



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 24.04.2026, 10:00 a.m., to which all shareholders of the Company registered in the shareholders' registry (held by Depozitarul Central S.A.) until the end of 14.04.2026, 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 27.04.2026, at 10:00 a.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 24.04.2026, 10:30 a.m., to which all shareholders of the Company registered in the shareholders' registry (held by Depozitarul Central S.A.) until the end of 14.04.2026, 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 27.04.2026, at 10:30 a.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, or in his absence Ms. Lucica Popescu, as secretary of the OGMS meeting, and of the eVOTE team present in the room as technical secretary of the OGMS, the secretaries having their identification details available at the Company's registered office.
2. Approval of the individual and consolidated annual financial statements prepared for the financial year ended 31 December 2025, accompanied by the annual report of the

SAFETECH INNOVATIONS S.A.



Board of Directors and the independent auditor's report. For the financial year ended 31 December 2025, the Company recorded: (i) at consolidated level, a net profit of RON 11,250,013, and (ii) at individual level, a net profit of RON 11,920,550.80.

3. Approval of the allocation of the net profit for the financial year ended 31.12.2025, amounting to RON 11,920,550.80, as follows:
 - (i) Legal reserves: RON 678,522
 - (ii) Undistributed profit: RON 11,242,028.80.
4. Approval of the discharge of liability of the Board of Directors for the financial year ended 31.12.2025.
5. Approval of the revenue and expenditure budget for the financial year 2026, in accordance with the presentation materials.
6. Approval of the Remuneration Report of the Company's management for the financial year ended 31.12.2025, prepared by the Company's Nomination and Remuneration Committee, in accordance with the presentation materials.
7. Approval of the amendment of the Company's remuneration policy, in accordance with the OGMS presentation materials.
8. Approval of the remuneration of the members of the Board of Directors in accordance with the Company's Remuneration Policy approved under item 7 of the OGMS agenda.
9. Approval of the appointment of Baker Tilly Klitou And Partners S.R.L., a legal entity, having its registered office in Bucharest, Sector 2, 42 Pipera Road, Office No. 2, Globalworth Plaza, 7th Floor, registered with the Trade Register attached to the Bucharest Tribunal under no. J2003005434409, having sole registration code (CUI) 15381680, as the auditor of the Company, for a mandate valid until 30 April 2028, and the authorization of the Board of Directors and/or the Chief Executive Officer, in the name and on behalf of the Company, with full power and authority:
 - (i) to negotiate the terms and conditions of the mandate of Baker Tilly Klitou And Partners S.R.L., as well as to negotiate, approve and sign any documents, and to perform any acts and deeds necessary, useful or appropriate in connection with the above; and
 - (ii) to empower representatives of the Company to sign any such documents, to carry out any such formalities, and to perform any such actions.
10. Approval of the establishment of the date of:
 - (i) 19.05.2026 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) 18.05.2026 as "ex-date" calculated in accordance with the provisions of art. 2 para. (2) lit. (I) from Regulation no. 5/2018;



The guaranteed participation date and payment date are not applicable.

11. Approval of the authorization of Mr. Ionuț-Vasile Georgescu, in his capacity as Chief Executive Officer, with the possibility of sub-delegation, to act in the name and on behalf of the Company, with full power and authority, to sign any documents, including but not limited to the OGMS Resolution and the Company's Articles of Incorporation, to submit and request publication of the Resolution in the Official Gazette of Romania, Part IV, to collect any documents, to carry out any formalities before the Trade Registry Office, as well as before any other authority, public institution, legal entity or individual, and to perform any operations necessary for the implementation and enforceability of the resolutions to be adopted by the OGMS.

