CRIS-TIM FAMILY HOLDING 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 following the transposition of Directive (EU) 2022/2381 on improving gender balance on the boards of listed companies, CRIS-TIM FAMILY HOLDING S.A. (hereinafter referred to as the "Company" or "CFH") acknowledges its obligations, as an issuer listed on a regulated market, to comply with the mandatory targets regarding the representation of the underrepresented gender 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 Cris-Tim Family Holding S.A. is composed of five members, four of whom are male (one holding an executive position) and one of whom is female, holding a non-executive position. The mandates of Mr. Radu Timis and Mr. Radu-Junior Timis are valid until 15 September 2027, while the mandates of Ms. Mirela-Florenta Covasa, Mr. Stavrou Vasileios and Mr. James Andrew Simmons are valid until 9 March 2030.

Based on this structure:

(i) among the non-executive members of the Board of Directors, the female member represents 25%, meaning that the 40% objective has not been achieved;

(ii) at the level of the Board of Directors as a whole, female members represent 20% of all Board members, below the 33% threshold, therefore the second objective has not been achieved either.

However, the current composition of the Board of Directors reflects the outcome of the appointment processes carried out up to the date of this statement. The Company will take into account the objectives set out in Law No. 24/2017 in future procedures for the selection and appointment of members of the Board of Directors, in accordance with the applicable legal provisions.

3. Commitment to Future Compliance and Corporate Governance

Cris-Tim Family Holding S.A. acknowledges the importance of gender balance as an essential element of an inclusive, effective and responsible decision-making process. In this regard, the

Company is committed to continuing the implementation and development of the measures necessary to ensure compliance with the legal requirements regarding the balanced representation of women and men on the Board of Directors in the context of future selection and appointment processes.

In order to ensure a transparent and responsible nomination process:

(i) the Company applies the Nomination Policy, available HERE, which establishes clear, objective and non-discriminatory criteria for the selection and nomination process of members of the Board of Directors;

(ii) the selection process will be based on the profile and competencies required for members of the Board of Directors, as set out in the Nomination Policy, and will ensure the objective assessment of each candidate's professional experience, qualifications and skills;

(iii) the relevant information and documents regarding the nomination process and corporate governance will be made available to investors on the Company's website, in accordance with the applicable legal provisions and the relevant internal documents.

4. Clarification Regarding the Selection Principles

CFH emphasizes that the selection process will not be modified solely for the purpose of achieving quantitative gender diversity targets. Future appointments will continue to be based on merit, professional experience, strategic alignment and transparent, objective and non-discriminatory criteria, in full compliance with the legal framework and corporate governance best practices.