

CHRISTIAN '76 TOUR S.A.

Statement on Gender Representation in the Board of Directors

1. Context and Legal Framework

In accordance with the provisions of Articles 109¹–109⁸ 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, Christian '76 Tour S.A. (hereinafter referred to as the “Company” or “TRIP”) 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 members of the Board of Directors to be of the underrepresented gender; or
- (ii) at least 33% of all members of the Board of Directors (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 TRIP is composed of:

- (i) 1 male member and 1 female member holding executive positions;
- (ii) 2 male members and 1 female member holding non-executive positions;
- (iii) The mandates of all members of the Board of Directors are valid until 11 May 2030.

Based on this structure:

- (i) female members represent 33.33% of the non-executive members of the Board of Directors, below the 40% threshold set out in Article 109³ paragraph (1) letter a) of Law No. 24/2017;
- (ii) at the level of the Board of Directors as a whole, women represent 40% of all Board members, thereby meeting the objective set out in Article 109³ 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. Future Commitments and Governance Measures

The Company reaffirms its commitment to the principles of diversity, gender balance, and the objective selection of members of the Board of Directors.

Christian '76 Tour S.A.

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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.