervisory Board and the Supervisory Board shall take this Policy into account in particular in the following activities:

- in the identification, selection, and proposal of candidates for election to the Supervisory Board to the General Meeting of Shareholders of the Company;
- in the appointment of members of the Management Board of the Company;

- in the appointment of committees of the Supervisory Board;
- in the performance of the self-evaluation of the work of the Supervisory Board, which should also include an assessment of the composition of the Management Board and the Supervisory Board from the perspective of ensuring diversity.

The composition of the Management Board and the Supervisory Board shall ensure complementarity and diversity, as reflected in particular in the following aspects:

- diversity in experience, age, gender, education, and professional expertise at the level of individual members of the management and supervisory bodies and, consequently, at the level of the Management Board and the Supervisory Board as a whole;
- knowledge of the industry and the characteristics of the legal and regulatory environment;
- appropriate communication, cooperation, and judgment in the decision-making processes of the Management Board and the Supervisory Board;
- the ensuring of adequate continuity, meaning an appropriate balance between existing and newly appointed members of the Management Board or the Supervisory Board.

For the purpose of implementing this Policy, as well as for the fulfilment of its statutory powers relating to the appointment of members of the Management Board and the submission of proposals for members of the Supervisory Board to the General Meeting of Shareholders, the Supervisory Board may lay down more detailed criteria and procedures for the selection of candidates.

The following bodies and persons shall contribute to the achievement of the Management Board diversity policy within the Company:

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

5. MONITORING OF THE IMPLEMENTATION OF THE POLICY AND REPORTING

The implementation of the Policy shall be monitored by the Nomination Committee of the Supervisory Board, which shall report thereon to the Supervisory Board. The Nomination Committee shall assess whether the Policy remains appropriate in view of the actual needs of the Company with regard to the composition of the management and supervisory bodies and shall propose updates or amendments to the Policy, where necessary.

The Supervisory Board shall report annually on the implementation of the Policy within the Corporate Governance Statement, which forms an integral part of the Company's Annual Report.

6. FINAL PROVISIONS

This Policy shall enter into force on the date of its adoption by the Management Board and the Supervisory Board. The Policy shall be published on the Company's internal websites. Shareholders and the interested public shall be informed of the adoption and content of the Policy through a public disclosure via the Ljubljana Stock Exchange information system (SEOnet) and by publication on the Company's website at www.cinkarna.si. The Policy shall be published in the Slovenian and English languages.

Celje, 15.04.2025

Cinkarna Celje, d. d.
Supervisory and Management Board