



## **DIVERSITY, EQUITY AND INCLUSION (DEI) POLICY OF SAFETECH INNOVATIONS S.A.**

### **1. PURPOSE AND SCOPE**

This Policy reflects the commitment of SAFETECH INNOVATIONS S.A. (the “**Company**”) to diversity, equity and inclusion (DEI) within the Board of Directors (the “**Board**”) and the executive management. The Policy aims to promote balanced representation in terms of gender, age, experience and skills, in accordance with the Corporate Governance Code of the Bucharest Stock Exchange (BVB) and the applicable Romanian legislation.

The Policy applies to all appointments, elections and succession planning processes for the Board of Directors and the executive management of the Company.

### **2. COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION**

The Company is committed to:

- (i) ensure gender diversity and compliance with the legal thresholds, so that at least 40% of the non-executive members of the Board of Directors or at least 33% of the total members of the Board are of the underrepresented gender;
- (ii) establish a transparent, fair and merit-based selection process;
- (iii) promote a culture of inclusion, in which decisions are made based on competence, experience, and alignment with the corporate strategy;
- (iv) encourage diversity of professional background, skills and perspectives, in order to strengthen corporate governance and the decision-making process.

### **3. SELECTION AND APPOINTMENT PROCESS**

The Nomination and Remuneration Committee (NRC) shall oversee the selection process for positions within the Board of Directors and the executive management, with this DEI Policy serving as one of the evaluation criteria for candidates for such positions.

The selection shall be based on neutral, clear and non-discriminatory criteria, including professional experience, competencies and knowledge of corporate governance. However, where two or more candidates have equal qualifications, priority shall be given to candidates of the underrepresented gender, unless there is an objective justification (for example, other diversity policies, ensuring an adequate mix of critical skills, or specific competencies required at the level of the Board of Directors or the executive management).



The Nomination Policy shall be published on the Company's website, in the "Investors" – Corporate Governance section, detailing the evaluation criteria.

#### **4. IMPLEMENTATION AND MONITORING**

The Nomination and Remuneration Committee shall carry out a periodic review of this DEI Policy and shall make recommendations for improvement. Based on the NRC's analysis, the Board of Directors shall monitor the Company's progress in achieving its gender balance objectives as well as its broader diversity objectives.

In the event that the Company does not meet the gender diversity thresholds – namely at least 40% of the non-executive members of the Board or at least 33% of the total members of the Board – it shall adjust the selection process in order to promote a more balanced representation.

However, the selection process shall not be altered so as to exclude the identification of the most suitable candidates solely for the purpose of meeting the gender diversity targets set out in this Policy and in the applicable legal provisions.

#### **5. REPORTING AND COMPLIANCE**

By July 15 of each year, the Company shall report to the Financial Supervisory Authority (ASF) the data regarding gender representation, with a separate breakdown of the executive and non-executive members of the Board of Directors.

In the event that the Company has not met the legal diversity objectives, it shall make public:

- the reasons for non-compliance;
- the measures adopted or planned to achieve compliance.

The information shall be published in the Company's corporate governance statement, as well as through any other means of communication, and shall also be made available on the Company's website.

#### **6. TRANSPARENCY AND ACCOUNTABILITY**

Shareholders shall be informed of the Company's commitments in the field of diversity, equity and inclusion and of their impact on nominations to the Board of Directors.

The Company shall also provide candidates with feedback regarding the evaluation process and the comparative assessment of their qualifications. Any



candidate who considers that they have been unjustifiably excluded may seek redress through the appropriate legal channels.

## **7. REVIEW AND UPDATE**

This Policy shall be reviewed whenever necessary or if required by legislative changes or corporate governance requirements. Any updates shall be approved by the Board of Directors and shall be published on the Company's website, in the Investors section.