

Remuneration Policy for Directors

SAFETECH INNOVATIONS S.A.

Whereas

1. The present remuneration policy of the Directors (hereinafter referred to as “**Policy**”) establishes the terms and conditions of the remuneration of **the Sole Administrator of SAFETECH INNOVATIONS S.A.**, a joint stock company based in Bucharest, Sector 2, str. Frunzei no. 12-14, Floor 1 and 2, registered at the Trade Register Office attached to the Bucharest Tribunal under the number: J40 / 3550/2011, having the unique registration code 28239696 (hereinafter referred to as “**the Company**” / “**Safetech**”) and is issued in accordance with the following legal and company provisions:
 - The provisions of Law no. 24/2017 regarding the issuers of financial instruments and operations on the market, with the subsequent completions and modifications;
 - The provisions of the Corporate Governance Code of BVB;
 - The Resolution of the General Assembly of Shareholders of SAFETECH INNOVATIONS S.R.L. no. 91/08.09.2020, based on which the authorised person to set forth the remuneration conditions of the Sole Administrator was appointed.
2. the provisions of article 92¹ of Law no. 24/2017 regarding the issuers of financial instruments and operations on the market, the recommendations issued by the F.S.A. in the matter, as well as the corporate governance code of BVB, constitute the basis for elaboration of the proposals presented for the analysis of the Company's Shareholders and the approval by the GMS.
3. The Company will pay the remuneration of the Directors only in accordance with a Policy subject to the shareholders' vote during a GMS meeting.
4. Derogations from the Policy are possible, but the circumstances in which they occurred must be explained in detail (these deviations from the policy must be related to the achievement of long-term objectives) and / or actions designed to protect the interests of company and / or their shareholders.)
5. The Remuneration Policy for Directors will be periodically reviewed and submitted to the shareholders' vote at the ordinary general meeting of shareholders, on the occasion of each significant change and, in any case, at least once **every 4 years**, to ensure the Policy's contribution to the strategy. the Company's business, as well as its sustainability and long-term interests, including the necessary explanations in this regard.

1. Purpose of the Policy

- 1.1. This remuneration policy sets forth the principles and framework for remuneration of the Sole Administrator, to be applied in the course of its activity, until the date of next revision, approved by the vote of the General Meeting of Shareholders.
- 1.2. The objectives of this policy are the following:
 - i. setting clear remuneration thresholds and guidelines;
 - ii. establishing the remuneration structure;

2. Principles of Policy

The principles governing this policy are the following:

- 2.1. The remuneration structure is defined separately for the Sole Administrator and for the company's employees.
- 2.2. the remuneration system includes a fixed component, in line with market practices, including non-financial benefits;
- 2.3. the reference values were established on the basis of data on the remuneration grading within companies of comparable size in the cyber sector in Romania, compared at the same time with data from other industries (eg IT) and other countries within the European Union;

3. The duties of the Sole Administrator

- 3.1 To know and apply the provisions of the Articles of Incorporation, as well as the decisions of the General Meeting of Shareholders;
- 3.2 To devote the necessary time, attention and skills, using at all times its knowledge, experience, technical skills, so as to (i) promote Safetech's interests in the best possible way and (ii) ensure a high level and competent of the activity carried out by Safetech;
- 3.3 To participate in training courses organized by Safetech in order to permanently comply with the eligible criteria established in the internal regulations and regulations in force regarding the professional training of the persons holding management positions;
- 3.4 To organize, manage and control the activity of the above organizational unit and / or subordinates of the unit, including to lead, coordinate and manage European projects with non-reimbursable / reimbursable / partially reimbursable funds in which the Company participates;
- 3.5 It is responsible for the execution in good conditions and profitable for the entire activity of the Company, and takes the necessary measures for a good management and conservation of the patrimony in its field of activity;
- 3.6 Plan and establish the objectives, policies and development lines of the above unit, in accordance with the objectives and policies that may be assigned, resulting from decisions of the General Meeting of Shareholders or provided by the articles of association, internal regulations and applicable laws;
- 3.7 To develop and implement the strategic plans and budgets approved for the line of activity that reflect the objectives and priorities established and approved by the General Meeting of Shareholders; to present the proposed objectives and planning as Sole Administrator for review and debate; to present the business plans and the annual budgets to the Safetech shareholders for approval;
- 3.8 Follows the problem regarding the work procedures and instructions, establishes the workflows specific to the activity of the above organizational unit and their observance;

