

**Safetech Innovations S.A.****Statement on Gender Representation in the Board of Directors****1. Context and Legal Framework**

In accordance with the provisions of Articles 109¹ – 109⁸ of Law no. 24/2017, as amended by recent legislative updates aimed at enhancing gender balance in the governance structures of listed companies, Safetech Innovations S.A. (hereinafter referred to as the “Company” or “SAFE”) acknowledges its obligations as a company listed on a regulated market. These legal provisions align with European Directive (EU) 2022/2381, which introduces binding targets for improving the representation of the underrepresented gender on company boards.

The law requires listed companies to meet at least 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 SAFE is composed of:

- (i) 3 male members;
- (ii) Mandate expiry date: 30 April 2026.

Given the current composition, SAFE does not meet the gender diversity thresholds stipulated by law. However, in accordance with the applicable legal provisions, the above-mentioned requirements apply exclusively to new board appointments and do not retroactively affect existing mandates, which remain governed by the legislation in force at the time they were concluded.

3. Future Commitments and Governance Measures

The Company is committed to promoting a balanced and inclusive decision-making environment. The company recognizes the importance of diverse perspectives and is determined to align with the legal and regulatory requirements at the earliest opportunity. To this end, the company will implement the following actions:

- (i) Upon the conclusion of the current mandate in April 2026, SAFE will ensure that the future composition of the Board aligns with the gender representation objectives set forth in Law no. 24/2017;



- (ii) The selection process will be guided by a formal Nomination Policy and Diversity Policy, both of which will be made publicly available on the company's website;
- (iii) Additionally, SAFE will publish Candidate Profiles for prospective Board of Directors members to ensure transparency and accountability throughout the appointment process.

However, the Company emphasizes that the selection process will not be altered solely for the purpose of meeting gender diversity thresholds. 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 corporate values.