



CONVENING NOTICE

ORDINARY & EXTRAORDINARY GENERAL MEETINGS OF SHAREHOLDERS

SAFETECH INNOVATIONS S.A.

The Board of Directors of **SAFETECH INNOVATIONS S.A.**, registered with the Bucharest Trade Registry under no. J2011003550405, unique registration code 28239696, with registered office in 12-14 Frunzei Street, floors 1-2, District 2, Bucharest, Romania, having a subscribed and fully paid-up share capital of RON 32,543,530.60 (hereinafter referred to as the "**Company**"),

Pursuant to Law no. 31/1990 on companies, republished, as subsequently amended and supplemented ("**Companies Law**"), Law no. 24/2017 on issuers of financial instruments and market operations, as subsequently amended and supplemented ("**Law no. 24/2017**"), Regulation no. 5/2018 on issuers of financial instruments and market operations, as subsequently amended and supplemented ("**Regulation no. 5/2018**") and the Company's articles of incorporation ("**Articles of Incorporation**"),

CONVENES

The Ordinary General Meeting of Shareholders (hereinafter referred to as "OGMS") at the Company headquarters located at 12-14 Frunzei Street, floors 1-2, District 2, Bucharest, Romania, on 24.04.2025, 05:00 p.m., to which all shareholders of the Company registered in the shareholders' registry (held by Depozitarul Central S.A.) until the end of 14.04.2025, set as the reference date ("**Reference Date**"), will take part of. In case the necessary quorum will not be met at the first convocation, a second meeting of the OGMS will be held on 25.04.2025, at 05:00 p.m., at the same place and with the same agenda and having the same Reference Date,

The Extraordinary General Meeting of Shareholders (hereinafter referred to as "EGMS") at the Company headquarters located at 12-14 Frunzei Street, floors 1-2, District 2, Bucharest, Romania, on 24.04.2025, 05:45 p.m., to which all shareholders of the Company registered in the shareholders' registry (held by Depozitarul Central S.A.) until the end of 14.04.2025, set as the reference date ("**Reference Date**"), will take part of. In case the necessary quorum will not be met at the first convocation, a second meeting of the EGMS will be held on 25.04.2025, at 05:45 p.m., at the same place and with the same agenda and having the same Reference Date.

AGENDA FOR THE ORDINARY GENERAL MEETING OF SHAREHOLDERS

1. Approval of the appointment of Mr. Horia-Gabriel Rădulescu as the meeting secretary of the OGMS and Ms. Lucica Popescu as the technical secretary of the OGMS, both having their identification details available at the Company's headquarters.
2. Approval of the individual and consolidated annual financial statements prepared for the financial year ended on December 31, 2024, accompanied by the annual report prepared by the Board of Directors and the independent auditor's report. For the

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financial year ended on December 31, 2024, the Company recorded: (a) at the consolidated level, a net profit of 11,073,097 RON, and (b) at the individual level, a net profit of 13,517,262.94 RON.

3. Approval of the distribution of the net profit related to the financial year ended on 31.12.2024, in the amount of RON 13,517,262.94, as follows:
 - (i) Legal reserves: RON 766,764;
 - (ii) Remaining undistributed profit: RON 12,750,498.94.
4. Approval of the discharge of liability of the Board of Directors for the financial year ended on 31.12.2024.
5. Approval of the revenue and expenditure budget for the 2025 financial year, in accordance with the presentation materials.
6. Approval of the Remuneration Report of the Company's management for the financial year ended on 31.12.2024, drawn up by the Nomination and Remuneration Committee of the Company, in accordance with the presentation materials.
7. Approval of the Company's remuneration policy, in accordance with the OGMS presentation materials.
8. Approval of the determination of the remuneration for the members of the Board of Directors in accordance with the Company's Remuneration Policy approved under point 7 above on the OGMS agenda.
9. Approval of the establishment of the date of:
 - (i) 20.05.2025 as the registration date for the identification of the shareholders on whom the effects of the decisions adopted by the OGMS are reflected, in accordance with the provisions of art. 87 para. (1) of Law no. 24/2017;
 - (ii) 19.05.2025 as "ex-date" calculated in accordance with the provisions of art. 2 para. (2) lit. (I) from Regulation no. 5/2018.

Date of guaranteed participation and payment date are not applicable.

10. Approval of the power of attorney for Mr. Victor Gansac, with the possibility of sub-delegation, in the name and on behalf of the Company, with full power and authority, to sign any documents, including and not limited to the OGMS Decision, the Company's Articles of Incorporation, to submit and to request the publication of the Decision in the Official Gazette of Romania part IV, to collect any documents, to complete any necessary formalities before the Commercial Registry Office, as well as before any other authority, public institution, legal or natural person, as well as to execute any operations, in order to fulfill and ensure the opposability of the Decisions to be adopted by OGMS.