- 3.9 To participate in the meetings organized by the management bodies, at their invitation; The Sole Administrator informs the shareholders in a reasonable and conscious way about the development of the activity;
- 3.10 Informs the shareholders regarding the activity of the above organizational unit, the identified deficiencies and the necessary measures that are required to be taken by the Sole Administrator;
- 3.11 To make all necessary efforts for the implementation of Safetech's business plan and annual budgets, in the development of strategies, in order to achieve Safetech's business purpose and the economic and financial objectives approved by Safetech's statutory bodies;
- 3.12 Ensures an adequate and transparent organizational structure, which promotes efficiency, both individually and at the level of the Group;
- 3.13 Ensures that subordinate employees know, implement and comply with the specific policies, procedures and rules applicable within Safetech;
- 3.14 Is responsible for the knowledge and application of the provisions contained in the Organization and Functioning Regulation, as well as of other internal norms, policies and procedures that are relevant for its field of activity;
- 3.15 Participates, upon request, in projects or activities between temporary inter-departments, depending on its role and competencies, in order to contribute to the achievement of the team's objectives;
- 3.16 To conclude a professional liability insurance policy at a value established in accordance with the regulations in force of the Group
- 3.17 Report to Safetech the interests / activities in which it is involved, following that in case of conflict of interests to take all measures to end this conflict;
- 3.18 Ensure that the strategies, policies and procedures applicable within Safetech, including any changes thereto, are contained in written guides, manuals and other internal documents and are communicated to Safetech managers and their staff, depending on their responsibilities, at least up to the level necessary for the fulfillment of the specific attributions;
- 3.19 Participates in the regular monitoring and evaluation of the efficiency of the company's management framework, including the annual review, as well as, as the case may be, the modification of the policy regarding the Safetech activity management framework, in accordance with the legal provisions;
- 3.20 Represents SAFETECH INNOVATION S.A. to third parties, in accordance with the norms established in the articles of association and the Regulation of Organization and Functioning;
- 3.21 Promotes high professional and ethical standards, as well as a culture of internal control, implementation to which the entire credit institution must contribute in order to reduce the risk to which it is exposed;
- 3.22 The Sole Administrator will not establish any kind of employment relations with other employers, except for those that are notified to the General Meeting of Shareholders and approved by this entity in advance, as well as scientific and didactic activities;
- 3.23 The Sole Administrator will not establish employment or cooperation relations in management positions within institutions / companies (legal entities or individuals), which are in a competitive

relationship with Safetech, except for those that are notified to shareholders and approved by the Meeting General Meeting of Shareholders. Regarding this provision, all companies that carry out partial or totally similar activities with the Safetech activity are considered competitors.

- 3.24 To represent the Company with full powers in the relations with its employees, employees' representatives, etc. and in this regard: (i) to hire and dismiss the Company's personnel, (ii) to validly sign the Individual Employment Contracts and the Collective Labor Agreements at unit level, as well as any additional documents to them and (iii) to perform any steps and perform any operations necessary in relations with employees of the Company.
- 3.25 any other obligations provided by the Articles of Association of the Company and / or Law no. 31/1990 which do not contradict the provisions of the Articles of Association.

4. Remuneration, other bonuses and benefits of the Sole Administrator

- 4.1. In order to exercise all the duties presented above, the Sole Administrator of Safetech will be remunerated with a fixed, monthly indemnity, between **30,000 (thirty thousand) LEI and 45,000 (forty-five thousand) LEI, in gross value, payable 12 times a year.**
- 4.2. Payment of the remuneration provided for in points 4.1. above is made monthly by electronic transfer to the bank account indicated by the Sole Administrator, in lei.
- 4.3. Safetech will provide the Sole Administrator with a car, and all related expenses will be borne by the Safetech policy in this regard.
- 4.4. The Sole Administrator has at his disposal a laptop and a mobile phone with coverage of all the related expenses;
- 4.5. Safetech will bear during the term of office the equivalent value of the health care insurance policy and the professional liability policy, in accordance with the regulations in force of the Company.
- 4.6. The Company will pay directly or reimburse to the Sole Administrator all expenses reasonably incurred in connection with transportation, per diem, telephone calls or similar expenses incurred in fulfilling the mandate granted, within the limits of the expenses provided by the annual budget of the Company or other specific decisions of the General Meeting of Shareholders.
- 4.7. Settlement by the Company of other legal expenses incurred by the Sole Administrator to defend against a third party claim against the Sole Administrator in connection with the performance of duties under the Mandate Agreement and the Articles of Incorporation, insofar as they are not already covered by the policy insurance in force at that time.

Remuneration Policy for Directors, March 2021

Issuer: Sole Administrator of SAFETECH INNOVATIONS S.A.