AGENDA FOR THE EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

1. Approval of the appointment of Mr. Horia-Gabriel Rădulescu, or in his absence Ms. Lucica Popescu, as secretary of the EGMS meeting, and of the eVOTE team present in the room as technical secretary of the EGMS, the secretaries having their identification details available at the Company's registered office.
2. Approval of the authorization of the Board of Directors and/or the Chief Executive Officer to adopt any resolutions and to perform all legal acts and deeds necessary, useful and/or appropriate, including to update Article 24.2 of the Company's Articles of Incorporation, in order to implement the resolutions to be adopted by the OGMS in accordance with item 9 on the OGMS agenda.
3. Approval of the authorization of Mr. Victor Gânsac, in his capacity as Director of the Company, with the possibility of sub-delegation, to adopt all necessary measures and to complete all formalities required under the applicable legislation of Romania and of the states where the Company has established subsidiaries, in relation to their activity and administration, including but not limited to: (i) representing the Company and voting on its behalf within the general meetings of shareholders/associates of the subsidiaries; (ii) exercising or assuming executive duties within the subsidiaries, including the possibility of appointing executive directors for them; (iii) representing the subsidiaries before all local and national authorities in order to obtain any permits, licenses and authorizations required for their operation; (iv) signing, notarizing, apostilling and completing any formalities regarding documents and powers of attorney necessary in connection with the activity and administration of the subsidiaries.
4. Approval of a stock option plan (SOP) for the members of the Board of Directors and the Company's directors, in accordance with the EGMS presentation materials, to be implemented during 2026-2028, aimed at granting rights to acquire free of charge a determined number of shares, representing a maximum of 1,000,000 shares (500,000 shares for each year of the SOP Plan, with the possibility of using in the second year the shares that were not used in the first year), to the Company's directors and/or managers, for the purpose of their retention and motivation ("SOP Plan"). The program will be implemented under the following conditions:
 - (i) the right to acquire shares under the SOP Plan may be exercised after a period established by the decision of the Board of Directors regarding the



- implementation of the SOP Plan, which will be at least one year between the granting of the right and its exercise;
- (ii) members of the Board of Directors and/or the Company's managers may participate in the SOP Plan;
 - (iii) the SOP Plan will be implemented by the Board of Directors, in accordance with this Extraordinary General Meeting of Shareholders Resolution;
 - (iv) implementation of the SOP Plan will comply with the legal obligations regarding the preparation and publication of information documents, in accordance with the law and the applicable ASF regulations;
 - (v) the Board of Directors will be empowered to adopt all necessary measures and to complete all formalities required for the approval and implementation of the SOP Plan, including but not limited to: (a) determining the criteria for granting the rights to acquire shares; (b) determining the number of shares allocated to each beneficiary; (c) establishing the period between the granting of the right and its exercise (not less than 12 months); (d) establishing the conditions for exercising the rights; (e) determining the period within which the holder must exercise the right; (f) preparing and publishing the required information documents in accordance with the law, etc.;
 - (vi) significant shareholders of the Company may not be beneficiaries of the Plan, regardless of whether they meet the eligibility criteria established under the SOP Plan
5. Approval of the update of the purposes of the Company's share buyback program, approved by Resolution of the Extraordinary General Meeting of Shareholders no. 12/22.10.2025, **without modifying the other conditions of the program**, so that the Company may repurchase its own shares on the market where the shares are listed or through public tender offers, in accordance with the applicable legal provisions, under the following conditions:
- (i) the buyback program will be carried out at a minimum price of RON 0.2 per share and a maximum price of RON 2 per share;
 - (ii) the program will cover the repurchase of a maximum of 12,717,653 shares;
 - (iii) the aggregate value of the buyback program is up to RON 25,435,306. However, the maximum costs mentioned do not represent a commitment that the Company will purchase shares for the full amount of RON 25,435,306; if market conditions permit, the Company may purchase shares at a price lower than the maximum approved price of RON 2 per share;
 - (iv) the buyback program will run for a maximum period of 18 months from the date of registration of the relevant resolution with the Trade Registry, with repurchases possibly taking place in several stages, depending on the decision of the Board of Directors;



- (v) buyback transactions may concern only fully paid shares and will be carried out only from distributable profit or available reserves of the Company recorded in the latest approved annual financial statements, except for legal reserves;
- (vi) the buyback program will aim at the operations provided under Article 5(2) of Regulation (EU) no. 596/2014, namely:
 - reduction of the Company's share capital through cancellation of the repurchased shares, according to Art. 5(2)(a); and/or
 - compliance with obligations arising from stock option programs or other share allocation schemes for employees or members of the Company's administrative, management or supervisory bodies, according to Art. 5(2)(c);
- (vii) the Board of Directors is authorized to issue any decisions and perform all legal acts and actions necessary, useful and/or appropriate for the implementation of the resolutions to be adopted by the EGMS regarding this agenda item, including (but not limited to) ensuring adequate disclosure before the start of trading under the buyback program regarding the purpose of the program and the characteristics of each buyback stage.

Approval of this agenda item does not represent a guarantee that the Company will effectively carry out share buybacks, the decision of the Board of Directors to undertake such actions depending on several factors (including market conditions, macroeconomic factors, approval of the documentation by the ASF, in the case of a public offer, and the availability of financial resources necessary for implementation).

Additionally, the majority shareholders, Mr. Victor Gânsac and Mr. Paul Rusu, will not sell shares of the Company during the implementation of the buyback program / public tender offer.

For the avoidance of doubt, this agenda item of the EGMS concerns only the extension of the purpose of the buyback program approved by the EGMS on 22.10.2025, the maximum number of shares that may be repurchased under the program remaining the number indicated above, regardless of the purpose of the program.