AGENDA FOR THE EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

1. Approval of the update of the main field of activity in accordance with the NACE Rev. 3 classification, as provided in Order No. 377/2024 regarding the update of the



Classification of Activities in the National Economy (NACE), with the new main field of activity being:

622 - IT consultancy and management (administration and operation) of computing resources.

2. Approval of the update of the main object of activity in accordance with the NACE Rev. 3 classification, as provided in Order No. 377/2024 regarding the update of the Classification of Activities in the National Economy (NACE), with the new main object of activity being:

6220 - IT consultancy and management (administration and operation) of computing resources

3. Approval of the modification of the secondary object of activity in accordance with the NACE Rev. 3 classification, as provided in Order No. 377/2024 regarding the update of the Classification of Activities in the National Economy (NACE). The secondary object of activity will consist of the following NACE codes:

6039 - Distribution activities of other content

6210 - Custom software development activities (client-oriented software)

6290 - Other IT service activities

6310 - Data processing, web page administration, and related activities

6391 - Web portal activities

6392 - Other information service activities n.e.c.

6820 - Rental and subleasing of own or leased real estate

7020 - Business and management consultancy activities

7120 - Technical testing and analysis activities

7210 - Research and development in natural sciences and engineering

7820 - Activities of temporary employment agencies and provision of other human resources

8561 - Intermediation activities for courses and tutors (mentors, teachers)

8569 - Support service activities for education

9510 - Repair and maintenance of computers and communication equipment

4. Approval of the amendment to Article 5.1 of the Company's Articles of Incorporation, which will have the following content:

"5.1. The main field of activity is:

622 - IT consultancy and management (administration and operation) of computing resources



The main activity is:

6220 - *IT consultancy and management (administration and operation) of computing resources*

The Company may also carry out the following secondary activities:

6039 - *Distribution activities of other content*

6210 - *Custom software development activities (client-oriented software)*

6290 - *Other IT service activities*

6310 - *Data processing, web page administration, and related activities*

6391 - *Web portal activities*

6392 - *Other information service activities n.e.c.*

6820 - *Rental and subleasing of own or leased real estate*

7020 - *Business and management consultancy activities*

7120 - *Technical testing and analysis activities*

7210 - *Research and development in natural sciences and engineering*

7820 - *Activities of temporary employment agencies and provision of other human resources*

8561 - *Intermediation activities for courses and tutors (mentors, teachers)*

8569 - *Support service activities for education*

9510 - *Repair and maintenance of computers and communication equipment"*

5. Approval of the delegation to the Company's Board of Directors of the powers of the Extraordinary General Meeting of Shareholders, as specified in Article 113, letters b), c), and d) of the Companies Law, as well as in Article 12.5, letters b), c), and d) of the Company's Articles of Incorporation, namely:
- (i) Relocating the Company's headquarters;
 - (ii) Changing the Company's object of activity—except for the main field and main activity; and
 - (iii) Establishing or dissolving secondary offices (branches, agencies, representative offices,,, or other similar units without legal personality).

The approval of this delegation is requested in accordance with Article 114(1) of the Companies Law, correlated with the provisions of Articles 3.1, 3.2, and 5.3 of the Company's Articles of Incorporation, in order to streamline the Company's operations.

6. Approval of the amendment to Article 3.2 of the Company's Articles of Incorporation, which will have the following content:



"3.2. The Company may establish branches, subsidiaries, work points, or representative offices in Bucharest or other cities in Romania or abroad, under the conditions provided by law, based on the Resolution of the Extraordinary General Meeting of Shareholders or by Decision of the Board of Directors, as applicable."

7. Approval of the amendment to Article 12.6 of the Company's Articles of Incorporation, which will have the following content:

"12.6. The exercise of the powers provided in Article 12.5, letters b), c) – except for the main field and main activity – and d) – branches, agencies, representative offices, or other similar units without legal personality – is delegated to the Board of Directors, which may decide accordingly whenever it deems necessary. The exercise of the powers provided in Article 12.5, letter e) may be delegated to the Board of Directors only after obtaining approval from the Extraordinary General Meeting of Shareholders of the Company."

