



REMUNERATION REPORT 2022
SOFTBINATOR TECHNOLOGIES S.A.

The Remuneration Report will be subject to the advisory vote of the Ordinary General Meeting of the Company's Shareholders ("OGMS") date 19.04.2023, will be published on the Company's website at <https://investors.softbinator.com/en/> and will remain available to the public for 10 years after publication.

I. Remuneration structure of the company's directors for the financial year 2022

No.	Name and surname Position	Total remuneration (broken down by component), relative proportion of fixed and variable remuneration	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.	<p>SIMPLE ADVISERS S.R.L., by Andrei Pitiș – non-executive member and President of the Board of Directors</p>	<p>RON 360,000, out of which RON 360,000 fixed component and RON 0 variable component.</p> <p>Other benefits: -</p>	-	-	-	-

2.	DCI MANAGEMENT & INVESTMENTS S.R.L., by Daniel Ilinca – executive member of the Board of Directors and General Manager	RON 300,000, out of which RON 300,000 fixed component and RON 0 variable component. Other benefits: -	-	-	-	-
3.	IMPETUM MANAGEMENT S.R.L., by Andrei Valentin Cionca – non-executive member of the Board of Directors	RON 240,000, out of which RON 240,000 fixed component and RON 0 variable component. Other benefits: -	-	-	-	-

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 2020 compared to financial year 2019	Financial year 2021 compared to financial year 2020	Financial year 2022 compared to financial year 2021
Directors' remuneration			
Chairman of the Board of Directors, non-executive member	-	132%	18%
Vice-chairman of the Board of Directors, executive member and General Manager	-	284%	12%
Non-executive member of the Board of Directors	-	210%	58%
Company's performance			
Net Profit	15%	3%	24%
Average remuneration based on the full-time equivalent of the Company's employees			
Employees	11%	15%	13%

The position of Chairman of the Board of Directors has been filled in the last 3 years as follows:

- 11.08.2020 - 19.11.2020: Simple Capital SRL, by Pitiş Andrei
- 19.11.2020 - present: Simple Advisers SRL, by Pitiş Andrei

The position of vice-chairman of the Board of Directors has been occupied in the last 3 years as follows:

- 11.08.2020 - 14.04.2021: Ilinca Daniel
- 16.04.2021 - present: DCI Management & Investments SRL, by Ilinca Daniel

The position of member of the Board of Directors has been occupied in the last 3 years as follows:

- 11.08.2020 - 14.04.2021: Marian-Popa Andreea-Corina
- 15.04.2021 - 22.12.2021: Ivylon Management SRL, by Logofătu Cristian Ion
- 23.12.2021 - present: Impetum Management SRL - by Andrei-Valentin Cionca

Prior to 11.08.2020, the Company was managed by a Sole Director, Daniel Ilinca, who was not remunerated in such capacity.