



SIMTEL
EMPOWERING A GREEN FUTURE

2024 REMUNERATION REPORT

SIMTEL TEAM SA

The Remuneration Report will be subject to the advisory vote of the ordinary general meeting of shareholders of the Company ("OGMS") on 24.04.2025, and will be published on the Company's website at <https://simtel.ro/en/investors/> and will remain available to the public for 10 years from publication.

I. Remuneration structure of the Company's managers for the financial year 2024

No.	Name and Function	Total remuneration, broken down by component	Remuneration received from any entity belonging to the same group	The number of shares and share options granted or offered, and the main conditions for the exercise of the related rights, including the exercise price and date, together with any changes thereof	Information on the use of the variable remuneration recovery option	Information regarding any deviation/derogation from the procedure for implementing the remuneration policy
1.	Iulian Nedea – chairman and non-executive member of the BoD	517,500 RON gross income, of which RON 517,500 fixed component and 0 variable component. Other benefits: Company car /laptop/phone	0	0	N/A	N/A
2.	Sergiu Eugen Bazarciuc – non-executive member of the BoD	517,500 RON gross income, of which RON 517,500 fixed component and 0 variable component. Other benefits: Company car /laptop/phone	0	0	N/A	N/A

3.	Radu Laurentiu Vilau - non-executive member of the BoD	517,500 RON gross income, of which RON 517,500 fixed component and 0 variable component.	0	0	N/A	N/A
		Other benefits: Company car /laptop/phone				
4.	Adrian Netea - non-executive member of the BoD	200,100 RON gross income, of which RON 200,100 fixed component and 0 variable component.	0	0	N/A	N/A
5.	Mihai Radu Tudor - CEO and executive member of BoD	200,100 RON gross income, of which RON 200,100 fixed component and 0 variable component.	0	0	N/A	N/A
		Other benefits: Company car /laptop/phone				

*Iulian Nedea was Sole Director during January - April 2023.

Starting with May 2023, the company's administration was taken over by a Board of Directors consisting of 5 members and Iulian Nedea was appointed Chairman of the Board of Directors.

II. Annual change in remuneration, issuer performance and average full-time equivalent remuneration of the Company's non-executive employees over the last 5 financial years

Annual change	Financial year 2020 compared to financial year 2019	Financial year 2021 compared to financial year 2020	Financial year 2022 compared to financial year 2021	Financial year 2023 compared to financial year 2022	Financial year 2024 compared to financial year 2023
Leaders' remuneration					
Iulian Nedea	37 %	0%	142 %	27%	29%
Sergiu Eugen Bazarciuc				N/A	97%
Radu Laurentiu Vilau				N/A	97%
Adrian Netea				N/A	51%
Mihai Radu Tudor				N/A	51%
Company Performance					
Net profit	248 %	55 %	88 %	139%	18%
Average remuneration based on full-time equivalent of the Company's employees					
Staff	18 %	9%	71 %	32%	39%