

The table below presents the structure of the remuneration of SNN managers for the year 2023:

Last name and first name	Capacity	Total gross remuneration 2023	Gross fixed component 2023	Gross variable component 2023	Fixed remuneration relative proportion	Variable remuneration relative proportion
Cosmin Ghita	Chief Executive Officer / Executive Director	2,065,741	637,934*	1,427,807	31%	69%
Niculaie Faranga Dan	Chief Financial Officer	1,588,178	609,957**	978,221	38%	62%
Popescu Elena	Non-executive Director	430,224	215,112	215,112	50%	50%
Vulpescu Dumitru Remus	Non-executive Director	408,713	215,112	193,601	53%	47%
Chirica Minodor Teodor	Non-executive Director	430,224	215,112	215,112	50%	50%
Niculescu Sergiu George	Non-executive Director	51,440	51,440	0	100%	0%
Chirlesan Dumitru	Non-executive Director	408,713	215,112	193,601	53%	47%
Grajdan Vasilica	Non-executive Director	408,713	215,112	193,601	53%	47%

*) of which RON 39,026 represents unused leave related to 2023, according to the mandate contract no. 85/10.08.2022.

***) of which RON 54,282 represents unused leave related to 2023, according to the mandate contract no. 96/03.05.2023.

➤ **Remuneration of executive officers with a contract of mandate**

In 2023, according to the mandate contracts concluded by the company with the SNN executives, the situation of the gross fixed monthly remuneration of the SNN executives with mandate contracts is summarized as follows:

No.	Last name and first name	Capacity	Number/date of the contract of mandate	Term of office	Amount of the monthly gross fixed allowance
1.	Cosmin Ghita	Chief Executive Officer	64/11.02.2019	11.02.2019 – 11.02.2023	RON 37,077
2.	Cosmin Ghita	Chief Executive Officer	85/10.08.2022	12.02.2023 – 12.02.2027	RON 53,778

3.	Dan Niculaie Faranga	Chief Financial Officer	86/10.08.2022 (interim)	12.08.2022 – 13.02.2023	RON 37,077
4.	Dan Niculaie Faranga	Chief Financial Officer	94/14.12.2022	14.02.2023 – 02.05.2023	RON 37,077
5.	Dan Niculaie Faranga	Chief Financial Officer	96/03.05.2023	03.05.2023 – 03.05.2027	RON 51,000

In 2023, the **variable component of** the remuneration of Executive Officers with a contract of mandate was granted from the start of their offices under the contract of mandate no. 85/10.08.2022 for the Chief Executive Officer, and under the contract of mandate no. 96/03.05.2023 for the Chief Financial Officer, after approval of the general limits of the remuneration of the Company's Executive Officers with contract of mandate under the Resolution of the General Meeting of the Company's Shareholders no. 5/05.07.2023, as well as after approval of the Company's 2023 - 2027 Management Plan, as approved under the Resolution of the Company's Board of Directors no. 90/27.04.2023. The gross annual variable component of the Chief Executive Officer will shall be 2.5 times the amount of the annual gross fixed allowance for the entire financial year payable to the Chief Executive Officer, and the gross annual variable component of the Chief Financial Officer shall be 2.4 times the amount of the annual gross fixed allowance for the entire financial year payable to the Chief Financial Officer, and is broken down on three components: on short-term, on medium-term, and on long-term.

The **short-term variable component** shall be calculated and paid for a financial year, the amount shall be granted in quarterly instalments of 18% of the forecast annual amount for the current financial year corresponding to the achievement of the indicators for the elapsed period of the financial year, within 10 calendar days as of the closing date of the quarterly reports, and, within 15 days from the date of approval by the General Meeting of Shareholders of the audited annual financial statements, the amount due based on the cumulative achievement percentage of the key performance indicators shall be settled, according to item 4 of Annex 5 to the Addendum no. 1 to the Mandate Contract.

The **medium-term variable component** shall be calculated and paid for a period of two financial years, based on the percentages set out under the mandate contract. The amount shall be granted in annual instalments of 50% of the forecast medium-term amount, within 15 calendar days as of the approval by the General Meeting of Shareholders of the audited annual financial statements, and the amount due based on the cumulative achievement percentage of the key performance indicators to be settled within 15 calendar days as of the approval by the General Meeting of Shareholders of the audited annual financial statements corresponding to that year of the term of office, which ends the medium-term objective review period, and the amount due depending on the aggregate percentage of attainment of the medium-term key performance indicators shall be reconciled.

The long-term variable component shall be calculated and paid for the entire four-year term of office. The amount shall be granted in annual instalments of 25% of the forecast long-term amount, within 15 calendar days as of the approval by the General Meeting of Shareholders of the audited annual financial statements, and the amount due based on the cumulative achievement percentage of the key performance indicators to be settled within 15 calendar days as of the approval by the General Meeting of Shareholders of the audited annual financial statements, comprising the last months of the term of office.

According to the provisions of item 3, letter c of Annex 5 to the Addendum no. 1 to the Mandate Contracts, the annual variable component is granted in a reduced percentage, proportional to the degree of achievement of key performance indicators if these ones have a cumulative achievement rate at the level of the financial year lower than 100%, but not lower than 75%.