8. Approval of the establishment of the date of:

- (i) 20.05.2025 as the registration date for the identification of the shareholders on whom the effects of the decisions adopted by the EGMS are reflected, in accordance with the provisions of art. 87 (1) of Law 24/2017;
- (ii) 19.05.2025 as "ex-date" calculated in accordance with the provisions of art. 2 para. (2) letter I) of Regulation 5/2018;

Date of guaranteed participation and payment date are not applicable

9. Approval of the power of attorney of Mr. Victor Gansac, with the possibility of sub-delegation, as in the name and on behalf of the Company, with full power and authority, to sign any documents, including and not limited to the EGMS Decision, the Company's Articles of Incorporation, to submit and request publication of the Decision in the Official Gazette of Romania part IV, to collect any documents, to complete any necessary formalities before the Trade Registry Office, as well as before any other authority, public institution, legal or natural person, as well as to execute any operations, in order to implement and ensure the opposability of the Decisions to be adopted by the EGMS.

GENERAL INFORMATION REGARDING THE OGMS&EGMS

I. Participation in OGMS&EGMS

Only shareholders who are registered with the Company's Shareholders Registry at the Reference Date are entitled to attend and cast their votes in the OGMS&EGMS, in accordance with the legal provisions applicable to companies that are listed on the Main Segment of the Bucharest Stock Exchange and those of the Articles of Incorporation, in person (or represented by legal representatives) or by proxy (based on a special or general power of attorney), considering the legal requirements, or by correspondence (based on a correspondence voting ballot).



The access and/or the vote of the shareholders entitled to participate in the OGMS&EGMS is allowed by the simple proof of their identity made, in the case of natural person shareholders, with the identity document and, in the case of legal entities, with the identity document of the legal representative. The representatives of the natural/legal person shareholders will be identified on the basis of the identity document, accompanied by the special or general power of attorney signed by the shareholder who is a natural person /legal representative of the shareholder which is a legal person, as the case may be.

The quality of shareholder, as well as, in the case of legal entities shareholders or entities without legal personality, **the quality of legal representative** is established based on the list of shareholders from the Reference Date, received by the Company from Depozitarul Central S.A.

II. Documents related to the agenda of the OGMS&EGMS

Starting with 25.03.2025, all the information materials regarding the items included on the agenda of the OGMS&EGMS shall be made available to the shareholders on the company's website, <https://safetech.ro/en/investors/general-assemblies/>. The shareholders of the Company may receive, upon request, copies of the documents related to the items on the agenda of the OGMS&EGMS.

III. General powers of attorney

General powers of attorney may be granted by the shareholders for a period which will not exceed 3 years and allow their representative to vote in connection with any aspects which are discussed in the general meeting of shareholders, including disposal acts.

Before their first use, general powers of attorney shall be deposited/sent to the Company's registered headquarters at 12-14 Frunzei Street, floors 1-2, District 2, Bucharest, Romania, in copy, containing the mention of conformity with the original under the signature of the representative (or sent by e-mail with extended electronic signature, in compliance with the regulations issued by FSA, to the address investors@safetech.ro) so as to be registered with the Company's registration desk until **22.04.2025, at 03:00 p.m.**

For the validity of the mandate, the proxy should have to be an intermediary (investment professional) (pursuant to the provisions of art. 2 para. (1) point (19) of Law no. 24/2017) or a lawyer and the relevant shareholder should be a client of the proxy. Also, the proxy should not be in a state of conflict of interest, pursuant to the provisions of art. 105 para. (15) of the Law no. 24/2017. The proxy cannot be substituted by another person. To the extent the empowered person is a legal entity, it may exercise its mandate through any person belonging to the administrative or management body or its employees.



Together with the general power of attorney, the shareholders shall submit to the Company a statement issued by the legal representative of the intermediary or lawyer who received the power of representation, signed, in original and, as the case, stamped, confirming that:

- (i) the power of attorney is given by the respective shareholder, in its capacity as a client, to the intermediary or, as the case may be, to the lawyer;
- (ii) the general power of attorney is signed by the shareholder, including by attaching an extended electronic signature, if applicable.

IV. Special Powers of Attorney and the Correspondence Voting Ballot

The special powers of attorney and correspondence voting ballots will use the format provided by the Company and shall indicate the vote for each item on the agenda (meaning vote "For", vote "Against" or vote "Abstention").

The **special powers of attorney** may be granted to any person for the representation within one general meeting of shareholders and contains specific voting instructions from the issuer shareholder.

