

MANAGEMENT REMUNERATION REPORT

SAFETECH INNOVATIONS SA

01.01.2024 – 31.12.2024

This remuneration report (hereinafter referred to as the "**Report**") is issued in accordance with the provisions **of art. 107 of Law no. 24/2017** regarding issuers of financial instruments and market operations, as subsequently amended and supplemented, and presents a comprehensive overview of the remunerations, including all the benefits granted, **during the fiscal year 2024**, to the managers of **SAFETECH INNOVATIONS SA**, a joint-stock company with headquarters in Bucharest, Sector 2, 12-14 Frunzei street, Floors 1 and 2, registered with the Trade Registry under number: J2011003550405, with the unique registration code 28239696 (hereinafter referred to as the "**Company**" / the "**Issuer**").

According to art. 94, letter (b) of Law no. 24/2017 on issuers of financial instruments and market operations, as subsequently amended and supplemented, **manager** means "*any member of the board of directors, as well as any manager, in the case of the unitary management system, respectively any member of the supervisory board, as and of the directorate, in the case of the dual system of administration, according to Law no. 31/1990, republished, with subsequent amendments and additions, including in all cases where such was appointed, the general manager and, if this position exists, the deputy general manager*"

Thus, the Issuer has determined that, currently, the Members of the Board of Directors and the General Manager of the Company meet the previously mentioned legal conditions.

Also, the company decided to implement an option allocation program (SOP Plan) for the free acquisition of shares of the Issuer, possibility which was also granted to the members of the Board of Directors as it results from the provisions of the Extraordinary General Meeting of Shareholders dated 21.07.2022.

I. The remuneration structure of the Company's management in 2024

No..	Name and Function	Total remuneration, broken down by component	Remuneration received from any entity belonging to the same group	The number of shares and share options granted or offered, and the main conditions for the exercise of the related rights, including the exercise price and date, together with any changes thereof	Information on the use of the variable remuneration recovery option	Information regarding any deviation/derogation from the procedure for implementing the remuneration policy
1.	GANSAC VICTOR Chairman of the Board of Directors and General Manager	Fixed component -100%: A. Remuneration of the Chairman of the Board of Directors: RON 6,000 gross/month x 12 months; + B. Remuneration General Manager: RON 15,000 gross/month x 12 months; Total Fixed Remuneration: RON 252,000 gross	Not applicable	No share-based remuneration was granted. Mister. Gânsac Victor was not part of the SOP type program carried out by the Company, considering his status as a majority shareholder.	Not applicable.	Not applicable.
		Other benefits (cumulative for fulfilling the 2 functions): - private medical clinic subscription - 955;				
2.	MIRCEA VARGA	Fixed component - 100%: RON 5,000 gross/month x 12 months;	Not applicable	In 2024, Mr. Mircea Varga acquired 31,000 shares as a result of exercising the options	Not applicable	Not applicable

	Independent, non-executive member of the Board of Directors	Total Fixed Remuneration: RON 60,000 gross		granted by the Company in the second year of the SOP Plan.		
	ALEXANDRU MIHAILCIUC Independent, non-executive member of the Board of Directors	Fixed component - 100%: RON 5,000 gross/month x 12 months; Total Fixed Remuneration: RON 60,000 gross	Not applicable	In 2024, Mr. Alexandru Mihailciuc acquired 31,000 shares as a result of exercising the options granted by the Company in the second year of the SOP Plan.	Not applicable	Not applicable

II. Annual change in remuneration, issuer performance and average full-time equivalent remuneration of the Company's non-executive employees over the last 5 financial years

Name	COMPONENT	2020	2021	2022	2023	2024
Average compensation based on the full-time equivalent of the Company's employees	The fixed component	RON 13,113 gross X12 months	RON 14,243 gross X12 months	RON 16,008 gross X12 months	RON 18,488 gross X12 months	RON 17,947 gross X12 months
	The variable component	N/A	N/A	N/A	N/A	N/A
	Annual change (%)	21.53%	8.62%	12.39%	15%	2.93%
Company performance	Net income	RON 3,092,618	RON 6,156,771	RON 10,500,302	RON 9,738,449	RON 13,517,263
	Annual change (%)	147.78%	99.08%	70.55%	-7%	38.80%
	EBITDA	RON 4,676,552	RON	RON 14,779,896	RON 13,430,670	RON 17,906,014
	Annual change (%)	99.92%	115.08%	46.94%	-9%	33.32%
Change in Managers' Remuneration (%)		444.84%	46.56%	0.45%	-2%	55.91%