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## Declaration on Gender Equality and Equal Pay

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

1. As a Portuguese company with fewer than 50 employees, we are not legally required to submit the Gender Equality Report.
2. Despite this, we are strongly committed to gender equality in recruitment, training, promotions, and remuneration. This commitment is officially recognised by the Portuguese Government.
3. On 14 November 2024, our company was awarded the “Selo da Igualdade Salarial 2024” (Equal Pay Seal) by the Commission for Equality in Labour and Employment (CITE), acknowledging our best practices in ensuring equal pay between women and men for work of equal value.
4. While we are not required by Portuguese law to forward gender reports to trade union representatives or regional equality councillors, we remain available to provide any clarification or internal data required for compliance within international frameworks.

Paulo Almeida  
STAB VIDA  
Date: 16/05/2025