



DEI POLICY (DIVERSITY, EQUITY, AND INCLUSION)

Edition: 1

SIMTEL TEAM S.A.

Date:
19.12.2025

DEI (Diversity, Equity & Inclusion) Policy

**Approval
Responsible
& Date Version
Review**

Board of Directors Decision no. 70 of 19.12.2025
HR
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Annually / when the regulatory framework is amended

Version history	Date	Description of the change	Approved by
1.0.	19.12.2025	Consolidated version according to BVB Code 2025	CA

1. Purpose
2. Scope
3. Simtel's Diversity, Equity and Inclusion Commitments
4. Implementation and monitoring

1. Purpose

The DEI Policy (the "**Policy**") promotes an inclusive and equitable culture in all HR processes.

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SIMTEL TEAM S.A.

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Subscribed and paid-up share capital: 1,628,346.2 Lei



2. Scope

Simtel is committed to promoting a work environment based on respect, equity and inclusion, in which every employee has equal opportunities for development and is treated with dignity, without discrimination.

DEI commitments are applicable to all employees, collaborators and candidates and are integrated into Simtel's human resources policies and practices.

3. Simtel's Diversity, Equity and Inclusion Commitments

3.1. Zero discrimination

Simtel applies a zero-tolerance policy towards any form of discrimination, harassment or unfair treatment.

Discrimination is prohibited on any basis protected by applicable law, including, but not limited to: sex, gender, age, ethnic origin or nationality, religion or belief; disability; sexual orientation; other criteria provided by law.

Simtel ensures compliance with this Policy by:

- a) confidential incident reporting mechanisms;
- b) prompt and impartial investigation of complaints;
- c) the application of appropriate disciplinary liability measures, where appropriate.

3.2. Equal access to opportunities

Simtel ensures equal access to opportunities at all stages of the employment relationship, including: recruitment and selection; promotion and internal mobility; access to training and development programmes; performance evaluation.

Hiring, promotion and development decisions are based exclusively on objective criteria, such as: competence, performance, experience and professional potential.

Simtel promotes transparent and fair human resources practices and regularly monitors compliance with this commitment.

3.3. Reasonable accommodations



Simtel is committed to ensuring reasonable accommodations for employees with disabilities or specific needs, insofar as they do not involve a disproportionate or unjustified burden.

Reasonable accommodations may include, as appropriate: adjustment of working hours, adaptation of workspace or equipment, use of assistive technologies, adaptation of work processes.

Requests for reasonable accommodations are considered individually, with respect for confidentiality and dignity.

3.4. Equal pay for work of equal value

Simtel complies with the principle of equal pay for work of equal value, without direct or indirect discrimination.

In this regard, Simtel sets remuneration levels on objective criteria, such as responsibilities, skills, experience and performance, regularly monitors the remuneration structure in order to identify and correct any unjustified differences, ensures the transparency of the criteria used in determining remuneration.

4. Implementation and monitoring

DEI's commitments are supported by internal policies and procedures, regular training for employees and management, monitoring of relevant indicators (e.g. diversity, pay gaps), regular reporting to management and, where applicable, in ESG reporting.