The special powers of attorney/ correspondence voting ballots and the related documents shall be deposited/sent to the Company's registered headquarters at 12-14 Frunzei Street, floors 1-2, District 2, Bucharest, Romania, or by e-mail with extended electronic signature (in case of special powers of attorney) or by e-mail (in case of correspondence vote ballots), in compliance with the regulations issued by FSA, to the address investors@safetech.ro, in original or in copy, containing the mention of conformity with the original under the signature of the representative, so as to be registered with the Company registration desk no later than **until 22.04.2025, at 03:00 p.m.**, clearly mentioning on the envelope or in the subject of the e-mail "For the Ordinary&Extraordinary General Meeting of Shareholders of Safetech Innovations S.A. convened for 24/25.04.2025".

When filling in the special powers of attorney/ correspondence voting ballots, the shareholders are asked to consider that new items on the agenda of the OGMS&EGMS or proposals of resolutions could be added. In this case, the special powers of attorney/ correspondence voting ballots shall be updated and published as described at point II.

V. Online voting

The electronic vote may be exercised by using electronic means of voting according to art. 197 of Regulation no. 5/2018, by accessing the link <https://safe.evot.ro/login> from any device connected to the internet.



For identification purposes and online access to the OGMS&EGMS, shareholders will provide the following information:

In the case of natural persons

- name and surname;
- personal identification code
- email address;
- copy of the identity document (identity card, identity card, passport, residence permit)*;
- phone number (optional);

or

- they can connect directly using the access credentials generated following identification through the Investor Enrollment Platform developed by Depozitarul Central: <https://www.rocLEAR.ro/Inrolare-Investitori>

In the case of legal entities:

- the name of the legal entity;
- unique registration code (CUI);
- the name and surname of the legal representative;
- the personal numerical code of the legal representative;
- email address;
- the identity document of the legal representative (identity card, identity card, passport, residence permit)*;
- copy of the ascertaining certificate issued by the commercial register or any equivalent document issued by a competent authority in the state where the legal person shareholder is legally registered, presented in the original or in a copy conforming to the original. The documents attesting the legal representative capacity of the legal entity shareholder will be issued no later than 30 days before the reference date *;
- phone number (optional).

Documents presented in a language other than English will be accompanied by the translation made by an authorized translator with the signature legalized by the public notary in the Romanian/English languages.

*the electronic copy of the above-mentioned documents will be uploaded online in the dedicated fields. Uploadable files can have one of the following extensions: jpg., pdf., png.



The shareholder can log in and vote whenever he wants in the interval designated for correspondence and /or live voting, the last voting option (before the expiration of the voting session) being the one registered. In the event that, following the identification process, there are inconsistencies between the data provided by the shareholder and those in the Company's Shareholder Register on the Reference Date, the shareholder will be notified and will be directed to contact the Shareholder Relations Officer at investors@safetech.ro or phone number +40 754 908 742.

VI. The shareholders' rights to request the inclusion of additional items on the agenda and to make new resolution proposals for the existing or proposed items to be included on the agenda

One or more shareholders representing, individually or collectively, at least 5% of the share capital has/have the right:

- (i) to introduce new items on the agenda of the general meeting of shareholders, provided that every new item is accompanied by a reasoning memo or a draft resolution proposed for adoption to the general meeting; and
- (ii) to make resolution proposals for the items included or proposed to be included on the agenda of the OGMS&EGMS.

The shareholders' rights provided above can only be exercised in writing (sent by courier services to the Company's headquarters or by e-mail, according to ASF regulations, to the address investors@safetech.ro) until **07.04.2025**.

The identification requirements mentioned at point I above are also applicable to the natural person shareholder(s) and/or to the legal representative of the legal person shareholder who requests the completion of the OGMS&EGMS agenda.

To the extent the exercise of such right determines the amendment of the agenda of the general meeting that was already communicated to the shareholders, the Company will publish an amended agenda, following the same procedure as the one for the previous agenda, before the Reference Date and in compliance with the term provided by the Companies Law.

VII. Shareholders' right to ask questions regarding the agenda

Each shareholder has the right to ask questions regarding the items on the agenda of the General Meeting of Shareholders. Questions may be sent to the Company by e-mail at investors@safetech.ro, so that they are received by the Company **by 23.04.2025, 6:00 p.m.**

The right to ask questions and the obligation to answer may be conditioned by the measures that the Company can take to ensure the identification of shareholders (in accordance with the provisions of Regulation no. 5/2018), the smooth conduct and



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preparation of general meetings, as well as the protection of confidentiality and the Company's commercial interests. The company can issue a general answer for questions with the same content. An answer will be deemed to be given if the relevant information is available on the Company's website in question-answer format.

Chairman of the Board of Directors

VICTOR GANSAC

SAFETECH INNOVATIONS S.A.

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