



**SIMTEL**  
EMPOWERING A GREEN FUTURE

**REMUNERATION REPORT 2025 SIMTEL TEAM S.A.**

The Remuneration Report will be subject to a consultative vote of the Ordinary General Meeting of Shareholders (“**OGMS**”) of the Company on 27.04.2026, will be published on the Company’s website at <https://www.simtel.ro/investitori> and will remain publicly available for 10 years from the date of publication.

I. Structure of the remuneration of the members of the Board of Directors for the financial year 2025

No.	Name and surname	Total annual remuneration (breakdown, fixed vs variable)	Remuneration from group entities	The number of shares and share options granted or offered, along with the key terms and conditions governing the exercise of the related rights, including the exercise price and date, as well as any subsequent amendments	Information regarding the application of clawback mechanisms in relation to variable remuneration	Information regarding any deviations from, or derogations to, the procedures for implementing the remuneration policy in exceptional circumstances
1	Nedea Iulian	<p>RON 517,500 gross remuneration, of which RON 517,500 represents the fixed component and RON 0 the variable component.</p> <p>Other benefits: Company car / laptop / mobile phone</p>	0	0	n/a	n/a
2	Bazarciuc Sergiu - Eugen	<p>RON 517,500 gross remuneration, of which RON 517,500 represents the fixed component and RON 0 the variable component.</p> <p>Other benefits: Company car / laptop / mobile phone</p>	0	0	n/a	n/a
3	Vilău Radu - Laurențiu	<p>RON 517,500 gross remuneration, of which RON 517,500 represents the fixed component and RON 0 the variable component.</p> <p>Other benefits: Company car / laptop / mobile phone</p>	0	0	n/a	n/a
4	Netea Adrian	<p>RON 200,100 gross remuneration, of which RON 200,100 represents the fixed component and RON 0 the variable component.</p>	0	0	n/a	n/a

5	<b>Tudor Mihai - Radu</b>	RON 200,100 gross remuneration, of which RON 200,100 represents the fixed component and RON 0 the variable component.  Other benefits: Company car / laptop / mobile phone	0	0	n/a	n/a
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## II. Structure of the remuneration of the Chief Executive Officer for the financial year 2025

No.	Name and surname	Total annual remuneration (breakdown, fixed vs variable)	Remuneration from group entities	The number of shares and share options granted or offered, along with the key terms and conditions governing the exercise of the related rights, including the exercise price and date, as well as any subsequent amendments	Information regarding the application of clawback mechanisms in relation to variable remuneration	Information regarding any deviations from, or derogations to, the procedures for implementing the remuneration policy in exceptional circumstances
1	<b>Tudor Mihai - Radu</b>	RON 1,358,976 gross remuneration, of which RON 758,976 represents the fixed component and RON 600,000 the variable component.	0	12,691 shares at a price of RON 47.2776 per share, granted on 30 October 2025. The main condition was the achievement of at least a 10% increase in consolidated turnover in 2024 compared to 2023. The increase achieved was 19%.	n/a	n/a

**III. Annual change in remuneration, Company performance and the average remuneration of the Company's employees (on a full-time equivalent basis), excluding executive management, over the last financial years.**

<b>Annual change</b>	<b>FY 2021 vs FY 2020</b>	<b>FY 2022 vs FY 2021</b>	<b>FY 2023 vs FY 2022</b>	<b>FY 2024 vs FY 2023</b>	<b>FY 2025 vs FY 2024</b>
<b>Remuneration of executives</b>					
<b>Nedea Iulian</b>	0%	142%	27%	29%	0%
<b>Bazarciuc Sergiu - Eugen</b>			n/a	97%	0%
<b>Vilău Radu - Laurențiu</b>			n/a	97%	0%
<b>Netea Adrian</b>			n/a	51%	0%
<b>Tudor Mihai - Radu</b>			n/a	72*%	79%

\*The values for the financial year 2024 compared to the financial year 2023 have been adjusted compared to the previous reporting, as the remuneration granted to Mr. Mihai Tudor in his capacity as Chief Executive Officer was not included in 2024.

<b>Annual change</b>	<b>FY 2021 vs FY 2020</b>	<b>FY 2022 vs FY 2021</b>	<b>FY 2023 vs FY 2022</b>	<b>FY 2024 vs FY 2023</b>	<b>FY 2025 vs FY 2024</b>
<b>Company performance</b>					
Net profit	55%	88%	139%	18%	-69%
<b>Average remuneration of the Company's employees on a full-time equivalent (FTE) basis</b>					
Employees	9%	71%	32%	39%	13%