- 6. Approval in principle of the possibility of using the shares remaining in the Company's treasury, following the exercise and/or allocation of option rights to eligible persons included or to be included in the Stock Option Plan reward program, as performance bonuses. For the avoidance of doubt, the founding shareholders of the Company will not be included in such a procedure.
- 7. Approval of the authorization of the Board of Directors to adopt all necessary measures and complete all formalities required for granting shares as performance bonuses, including but not limited to: (i) establishing the criteria based on which the shares will be granted; (ii) determining the number of shares to be granted to each eligible person; (iii) determining the period between the date of granting the shares



and the date of their registration in the accounts of the eligible persons; (iv) establishing additional conditions.

8. Approval of the following dates:
- (i) 19.05.2026 as the record date for identifying the shareholders affected by the resolutions adopted by the EGMS, in accordance with Art. 87 (1) of Law no. 24/2017;
 - (ii) 18.05.2026 as the ex-date, calculated in accordance with Art. 2 para. (2) letter (I) of Regulation no. 5/2018.

The guaranteed participation date and the payment date are not applicable.

9. Approval of the authorization of Mr. Ionuț-Vasile Georgescu, in his capacity as Chief Executive Officer, with the possibility of sub-delegation, to act in the name and on behalf of the Company, with full power and authority, to sign any documents, including but not limited to the EGMS Resolution and the Company's Articles of Incorporation, to submit and request publication of the Resolution in the Official Gazette of Romania, Part IV, to collect any documents, to complete any formalities before the Trade Registry Office, as well as before any other authority, public institution, legal entity or individual, and to perform any operations necessary for the implementation and enforceability of the resolutions to be adopted by the EGMS.

GENERAL INFORMATION REGARDING THE OGMS&EGMS

I. Participation and voting within the OGMS & EGMS

Only the shareholders registered in the Company's Shareholders' Register on the Reference Date are entitled to participate and vote in the OGMS & EGMS, in accordance with the legal provisions applicable to joint-stock companies listed on the Main Market of the Bucharest Stock Exchange and with the Articles of Association, either in person (through their legal representatives), by proxy (based on a special or general power of attorney), in compliance with the applicable legal provisions, online, or by correspondence (based on a correspondence voting ballot).

The access to and/or correspondence voting by the shareholders entitled to participate in the OGMS and/or EGMS shall be permitted based solely on proof of their identity, made, in the case of individual shareholders, with their identity card, and in the case of legal entities, with the identity card of the legal representative and a copy of the registration certificate reflecting the current status, issued by the trade register, or any equivalent document issued by a competent authority of the state where the legal entity shareholder is duly incorporated, presented in original or as a certified true copy (the documents attesting the capacity of legal representative of the legal entity shareholder shall be issued no more than 30 days prior to the Reference Date). The representatives of the individual/legal entity shareholders shall be identified based on their identity card, accompanied by the special or general power of attorney signed by the individual shareholder/legal representative of the legal entity shareholder, as the case may be, as well as proof of identity of the



individual shareholder/legal representative of the legal entity shareholder and a copy of the registration certificate reflecting the current status issued by the trade register, or any equivalent document issued by a competent authority of the state where the legal entity shareholder is duly incorporated, presented in original or as a certified true copy (the documents attesting the capacity of legal representative of the legal entity shareholder shall be issued no more than 30 days prior to the Reference Date).

The capacity of shareholder, as well as, in the case of legal entity shareholders or entities without legal personality, the capacity of legal representative, shall be ascertained based on the list of shareholders as of the Reference Date, received by the Company from Depozitarul Central S.A.

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

Starting with 24.03.2026, 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.

