**Simtel Team S.A.**

**Statement on Gender Representation in the Board of Directors**

## 1. Regulatory background

Under Articles 109[1] – 109[8] of Law no. 24/2017, as updated in accordance with Directive (EU) 2022/2381, companies listed on a regulated market are required to improve the gender balance on their board of directors. These provisions aim to ensure a fair representation of both men and women in corporate leadership and decision-making processes. In accordance with these provisions, Simtel Team S.A. (hereinafter referred to as the "Company" or "SMTL") acknowledges its obligations as a company listed on a regulated market.

The applicable legal standards require compliance with one of the following targets:

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

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

## 2. Current Board of Directors composition and legal interpretation

(i) Board Composition: 5 male members;

(ii) Mandate Valid Until: 25 April 2027.

At the moment of this statement, SMTL does not fulfill the gender representation thresholds outlined in the legislation. However, as expressly stated under the applicable legal provisions of Law no. 24/2017, these legal requirements are forward-looking and do not impact the legality or validity of existing mandates, which were appointed under the previous legal regime.

## 3. Company's strategic approach and future plans

While not currently in compliance, SMTL acknowledges the importance of achieving a more balanced gender representation and is committed to align with the legislative requirements during the next Board of Directors nomination process. Specifically:

(i) The company will apply gender representation criteria at the conclusion of the current Board of Directors mandate in 2027.

(ii) The selection process will be guided by a formal Nomination Policy and Diversity Policy, both of which are available on the Company's website in order to ensure transparency and stakeholder engagement.

(iii) Candidate Profiles outlining qualifications and suitability for Board of Directors roles are also available, supporting an informed and inclusive selection process.

It is important to note that the Company will maintain a merit-based, competency-driven selection approach. The identification of candidates will not be altered solely to comply with gender targets. Instead, SMTL will ensure that all appointments are made through fair, objective, and non-discriminatory procedures, in line with best governance practices and applicable legislation.