

2023 REMUNERATION REPORT 2PERFORMANT NETWORK S.A.

The Remuneration Report will be subject to the advisory vote of the Ordinary General Meeting of the Company's Shareholders ("OGMS") dated 22.04.2024, it will be published on the Company's website at <https://2performant.com/2p-at-bse/> and will remain publicly available for 10 years after publication.

I. Remuneration structure of the company's directors for the financial year 2023

No.	Name and surname Position	Total remuneration (broken down by component), relative proportion of fixed and variable remuneration ¹	Remuneration received from any entity belonging to the same group	The number of shares and options per share granted or offered, as well as the main conditions for the exercise of the related rights, including the strike price and the date, together with any changes thereto	Information on the use of the possibility of recovering variable remuneration	Information on any deviation/derogation from the procedure for the implementation of the exceptional remuneration policy
1.	Dorin-Cristian Boerescu - executive member and Chairman of the Board of Directors; General manager of the Company	RON 747,715.00, out of which 68.73% fixed component and 31.27% variable component. Other benefits: N/A	N/A	During the financial year 2023, in accordance with the Company's share allocation program and following the exercise during the financial year 2022 of the option right in this respect, a total number of 111,595 shares issued by the Company were allotted.	N/A for 2023 financial year. The conditions regarding the possibility of recovering the remuneration related to the share allocation program are provided in the remuneration policy of the Company.	N/A
2.	Anda-Irina Patzelt - non-executive member of the Board of Directors	N/A Other benefits: N/A	N/A	During the financial year 2023, in accordance with the Company's share allocation program and following the exercise during the financial year 2022 of the option right in this respect, a total of 24,799 shares issued by the Company were allotted.	N/A for 2023 financial year. The conditions regarding the possibility of recovering the remuneration related to the share allocation program are provided in the remuneration policy of the Company.	N/A

¹ Total remuneration does not include the value of shares allocated under the share allocation program in 2023.

3.	Iulian-Florentin Cîrciumaru - non-executive member of the Board of Directors	RON 51,276.00, out of which 100% fixed component and 0% variable component. Other benefits: N/A	N/A	During the financial year 2023, in accordance with the Company's share allocation program and following the exercise during the financial year 2022 of the option right in this respect, a total of 24,799 shares issued by the Company were allotted.	N/A for 2023 financial year. The conditions regarding the possibility of recovering the remuneration related to the share allocation program are provided in the remuneration policy of the Company.	N/A
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II. Annual variation of remuneration, Company performance and average remuneration on the basis of the full-time equivalent of the Company's employees who are not directors, over the course of the last 5 financial years

Annual variation	Financial year 2019 compared to financial year 2018	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
Directors' remuneration					
Dorin-Cristian Boerescu - executive member and Chairman of the Board of Directors	0%	0%	26%	10% ²	45%
Anda-Irina Patzelt - non-executive member of the Board of Directors	0%	0%	0%	0%	0%
Iulian-Florentin Cîrciumaru - non-executive member of the Board of Directors	0%	0%	100%	9%	0%
Company's performance					
Net Profit	+101%	+17%	-185%	+137%	+236%
EBIDTA	+218%	+27%	-71%	+169%	+91.55%
Average remuneration based on the full-time equivalent of the Company's employees					
Employees	43%	5%	17%	15%	6%

² During financial year 2022, no increase in revenue occurred, the percentage shown is due to the increase in spring 2021. Thus, the first 3 months of 2021 reduced the 2021 average.