General powers of attorney, together with proof of identity of the individual shareholder/legal representative of the legal entity shareholder and a copy of the registration certificate reflecting the current status issued by the trade register or any equivalent document issued by a competent authority of the state in which the legal entity shareholder is duly incorporated, presented in original or as a certified true copy (the documents attesting the capacity of legal representative of the legal entity shareholder shall be issued no more than 30 days prior to the Reference Date), shall, prior to their first use, be filed with/sent to the registered office of the Company, located at 12-14 Frunzei Street, floors 1 and 2, District 2, Bucharest, Romania, in copy, bearing the statement of conformity with the original under the representative's signature (or by e-mail with an advanced electronic signature, in accordance with the FSA regulations, to investors@safetech.ro) so that they are recorded as received at the Company's registry **by 22.04.2026, 08:00 a.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 ballot and the related documents (namely proof of identity of the individual shareholder/legal representative of the legal entity shareholder and a copy of the registration certificate reflecting the current status issued by the trade register, or any equivalent document issued by a competent authority of the state in which the legal entity shareholder is duly incorporated, presented in original or as a certified true copy (the documents attesting the capacity of legal representative of the legal entity shareholder shall be issued no more than 30 days prior to the Reference Date)) shall be filed with/sent to the Company's registered office, located at 12-14 Frunzei Street, floors 1 and 2, District 2, Bucharest, Romania, including by e-mail with an advanced electronic signature (for special powers of attorney) or by e-mail (for correspondence voting ballots), in accordance with the FSA regulations, to investors@safetech.ro in original or as a copy bearing the statement of conformity with the original under the representative's signature, so that they are recorded as received at the Company's registry **by 22.04.2026, 08:00 a.m.**, clearly indicating on the envelope or in the e-mail subject line: "For the Ordinary and Extraordinary General Meetings of Shareholders of SAFETECH INNOVATIONS S.A. of 24/27.04.2026".

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

Electronic voting may be exercised through the use of electronic means of voting in accordance with Article 197 of FSA Regulation No. 5/2018 on issuers of financial instruments and market operations, via the eVOTE platform (before or during the GSM) by accessing the link <https://safe.evotero/login> from any internet-connected device, and via the eVotePRO platform (before the GSM) for professional investors as defined by Law No. 126/2018 on financial instrument markets, in accordance with the provisions of Article 197 of Regulation No. 5/2018. For professional shareholders who choose to exercise their voting rights through the eVotePRO platform, electronic voting shall be carried out by accessing the dedicated domain assigned to each professional shareholder, in compliance with the legal identification requirements specified in section ii) below.

Electronic voting forms may be submitted at any time from the start of the voting period until the live session of the general meeting of shareholders, or may be cast/re-cast directly during the live session of the meeting, the last voting option being the one recorded.

The platforms include voting options for all items on the agenda. Electronic voting is exercised by selecting one of the options “for” or “against” or “abstain,” followed by pressing the “register vote” button. Votes marked in the platform without pressing the “register vote” button shall not be taken into account.

The shareholder may log in and vote as many times as they wish during the period designated for correspondence and/or live voting, the last voting option being the one recorded. If, following the identification process, discrepancies arise between the data provided by the shareholder and those in the Company's Shareholders' Register as of the Reference Date, the shareholder will be notified and guided to contact the Investor Relations Officer at investors@safetech.ro or by phone at +40 754 908 742.

Shareholders should take into account that, before exercising their voting rights through the eVote/eVotePRO platform, they must complete the registration process described below, and their voting account must be validated by the Company.

Shareholders who are individuals must complete the registration process only once and update their information whenever necessary. Shareholders that are legal entities/entities without legal personality must complete the process for each GSM, except for professional shareholders voting through the eVotePRO platform whose identification documents have been previously validated, which remain valid for 30 days from the date of issuance, provided they have not been amended and/or replaced with new documents.



For identification and access to the eVote/eVotePRO voting platform, shareholders shall provide the following information:

- (i) Individuals:
- Full name;
 - Personal Identification Number (CNP);
 - E-mail address;
 - Copy of identity document (identity card, ID card, passport, residence permit)*;
 - Telephone number (optional); or
 - Access credentials generated following identification through the Investor Enrollment Platform developed by Depozitarul Central S.A. <https://www.roclear.ro/Inrolare-Investitori>;
- (ii) For shareholders that are legal entities, including professional shareholders / entities without legal personality:
- Name of the legal entity;
 - Unique Registration Code;
 - Full name of the legal representative;
 - Personal Identification Number of the legal representative;
 - E-mail address;
 - Identity document of the legal representative (identity card, ID card, passport, residence permit)*;
 - Registration certificate reflecting the current status issued by the Trade Register or any equivalent document issued by a competent authority of the state in which the legal entity shareholder is duly incorporated, presented in original or as a certified true copy, issued no more than 30 days prior to the Reference Date, and allowing their identification in the Company's shareholders register kept by Depozitarul Central. The capacity of legal representative shall be determined based on the shareholders register as of the Reference Date, received from Depozitarul Central S.A., provided the shareholder has duly notified Depozitarul Central S.A. of its representative.
 - Telephone number (optional).

Documents submitted in a language other than English shall be accompanied by a translation into Romanian/English prepared by a certified translator.



*the electronic copy of the above-mentioned documents shall be uploaded online in the designated fields. The files to be uploaded may have one of the following extensions: .jpg, .pdf, .png.

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 **06.04.2026, 06:00 p.m.**

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 23.04.2026, 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 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