

# substrate**AI**

C/ María de Molina, 41 – Oficina nº 506  
28006 Madrid

**BME - GROWTH** Palacio  
de la Bolsa  
Plaza de la Lealtad, 1  
28014 Madrid

Madrid, July 3, 2025

## **COMMUNICATION - PRIVILEGED INFORMATION – SUBSTRATE ARTIFICIAL INTELLIGENCE, S.A.**

By virtue of the provisions of Article 17 of Regulation (EU) No 596/2014 on market abuse and Article 228 of Law 6/2023 of 17 March 2023 on Securities Markets and Investment Services, and related provisions, as well as Circular 3/2020 of BME Growth of BME MTF Equity, we hereby inform you of the following information regarding **SUBSTRATE ARTIFICIAL INTELLIGENCE, S.A. (hereinafter (Substrate AI" or the Company" indistinctly).**

## **INSIDER INFORMATION – DEVELOPING TALENT ACQUISITION**

Substrate AI, on 17 April 2025, signed a purchase agreement for the acquisition of 100% of the Swiss company Developing Talent, which was subject to closing the financing agreements.

The acquisition price has been set at ONE MILLION EIGHT HUNDRED THOUSAND DOLLARS (1,800,000 US Dollars) payable as follows:

1. 600.000 US Dollars in 2025
2. 600,000 US Dollars in January 2026
3. At 18 months, 600,000 US Dollars payable in Substrate AI shares, provided that Developing Talent meets certain turnover and EBITDA milestones.

The purchase is financed through the funds obtained from the agreement published on June 12, 2025.

Developing Talent provides executive coaching services to large companies around the world, from Switzerland and has clients such as Philip Morris, Nestlé or Cartier. With these operations, it closed 2024 with a turnover of 1.5 million dollars and an EBITDA of 300,000 dollars. The company will join the group of human resources companies that Substrate AI has created around Fleebe AI, which has been formed as a 360 company, in the field of human resources, with a complete offer of services and software always with artificial intelligence at the center.

Developing Talent will provide the group with new services that can be offered to current and new customers, to whom it can offer AI software solutions and new services, thus growing Fleebe AI's business, which already has a presence in more than 10 countries with its services, with the US being its main market and NTT Data or Pepsico some of its main customers.

Developing Talent will contribute to Substrate AI in the first 12 months a turnover of TWO MILLION DOLLARS (2,000,000 US Dollars) and an EBITDA of THREE HUNDRED AND FIFTY THOUSAND DOLLARS (350,000 US Dollars).

In compliance with the provisions of Circular 3/2020 of the BME Growth segment of BME MTF Equity, it is expressly stated that the information communicated herein has been prepared under the sole responsibility of the Company and its directors.

We remain at your disposal for any clarifications you may deem appropriate.

Kind regards

---

Lorenzo Serratosa Gallardo  
**Chairman**