Evergent
INVESTMENTS

POLICY ON GENDER BALANCE CONSOLIDATION

Drive for performance

POLICY ON GENDER BALANCE CONSOLIDATION WITHIN THE MANAGEMENT STRUCTURE OF EVERGENT INVESTMENTS

The policy on gender balance consolidation („Policy") is adopted in compliance with the requirements of (EU) Directive 2022/2381 of the European Parliament and Council on November 23, 2022, and the provisions of Law no. 24/2017 on the issuers of financial instruments and market operations, establishing the principles, objectives, procedures and internal responsibilities of the Company to ensure balanced representation within the management structure of EVERGENT Investments.

The policy establishes procedural obligations, transparency, documentation and an objective assessment, all leading to the improvement of the company's corporate governance and long-term performance by capitalizing on gender diversity. No provision of the herein Procedure shall be interpreted to create an absolute guarantee regarding the final result of an individual selection.

I. Purpose of the policy

The main objectives of the Policy herein are:

- promoting gender balance within the component of the company's management body;
- ensuring transparent nomination and selection procedures, based on neutral, clear and non-discriminatory criteria, including professional experience, abilities and corporate governance practices;
- establishing a clear framework for reporting and monitorization;
- improving the company's corporate governance and long-term performance by capitalizing on gender diversity.

The purpose of the Policy aims to ensure an internal framework that promotes gender equality in nominating or choosing the company's management structure members. The Policy seeks to ensure that the nomination of candidates is only done based on objective selection procedures that are transparent and non-discriminatory, abiding by the merits, qualifications, abilities and professional results of each candidate, regardless of gender.

The company recognizes that gender diversity within management structure contributes to:

- improving decisional performance and quality of governance;
- creating a wide perspective and reducing the risk of groupthink;
- strengthening organizational culture and investor trust;
- reflecting the company's commitment to diversity, inclusion and sustainability.

II. Scope

This policy applies to all selection, nominaion and evaluation processes for the management structure members, namely the executive and non-executive members of the Board of Directors, executive management and the Management Committee.

III. Objectives for gender representation

EVERGENT Investments aims to achieve one of the following objectives:
a) At least 40% of non-executive director positions should be occupied by members of the underrepresented sex;
or
b) At least 33% of total director positions (executive and non-executive) should be occupied by members of the underrepresented sex.
The objective is established by taking into account the closest whole number compared to the undertaken percentage, without exceeding 49%.
If the objectives are not met, quantitative targets for the following mandate will be established and presented in public reports.
Internal objectives do not establish an automatic preference for a determined candidate. They do, however, require that the underrepresented sex be effectively taken into consideration during a real and documented comparative assessment.

IV. Selection principles

Any selection procedure and appointing of directors shall abide by the following fundamental principles:

- Transparency – evaluation criteria, selection process and reasons for the final decision shall be documented and communicated clearly;
- Non-discrimination –no individual shall be excluded from the selection procedure based on gender criteria, age, ethnic background, religion or other irrelevant criteria;
- Merit – professional abilities, experience and candidate skills represent essential evaluation criteria;
- Confidentiality – the candidates' personal data shall be processed in compliance with (EU) Regulation 2016/679 (GDPR);
- Equal treatment – all candidates shall be evaluated according to the same criteria and objective methodology.

The evaluation criteria are relevant for the targeted position and include professional experience, leadership experience, overseeing or management abilities, integrity, independence, knowledge on the activity sector, the ability to make a decision, communication skills and governance profile necessary for the company.

No candidate may be favored or disadvantaged based on sex. However, when two or more candidates are just as qualified when it comes to adequacy, abilities and professional results, priority will be granted to the candidate of the underrepresented sex, excluding exceptional circumstances when reasons with a higher legal weight, evaluated objectively and based on non-discriminatory criteria, justify choosing the candidate of the opposite sex.

Selection process:
Prior to the initiation of the selection procedure, the Nomination Committee approves the candidate's profile, the position requirements, selection criteria and comparative evaluation grid, in compliance with the Nomination and Evaluation Policy of the individuals in the management structure.

If the appointing or selection is done through a shareholder vote, the voting materials and presentation documents shall include adequate information with respect to the gender balance policty, selection criteria and legal consequences of not abiding by the applicable requirements.

The selection criteria are documented through internal procedures. When it comes to a selection that is achieved through a shareholder vote, the measures laid down by this policy shall be communicated transparently.

V. Organizational culture

The company promotes a working environment based on mutual respect, equity, diversity and inclusion.

- Any form of discrimination, harassment or abuse is prohibited.
- The company supports a working environment based on respect, equity and inclusion.
- There is an anonymous reporting line for signaling discrimination cases.
- Training sessions aimed at all management structure members are ensured, with respect to diversity, inclusion and gender prejudice prevention. EVERGENT Investments' diversity initiatives are applicable, but not limited to the practices and policies regarding recruitment and selection within the Company, development and professional training, plans and programs for professional growth and succession in a working environment built on the premise of gender and diversity equity.

VI. Transparency and reporting

EVERGENT Investments shall publish the herein policy on its website and shall forward a report to the FSA annually, until the 15th of June.

VII. Proactive measures

If the objectives regarding balanced gender representation are not achieved, EVERGENT Investments may consider, if applicable:

- establishing quantitative objectives for gender diversity within executive management;
- adjusting the selection process to encourage the participation of candidates of the underrepresented sex.

Informing candidates

At the request of a candidate included in the selection procedure, the Company shall provide at least the following information, within a reasonable term: applied qualification criteria, objective comparative evaluation carried out in relation to these criteria and, if applicable, the specific considerations that exceptionally led to choosing a candidate that does not belong to the underrepresented sex.

The briefing is done abiding by the legislation on the protection of personal data and protecting company and third party confidential information.

VIII. Data protection and confidentiality

Any personal data processing carried out in relation with the herein Policy shall be done only when necessary, based on a determined and legitimate purpose, abiding by legality principles, data minimization, access limitation and ensuring processing security.

The information regarding the candidates, comparative evaluations and the reasons that are the basis of the selection process shall be kept confidential, to the extent that disclosing them is not required by law or is not necessary in order to safeguard the rights and legitimate interests of the company or targeted individuals.

IX. Final provisions

The herein Policy shall be enforceable starting on the date of its approval by the Board of Directors.

The Policy shall be revised whenever amendments to the applicable legal framework, the management body structure or objectives regarding gender balance pursued by the company occur.

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Claudiu Doroş
President of the Board of Directors

Cătălin Iancu
CEO

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Compliance Officer