

## **2024 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 23.04.2025, 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 2024

No.	Name and surname Position	Total remuneration (broken down by component), relative proportion of fixed and variable remuneration <sup>1</sup>	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.	<b>Dorin-Cristian Boerescu</b> - executive member and Chairman of the Board of Directors; General manager of the Company	RON1,128,563.00, out of which 100% fixed component and 0% variable component. Other benefits: N/A	N/A	N/A for 2024 financial year.	N/A for 2024 financial year. .	N/A
2.	<b>Anda-Irina Patzelt</b> - non-executive member of the Board of Directors	N/A Other benefits: N/A	N/A	N/A for 2024 financial year.	N/A for 2024 financial year. .	N/A

3.	<b>Iulian-Florentin Cîrciumaru</b> - 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	N/A for 2024 financial year.	N/A for 2024 financial year.	N/A
4.	<b>Matei Pavel</b> - non-executive member of the Board of Directors	RON 34,184.00, out of which 100% fixed component and 0% variable component. Other benefits: N/A	N/A	N/A for 2024 financial year.	N/A for 2024 financial year.	N/A
5.	<b>Vladimir Oane</b> - non-executive member of the Board of Directors	RON 34,184.00, out of which 100% fixed component and 0% variable component. Other benefits: N/A	N/A	N/A for 2024 financial year.	N/A for 2024 financial year.	N/A

**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**

<b>Annual variation</b>	<b>Financial year 2020 compared to financial year 2019</b>	<b>Financial year 2021 compared to financial year 2020</b>	<b>Financial year 2022 compared to financial year 2021</b>	<b>Financial year 2023 compared to financial year 2022</b>	<b>Financial year 2024 compared to financial year 2023</b>
<b>Directors' remuneration</b>					
<b>Dorin-Cristian Boerescu</b> - executive member and Chairman of the Board of Directors	0%	26%	10% <sup>2</sup>	45%	51%
<b>Anda-Irina Patzelt</b> - non-executive member of the Board of Directors	0%	0%	0%	0%	0%
<b>Iulian-Florentin Cîrciumaru</b> - non-executive member of the Board of Directors	0%	100%	9%	0%	0%
<b>Matei Pavel</b> - non-executive member of the Board of Directors	0%	0%	0%	0%	100%
<b>Vladimir Oane</b> - non-executive member of the Board of Directors	0%	0%	0%	0%	100%
<b>Company's performance</b>					

<sup>2</sup> 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.

Net Profit	+17%	-185%	+137%	+236%	-256%
EBIDTA	+27%	-71%	+169%	+91.55%	-21.64%
<b>Average remuneration based on the full-time equivalent of the Company's employees</b>					
Employees	5%	17%	15%	6%	2%