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 109^1–109^8 of Law No. 24/2017, as subsequently amended and supplemented, concerning the improvement of gender balance within the governance structures of listed companies, Safetech Innovations S.A. (hereinafter referred to as the “Company” or “SAFE”) acknowledges these obligations as a company listed on a regulated market. These legal provisions are aligned with Directive (EU) 2022/2381, which introduces mandatory objectives for improving the representation of the underrepresented gender on the boards of directors of companies.

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) 1 male member holding an executive position;

(ii) 1 male member and 1 female member holding independent non-executive positions;

(iii) The mandates are valid until 30 April 2028.

Based on this structure:

(i) female members represent 50% of the non-executive members of the Board of Directors, thereby meeting the objective set out in Article 109^3 paragraph (1) letter a) of Law No. 24/2017;

(ii) at the level of the Board of Directors as a whole, female members represent 33.33% of all Board members, thereby also meeting the objective set out in Article 109^3 paragraph (1) letter b) of Law No. 24/2017.

As Law No. 24/2017 requires the achievement of at least one of the objectives relating to the balanced representation of women and men within governing bodies, the Company complies with the applicable legal requirements.

3. Future Commitments and Governance Measures

The Company reaffirms its commitment to promoting a balanced and inclusive decision-making process based on the principles of sound corporate governance. In order to ensure a transparent, objective and non-discriminatory selection process:

(i) the Company will continue to apply its internal policies and procedures regarding the selection and nomination of members of the Board of Directors, in accordance with the provisions of Law No. 24/2017 and corporate governance best practices;

(ii) the selection process will take into account the candidates' profiles, professional experience, competencies and qualifications, using clear, objective and non-discriminatory criteria;

(iii) the relevant documents regarding corporate governance and the nomination process are made available to investors through the Company's website, in accordance with the applicable legal provisions.

The Company emphasizes that the selection process will not be modified solely for the purpose of achieving quantitative gender representation targets. 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 the Company's corporate values.