

## Free Share Allocation Plan of SAFETECH INNOVATIONS S.A.

### STOCK OPTION PLAN 2026–2028

#### Definitions

**Company** – SAFETECH INNOVATIONS S.A., registered with the Trade Register attached to the Bucharest Tribunal under no. J2011003550405, sole registration code 28239696, having its registered office at 12–14 Frunzei Street, 1st and 2nd floors, District 2, Bucharest, Romania, with a subscribed and paid-up share capital of RON 32,543,530.60.

**Plan** - this plan for the free allocation of a determined number of shares of the Company to the Company's administrators and/or directors, subject to the fulfillment of the terms and conditions established herein.

**Shares** – shares of the Company acquired or to be granted in accordance with this Plan.

The Shares to be distributed under the Plan will be:

(i) acquired by the Company through the repurchase of its own shares and/or through a public tender offer; or

(ii) issued within a share capital increase of the Company, carried out in accordance with the law, as follows:

(a) either through the set-off of receivables held against the Company by the Eligible Persons;

(b) or through the granting of free shares to existing shareholders, in which case the Company will acquire the corresponding shares in treasury by paying the nominal value to those shareholders who opt to receive the nominal value instead of the free shares to which they would otherwise be entitled.

**Option** – the right granted to persons considered eligible to receive one (1) Share free of charge, subject to compliance with the terms and conditions of this Plan.

**Option Agreement** – the agreement concluded between the Eligible Persons wishing to participate in the Plan and the Company, for the purpose of establishing the terms and conditions for acquiring Shares under the Plan.

**Option Exercise Period** – a minimum period of 12 months from the date of signing the Option Agreement, at the end of which



	<p>the beneficiaries of the Plan may exercise the Options granted under the Plan and may acquire the corresponding Shares.</p>
<b>Duration of the Plan</b>	<p>2 (two) years from the effective date.</p> <p>Under the Plan, Options will be granted annually in 2026 and 2027, and the corresponding Shares will be distributed in the year following the grant, respectively in 2027 and 2028, as a result of the exercise of the Options by the beneficiaries who have concluded an Option Agreement with the Company and who meet the exercise conditions provided under the Plan.</p>
<b>Effective Date</b>	<p>The date on which the Plan is approved by the Extraordinary General Meeting of Shareholders of the Company</p>
<b>Eligible Persons</b>	<p>The directors and/or managers of the Company are eligible to benefit from the Plan.</p> <p>For the beneficiaries, this Plan represents an additional source of income, in addition to their remuneration, and is intended to motivate them to make a sustainable contribution and to ensure that their interests and those of the Company remain aligned at all times.</p> <p>For the avoidance of doubt, the majority shareholders of the Company, Mr. Victor Gânsac and Mr. Paul Rusu, will not qualify as Eligible Persons under the Plan.</p>
<b>Granting of Options</b>	<p>The Company will determine the number of Options to be granted to each Eligible Person for each year of the Plan. However, the total number of Options granted to all Eligible Persons may under no circumstances exceed the limit set out in the section "Maximum Number of Shares Allocated under the Plan" below. For the avoidance of doubt, with respect to any Eligible Person, the principle applies that each Option corresponds to one Share in the Company.</p> <p>In order to benefit from the granting of Options, Eligible Persons must hold the position of administrator or director of the Company at the time the Options are granted, based on a mandate granted in accordance with the law and the Company's articles of incorporation.</p> <p>Additionally, the Board of Directors may decide to include in the Plan new administrators or directors of the Company whose performance may significantly influence the Company's results.</p>



	<p>In such case, the Board of Directors will assess whether the respective person meets the necessary conditions to be considered an Eligible Person, as well as the year in which that person will fall within the Share allocation, in compliance with the Option Exercise Period and the Share transfer date specified below.</p> <p>For clarity, a person will be considered an Eligible Person only if, at the date of granting the Options, they hold the position of administrator or director of the Company, based on a resolution of the General Meeting of Shareholders or a decision of the Board of Directors, as applicable.</p> <p>In the case of members of the Board of Directors, Options may be granted after a period of 30 days from the date of their appointment through the resolution of the General Meeting.</p>
<p><b>Date of Granting the Options</b></p>	<p>Options are granted to Eligible Persons annually, between June 1 and June 30, through the conclusion of an Option Agreement between the Company and the Eligible Persons.</p> <p>A person included in the Plan in a certain year may also be considered eligible for the granting of Options in any of the subsequent years of the Plan, subject to the conditions set out therein, and may exercise the Options granted for each year separately, in accordance with the provisions of this Plan.</p> <p>The Option Exercise Period runs separately for each beneficiary and for each grant year, depending on the date of signing the Option Agreement corresponding to that year. For each year in which a person is included in the Plan, a separate Option Agreement will be concluded, corresponding to the Options granted for that year.</p> <p>The exercise of the Options granted for each year is carried out independently of the Options granted in other years, subject to the fulfillment of the exercise conditions applicable to the respective year, as provided in the Plan.</p> <p>The granting of Options under the Plan for each year is carried out at the discretion of the Board of Directors, within the limits approved under the Plan. The inclusion of an Eligible Person in the Plan in a certain year does not grant that person a right or guarantee to receive Options in subsequent years of the Plan.</p> <p>The Board of Directors has the right to decide, for each year of the Plan, whether Options will be granted, their number, the beneficiaries and the applicable conditions, including the</p>

