



RISK MANAGEMENT POLICY*

10 December 2020

Rev. -

Končar D&ST manages risks in accordance with the ISO 31000:2018 Risk Management – Guidelines and in accordance with the Enterprise Risk Management (ERM) principles.

Risk management at the Company is:

- *integrated into all business and decision-making processes at the Company. It is structured and comprehensive, taking into account the external and internal context of the Company and it is based on the best information available.*
- *inclusive, i.e. it involves a wide range of persons, from the Management Board and the Supervisory Board, department and division directors, managers and heads of sections and workshops, to all employees and external stakeholders.*
- *dynamic, because new risks may appear, change or disappear based on changes in the external and internal context.*
- *based on continuous improvement of risk management and based on learning and experience.*

Rules on Risk Management,
PU-DST-P46, Rev. -*

For the Management Board of Končar D&ST d.d.

*(Handwritten signature)
Ivan Klapan
President of the
Management Board, CEO*

*(Handwritten signature)
Petar Vlaić
Member of the
Management Board,
Finance Director and
Procurement Director*

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Petar Bobek
Member of the
Management Board,
Business Development
Director*

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Vanja Burul
Member of the
Management Board,
Director of the SET Profit
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Martina Mikulić
Member of the
Management Board,
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