

MANAGEMENT REMUNERATION REPORT

SAFETECH INNOVATIONS SA

01.01.2025 – 31.12.2025

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 2025**, 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.

I. The remuneration structure of the Company's management in 2025

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.	<p>GANSAC VICTOR</p> <p>Chairman of the Board of Directors and General Manager</p>	<p>Fixed component -100%:</p> <p>A. Remuneration of the Chairman of the Board of Directors:</p> <p>RON 6,000 gross/month x 12 months;</p> <p>+</p> <p>B. Remuneration General Manager:</p> <p>RON 15,000 gross/month x 12 months;</p> <p>Total Fixed Remuneration:</p> <p>RON 252,000 gross</p> <hr/> <p>Other benefits (cumulative for fulfilling the 2 functions):</p> <p>- private medical clinic subscription – RON 955;</p>	Not applicable	Not applicable	Not applicable.	Not applicable.
2.	<p>MIRCEA VARGA</p>	<p>Fixed component - 100%:</p> <p>RON 5,000 gross/month x 12 months;</p>	Not applicable	Not applicable	Not applicable	Not applicable

	Independent, non-executive member of the Board of Directors	Total Fixed Remuneration: RON 60,000 gross				
3.	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	Not applicable	Not applicable	Not applicable
4.	MARIA-MARGARETA MUCIBABICI Independent, non-executive member of the Board of Directors	Fixed component - 100%: RON 5,000 gross/month x 2 months + RON 1,739 gross for October ; Total Fixed Remuneration: RON 11,739 gross	Not applicable	Not applicable	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	2021	2022	2023	2024	2024
Average compensation based on the full-time equivalent of the Company's employees	The fixed component	RON 14,243 gross X12 months	RON 16,008 gross X12 months	RON 18,488 gross X12 months	RON 17,947 gross X12 months	RON 19,344 gross X12 months
	The variable component	N/A	N/A	N/A	N/A	N/A
	Annual change (%)	8.62%	12.39%	15%	2.93%	7,78%
Company performance	Net income	RON 6,156,771	RON 10,500,302	RON 9,738,449	RON 13,517,263	RON 11,920,551
	Annual change (%)	99.08%	70.55%	-7%	38.80%	-11,81%
	EBITDA	RON	RON 14,779,896	RON 13,430,670	RON 17,906,014	RON 16,593,821
	Annual change (%)	115.08%	46.94%	-9%	33.32%	-7.33%
Change in Managers' Remuneration (%)		46.56%	0.45%	-2%	55.91%	-28.74%