ELECTRO-ALFA INTERNATIONAL S.A.

Statement on Gender Representation in the Board of Directors

1. Context and Legal Framework

In accordance with the provisions of Articles 109^1–109^8 of Law No. 24/2017, as subsequently amended and supplemented, and taking into account the transposition of Directive (EU) 2022/2381 on gender balance on the boards of listed companies, Electro-Alfa International S.A. (hereinafter referred to as "EAI" or the "Company") acknowledges the importance of ensuring balanced representation of women and men within its governing bodies.

The applicable legislation provides that companies listed on a regulated market must achieve one of the following objectives:

(i) At least 40% of non-executive board members to be of the underrepresented gender; or

(ii) At least 33% of all board members (executive and non-executive) to be of the underrepresented gender.

2. Current Composition and Mandate Duration

As of the date of this statement, the Board of Directors of EAI is composed of:

(i) 2 male members holding executive positions;

(ii) 3 male members and 2 female members holding non-executive positions;

(iii) The mandates of the members of the Board of Directors are valid until 3 November 2029.

Based on this structure: female members represent 40% of the non-executive members of the Board of Directors, thereby meeting the objective set out in Article 109^3 paragraph (1) letter a) of Law No. 24/2017. At the level of the Board of Directors as a whole, female members represent 28.57% of all Board members, below the 33% threshold set out in Article 109^3 paragraph (1) letter b) of Law No. 24/2017.

As Law No. 24/2017 requires the achievement of at least one of the objectives relating to the balanced representation of women and men within governing bodies, the Company complies with the applicable legal requirements.

3. Commitments to Corporate Governance and Transparency

The Company is committed to the principles of diversity, gender balance and the objective selection of members of the Board of Directors.

The selection process for future members of the Board of Directors will be carried out in accordance with the Company's applicable internal policies and procedures and will take into account the candidates' profiles, professional experience, competencies and qualifications. The relevant documents will be made available on the Company's website, under the Corporate Governance section.

However, the Company emphasizes that the selection process will not be modified solely for the purpose of meeting quantitative targets. All appointments will continue to be based on merit, experience and qualifications, using neutral, objective and non-discriminatory criteria, in full compliance with the legal framework and the Company's corporate values.