



MANAGEMENT REMUNERATION REPORT
SAFETECH INNOVATIONS S.A.
For fiscal year 2021

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 the issuers of financial instruments and operations on the market, with the subsequent completions and alterations and offers an overview of the remunerations, including all the benefits granted, during fiscal year 2021, to the managers of SAFETECH INNOVATIONS SA, a joint stock company headquarters in Bucharest, Sector 2, str. Frunzei no. 12-14, Floor 1 and 2, registered at the Trade Register Office attached to the Bucharest Tribunal under the number: J40 / 3550/2011, having the unique registration code 28239696 (hereinafter referred to as “the Company” / “Issuer”).

According to art. 94, letter (b) of Law no. 24/2017 regarding the issuers of financial instruments and operations on the market, with the subsequent completions and modifications, manager means “*any member of the board of directors, as well as any director, in the case of the unitary management system, respectively any member of the supervisory board. and of the directorate, in the case of the dualist administration system, according to Law no. 31/1990, republished, with subsequent amendments and completions, including in all cases in which he was appointed, the General Manager and, if this position exists, the Deputy General Manager*”

Thus, the Issuer determined that Mr. Gansac Victor, having the position of Sole Director of the Company, fulfills the previously mentioned legal conditions.

At the same time, we remind the investors that, through the Ordinary General Meeting of Shareholders dated 16.04.2021, the Remuneration Policy of the Sole Administrator was adopted, Mr. Gansac Victor, which was implemented as follows:

Remuneration, other bonuses and benefits of the Sole Administrator for the fiscal year 2021	
Fixed remuneration	
1	The Sole Administrator of Safetech was remunerated with a fixed indemnity, in the gross amount of 30,000 LEI / month, paid by the Company during 12 months.
Benefits	
1	The Sole Administrator was fired on 28 years' paid annual leave.
2	In order to carry out the activity of the Sole Administrator, the Company has made available to him a service car and has borne for the year 2021 all the expenses generated in this respect. (In total amount of [17,006 lei])
3	The Sole Administrator had at his disposal a laptop and a mobile phone with coverage of all generated (total value of [2.321] LEI)
4	The issuer incurred during the term of office the equivalent value of the subscription for health care at the medical clinic (in total amount of [945] LEI)

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C.U.I.: RO 28239696 • Numar de ordine in Registrul Comertului: J40/3550/2011 •

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