



**REPORT**  
**GENDER REPRESENTATION IN THE CONTEXT OF**  
**MANAGEMENT BODIES OF ELECTROMAGNETICA S.A.**

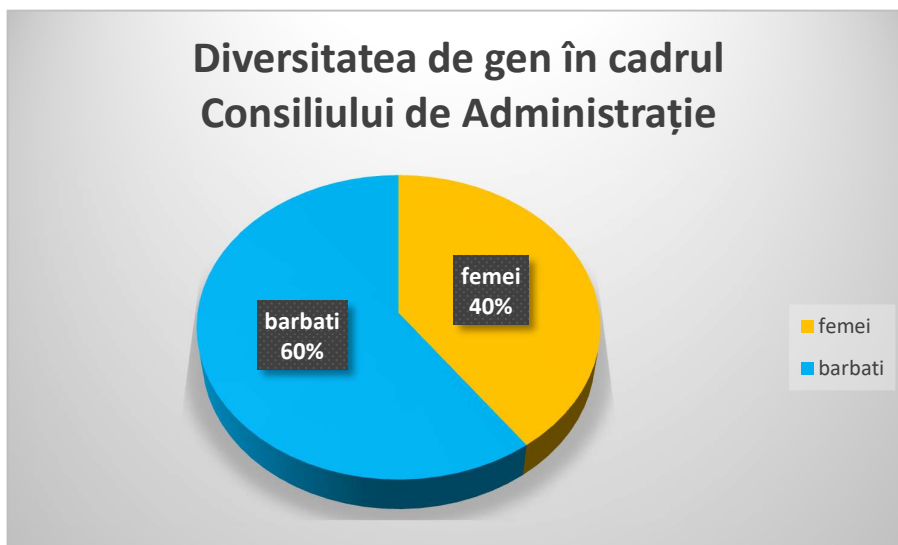
As of the date of this report, all members of the Board of Directors are non-executive directors, so a balance of authority is ensured.

#### 4. DIVERSITY ON THE BOARD

Ensuring diversity and equal opportunities is the company's concern to provide its employees with conditions for professional and personal growth, offering them a stimulating work environment, respecting the principles of diversity, non-discrimination and equal opportunities.

The Board of Directors of the Company consists of 5 members, of which 3 are male and 2 are female.

According to the following chart, the share of women in the Management Body of Electromagnetica S.A. is 40%.



#### 5. FINDINGS REGARDING THE ACHIEVEMENT OF THE LEGAL OBJECTIVE

According to the Annex related to Law no. 24/2017, for a Board of 5 members, a minimum of 2 directors belonging to the underrepresented sex is required to achieve the 33% target (art. 109<sup>3</sup> para. (1) letter b)).

As there are currently 2 female people on the Board of Directors of the Company, the legal objective is achieved.

#### 6. COMPLIANCE WITH LEGAL REQUIREMENTS

The selection and appointment of the members of the Board of Directors within Electromagnetica S.A. is carried out by the shareholders' vote, in accordance with the capital market legislation and the Company's articles of incorporation.

All candidates included on the list submitted to the GSM vote are evaluated in advance according to a standardized, gender-neutral procedure, based on the following criteria:

- relevant professional qualifications;
- reputation and integrity;
- experience in governance and financial markets.

During the process of choosing candidates for the position of members of the Board of Directors of Electromagnetica S.A., the shareholders choose the candidates freely, based on the principle of proportional voting, without the possibility of influencing the result on gender considerations, according to art. 1094 para. (5) of Law no. 24/2017.

In order to ensure compliance with the legal provisions, Electromagnetica S.A. will inform the shareholders through the informative material, published 30 days prior to the meeting of the General Shareholders' Meeting, the provisions of Law no. 24/2017, so that the shareholders decide to elect the candidates in full knowledge of the facts for the next Shareholders' Meeting which will have as an item on the agenda the election of a member/members of the Board of Directors of the Company.

## 7. PUBLICATION AND TRANSPARENCY

The information in this report is publicly available on the <https://electromagnetica.ro/investitori/guvernanta-corporativa/website>, together with the Selection/Suitability Policy of the management body of Electromagnetica S.A.

**Managing Director**  
**George Stefan**