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## Declaration on Compliance with Disability Employment Regulations

STAB VIDA Investigação e Serviços em Ciências Biológicas, Lda., declares the following:

1. Portuguese legislation (Law no. 4/2019) establishes employment quotas for people with disabilities for companies with 75 or more employees.
2. Our company employs fewer than 75 people and is therefore not subject to the mandatory quota defined by this law.
3. We confirm that no sanctions, fines or measures have been issued against us in the last three years in relation to this matter.
4. Portuguese law does not require us to send disability compliance reports to trade union representatives. Nevertheless, we ensure our internal processes are inclusive and in line with national principles of equal opportunity.

Paulo Almeida  
STAB VIDA  
Date: 16/05/2025