	<p>possibility to reduce the number of Options granted, not to grant Options to certain persons previously included in the Plan, or to suspend or terminate any allocation operations that may take place in the future, in compliance with the applicable legal provisions.</p>
<p><b>Conditions for Exercising the Options</b></p>	<p>Eligible Persons who have adhered to the Plan are entitled to exercise the Options granted to them under the Option Agreement if the following conditions are cumulatively met:</p> <ul style="list-style-type: none"> <li>(i) a period of at least twelve (12) months has elapsed since the date of conclusion of the Option Agreement; and</li> <li>(ii) the Eligible Person has met the minimum performance criteria established individually by the Board of Directors for each beneficiary.</li> </ul> <p>The degree of fulfillment of the performance criteria for each Eligible Person will be determined following an individual evaluation carried out by the Board of Directors.</p> <p>If the contractual relationship between the Eligible Person and the Company terminates before the fulfillment of the option exercise conditions has been confirmed for a certain year of the Plan, the Eligible Person will not be entitled to exercise the Options that had been allocated to them at any time prior to the termination of the relationship. The Eligible Person whose professional relationship with the Company has ceased will lose all rights and claims arising from this Plan, it being understood that the respective Eligible Person is not entitled to any compensation under this Plan. The Option Agreement will contain express provisions in this regard.</p> <p>Persons who have obtained Options may not transfer, donate, sell or assign them, nor may they pledge or create any encumbrance or other security over the Options (or over any rights arising from them). Furthermore, the holders of Options may not transfer or assign any rights or obligations arising from the Option Agreement, as these are non-transferable. The right to exercise the Options will expire and cease to have effect if the holder attempts to perform or conclude any act concerning any of these restricted operations.</p> <p>For clarity, the change of position/function of a member of the Board of Directors or a director to another position within the Company shall not be considered an interruption in holding the</p>



	<p>position that qualified the person to become a beneficiary of the Options granted under this Plan.</p> <p>Until the minimum period of twelve (12) months from the date of conclusion of the Option Agreement has elapsed and until the Board of Directors confirms that the exercise conditions set out in the Plan have been met, the Options granted do not confer upon Eligible Persons a vested right to receive Shares. During this period, the Board of Directors has the right to amend, suspend or terminate the implementation of the Plan or to revoke the Options at any time, in compliance with applicable legal provisions, without Eligible Persons being entitled to compensation or any other claims in connection with unexercised Options.</p>
<b>Option Exercise Period</b>	<p>If the conditions for exercising the Options are met, the Company will notify each Eligible Person regarding the fulfillment of the conditions for exercising the Options within a maximum of 10 business days from the date on which the evaluation regarding compliance with the performance criteria was carried out, but not earlier than the expiration of the minimum one-year period from the date of conclusion of the Option Agreement ("Exercise Notice").</p> <p>The Exercise Notice will include the exact number of Options that may be exercised and the exact number of Shares to be received by the Eligible Person upon exercising the Options.</p> <p>An Eligible Person who meets the conditions for exercising the Options and has received the Exercise Notice must express their acceptance to acquire the Shares within 10 business days from receiving the Exercise Notice.</p>
<b>Share Transfer Date</b>	<p>The Company will prepare a list of the Plan beneficiaries who meet all the conditions for exercising the Options, who are entitled to acquire the corresponding Shares and who have expressed their acceptance to acquire the Shares. The Company will then submit to Depozitarul Central S.A. the documents necessary for registering the free-of-charge transfer of the Shares, annually, no later than the end of the year in which the Shares must be granted.</p> <p>Accordingly, the allocation of Shares to the beneficiaries of the Plan will be carried out within the legal processing timeframe applicable to such requests, in accordance with the regulations of Depozitarul Central S.A.</p>



**Maximum Number of Shares Allocated under the Plan**

The total number of shares available for free allocation during the duration of the Plan is 1,000,000 shares, representing approximately 0.61% of the Company's share capital at the date of convening the General Meeting of Shareholders at which this Plan will be approved.

In principle, the allocation of up to 500,000 shares per year of the Plan is envisaged. This annual allocation is indicative, within the limits of the total approved cap and the maximum percentage of 0.61% of the share capital.

If, in a given year of the Plan, the full number of shares envisaged for that year is not granted—whether as a result of failure to meet general or individual eligibility and performance conditions, the termination of contractual relationships of certain beneficiaries, or for any other reasons—the unallocated shares may be carried forward and allocated in the following year of the Plan, subject to the total cap of 1,000,000 shares and the applicable percentage limit.

If the Company's share capital is increased or decreased as a result of operations approved by the competent corporate bodies, the maximum number of shares that may be allocated under this Plan will be adjusted accordingly, so that, at any time, they represent 0.61% of the Company's share capital.