Premier Energy PLC
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Premier Energy PLC

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, Premier Energy PLC (hereinafter referred to as "PE" 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 PE is composed of:

(i) 2 male members holding executive positions;

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

(iii) The mandates are set to expire in the year 2027.

Based on this structure, the overall composition of the Board ensures that men represent 40% of its members, thereby fully meeting the applicable legal requirement that at least 33% of all board members belong to the underrepresented gender. As such, the Company meets the alternative objective provided under Article 109[3] paragraph (1) letter b) of Law no. 24/2017.

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. The selection process for future members of the Board will be carried out in accordance with the Company's Nomination and Diversity Policies and will take into account Candidate Profiles, which are 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.