

Information Note to Shareholders regarding the New Legal Provisions on Gender Balance within the Board of Directors

As of 29 June 2025, the provisions of *Chapter V¹ of Law No. 24/2017 on issuers of financial instruments and market operations entered into force, establishing rules aimed at strengthening gender balance among the directors of companies listed on a regulated market, as well as related measures*

By 30 June 2026, each listed company must achieve one of the following targets:

- at least 40% of non-executive director positions to be held by members of the underrepresented sex
or
- at least 33% of all director positions (executive and non-executive) to be held by members of the underrepresented sex.

If these targets are not met, the company must adopt neutral and non-discriminatory selection procedures, giving priority to candidates of the underrepresented sex in cases of equal qualifications.

The Company is required to report annually to the Financial Supervisory Authority information regarding the gender composition of the Board of Directors and the measures adopted, and to publish such information on its website.

Failure to meet the targets or to comply with the selection procedures may result in administrative sanctions imposed by the Financial Supervisory Authority, as well as challenges before the courts against decisions appointing directors, pursuant to Article 109⁴ para. (6) of Law No. 24/2017

Shareholders submitting proposals for candidates for the position of member of the Board of Directors are invited to take these legal requirements into account, so that the election process contributes to achieving the targets provided by law and avoids the risk of sanctions being imposed on the Company.