

Remuneration of the administrators and directors of Bittnet Systems SA

According to Law 24/2017, art. 92¹, listed companies must submit to the shareholders' vote a Remuneration Policy for the Company's managers (defined as members of the board of directors and/or directors of the Company, within the meaning of Law 31/1990). In the case of our company, these are the members of the Board of Directors ("BoD") and the General Manager and the Chief Financial Officer (together referred to as "Directors").

The fixed remuneration for the members of the Board of Directors is approved annually by the ordinary general meeting of the Company's shareholders. For FY2025, the proposal for the fixed remuneration of the members of the Board of Directors is in the amount of RON 200,000/year gross for each member of the Board of Directors and RON 240,000/year gross for the Chairman of the Board of Directors according to points no. 03 and 04 of the OGMS agenda. The fixed remuneration will be due to the members of the Board of Directors pro-rata with the period of the year in which they exercised their functions within the Board of Directors.

In addition to the fixed remuneration presented above, other amounts may be paid to the members of the Board of Directors for participation in the Company's advisory committees, subject to the general limit of all remuneration as approved annually by the Company's ordinary general meeting of shareholders.

The ceiling for the maximum limits of additional remuneration of members of the Board of Directors entrusted with specific functions within the Board of Directors, as well as of the fixed remuneration of the Company's directors, for FY2025 is in the amount of RON 1,290,000/year gross.

