

Selection/suitability policy of the management body of Electromagnetica S.A.

1. Purpose and legal basis

This policy is developed in accordance with the provisions of Art. 109⁵ of Law no. 24/2017, in order to ensure the selection and continuous evaluation of the suitability of the members of the management body of Electromagnetica S.A., so that they have the qualification, reputation and experience necessary for the responsible exercise of their duties within the company.

2. Scope

This policy applies to all members of the Board of Directors and/or the Executive Board, as the case may be, including non-executive and independent members.

3. Policy Description

Electromagnetica S.A. promotes diversity within the management structure.

Society rejects any form of discrimination, whether it is related to gender, ethnicity, religion, beliefs, sexual orientation, disability, social status, age or other personal characteristics.

At the same time, the company has zero tolerance for harassment in any form – verbal, physical or psychological – and is committed to protecting the dignity and integrity of its employees in all internal and external interactions.

The selection of the members of the governing body is based on the following principles:

- Transparency: the selection process is carried out in a clear, documented and open manner.
- Objectivity and non-discrimination: the selection criteria are applied uniformly and fairly, without discrimination.
- Professional competence: Members must have the relevant knowledge, qualifications and professional experience.
- Reputation and integrity: Candidates must have impeccable conduct.

In this regard, without prejudice to the right of shareholders to appoint members, when recruiting members for the management structure, the Company takes into account at least the following aspects regarding the promotion of diversity:

- i) education and practical and professional experience;
- ii) gender, age and geographical origin;
- iii) quantitative criteria and measures to ensure a balanced gender representation in the management structure;
- iv) equal opportunities and fair treatment for the promotion of personnel to management positions, regardless of gender;
- v) ensuring non-discrimination based on gender, race, colour, ethnic or social origin, genetic characteristics, religion or belief, membership of a national minority, material situation, birth, disability, age or sexual orientation.

Electromagnetica S.A., as a company traded on a regulated market, must meet one of the following objectives:

- a) members of the under-represented sex hold at least 40% of the non-executive director positions;
- b) members of the under-represented sex hold at least 33% of all director positions, both executive and non-executive directors.

The number of non-executive director positions considered necessary to achieve the objective set out in letter a) of the previous paragraph is the number closest to the proportion of 40%, but which does not exceed 49%. The number of positions in all administrator positions considered necessary to achieve the

objective set in letter b) of the previous paragraph is the number closest to the proportion of 33%, but which does not exceed 49%. The respective numbers are established in accordance with the annex to Law no. 24/2017 on issuers of financial instruments and market operations.

Electromagnetica S.A. selects candidates for appointment or election in the positions of administrator based on a comparative analysis of the qualifications of each candidate, applying clear criteria, formulated

neutral, non-discriminatory, throughout the selection process, including in the preparation of vacancy notices, in the pre-selection phase, in the preparation of a shortlist and in the establishment of groups of candidates.

With regard to the selection of candidates for appointment or election to the posts of administrator, when choosing from candidates who are equally qualified in terms of suitability, competence and professional performance, priority shall be given to the candidate of the under-represented sex, except in exceptional cases where reasons of greater legal force, like the application of other diversity policies, invoked in the context of an objective assessment, which takes into account the specific situation of a candidate of the opposite sex and which is based on non-discriminatory criteria, tilts the balance in favour of the candidate of the opposite sex.

At the request of a candidate who has been considered during the selection of candidates for appointment or election to a position of administrator, Electromagnetica S.A. informs the candidate of the following:

- a) the qualification criteria that were the basis of the selection;
- b) objective comparative evaluation of candidates according to the respective criteria;
- c) as the case may be, the specific considerations that have tipped the balance exceptionally in favour of a candidate who does not belong to the under-represented sex.

Considering that the selection process of candidates for appointment or election to a position of director is carried out within Electromagnetica S.A. through a vote of the shareholders, the voters are duly informed, prior to the vote, by publishing an informative material, which presents the measures established regarding the selection criteria, including the sanctions to which the company will be subject as a result of non-compliance with the obligations.

In order to make the selection process of the company's administrators more transparent, Electromagnetica S.A. publishes on its website a document containing a presentation of the criteria underlying the selection process.

Electromagnetica S.A. provides the FSA annually, until July 15, with information on gender representation in management, distinguishing between executive and non-executive directors, as well as on the measures adopted in order to comply with the condition that members of the underrepresented sex hold at least 40% of the positions of non-executive director and, where applicable, compliance with the condition that members of the under-represented sex hold at least 33% of all director positions, both executive and non-executive directors and will publish that information in an appropriate and easily accessible manner on its website.

If the company has not achieved one of the objectives regarding the above conditions, the information submitted to the FSA must include the reasons for not achieving the objectives and a comprehensive description of the measures that the company has already taken or intends to take in order to achieve them.

The information referred to in the above paragraphs shall be included, as the case may be, in the statement regarding the corporate governance of the company, given in accordance with the applicable accounting regulations, prepared and issued in accordance with the provisions of art. 4 [para. \(1\)](#) and [\(3\)](#) of Law no. 82/1991, republished, with subsequent amendments and completions.

The information submitted to the FSA and published on its website includes the information presented in the corporate governance statement, duly updated.

In order to ensure prudent management, in the process of assessing the individual suitability of the

person proposed for the management structure, Electromagnetica S.A.se ensures that the members of the management structure meet the general requirements provided by the Companies Law no. 31/1990 R, with subsequent amendments and completions and the criteria provided in the A.S.F. Regulation no. 1/2019, respectively:

- knowledge, skills and professional experience;
- the reputation, honesty and integrity of the persons evaluated;
- Governance.

In the event that, from the analysis of the affidavits, there is information regarding ongoing investigations, Electromagnetica S.A. analyzes and substantiates the maintenance of trust in the assessed person from the perspective of the reputational risk on society as a whole. If the company's request regarding the assessed person in the situation referred to in the previous paragraph is approved, at the time of completion of the investigation, depending on its result, Electromagnetica S.A. shall reassess that person.

Prior to the General Meeting of Shareholders, which will have as an item on the agenda the election of a member/members of the Board of Directors of Electromagnetica S.A., the Company will mention in 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 choose the candidates in full knowledge of the facts.

4. Review

This Policy will be reviewed whenever legislative changes occur and will be published on the company's website.