

MANAGEMENT REMUNERATION REPORT

PREMIER ENERGY PLC

01.01.2024 – 31.12.2024

This remuneration report (hereinafter referred to as the "**Report**") presents a comprehensive overview of the remunerations, including all the benefits granted, **during the fiscal year 2024**, to the managers of **PREMIER ENERGY PLC**, with headquarters in Themistokli Dervi 48, ATHIENITIS CENTENNIAL BUILDING 3rd floor, Flat/Office 303, 1066 Nicosia, Cyprus, registered with the Cypriot Trade Registry under number HE316455, having a subscribed and paid-up share capital of EUR 125,001.25 (hereinafter referred to as the "**Company**" / the "**Issuer**").

In the sense of this Report, the managers of PREMIER ENERGY PLC are the Members of the Board of Directors of the Company.

The Report will be submitted to the advisory vote of the annual general meeting of the Company's shareholders dated June 3, 2025, will be published on the Company's website at <https://www.premiereenergygroup.eu/investors/aga.html> and will remain publicly available for a period of 10 years from its publication, in accordance with the applicable legal provisions.

The Report provides an overview of the remunerations, including all benefits, regardless of their form, which are granted or due during the last financial year to the members of the Board of Directors, individually, including the newly appointed and former directors, in accordance with the Remuneration Policy.

I. The remuneration structure of the Company's management in 2024

No..	Name and Function	Total remuneration, broken down by component	Remuneration received from any entity belonging to the same group (Gross)	The number of shares and share options granted or offered, and the main conditions for the exercise of the related rights, including the exercise price and date, together with any changes thereof	Information on the use of the variable remuneration recovery option	Information regarding any deviation/derogation from the procedure for implementing the remuneration policy
1.	Jose Garza Chairman of the Board of Directors and CEO (since 2.5.2024)	Fixed component – 100% / Variable component - 0%: A. Remuneration as Chairman of the Board of Directors: 0%; + B. Remuneration as Chief Executive Officer: 100%; Total Fixed Remuneration (Gross; since May 2024): €164,000 Other benefits (cumulative for fulfilling the 2 functions): €0;	€493,000	0	N/A	N/A

2.	Petr Stohr Member of the Board of Directors and CFO	Fixed component – 67% / Variable component - 33%: A. Remuneration as Member of the Board of Directors: 0%; + B. Remuneration as Chief Financial Officer: 100%; Total Fixed Remuneration (Gross): €355,200 Other benefits (cumulative for fulfilling the 2 functions): €0	0	0	N/A	N/A
3.	Radka Blazkova Non-executive member of the Board of Directors	Fixed component – 0% / Variable component - 0%: Remuneration as Non-executive Member of the Board of Directors: 0%;	Non-renumerated mandate	Non-renumerated mandate	N/A	N/A

4.	Dimitra Kalogerou Antoniadou Non-executive, independent member of the Board of Directors (since 28.5.2024)	Fixed component – 100% / Variable component - 0%: Remuneration as Non-executive, Independent Member of the Board of Directors (Gross; since May 2024): €28,492	0	0	N/A	N/A
5.	Mirela-Florența Covașă Non-executive, independent member of the Board of Directors (since 28.5.2024)	Fixed component – 100% / Variable component - 0%: Remuneration as Non-executive, Independent Member of the Board of Directors (Gross; since May 2024): €28,492	0	0	N/A	N/A
	Demetrios Aletraris Non-executive, member of the Board of Directors (resigned on 28.05.2024)	Fixed component – 0% / Variable component - 0%: Remuneration as Non-executive Member of the Board of Directors: 0%;	Non-renumerated mandate	Non-renumerated mandate	N/A	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

Annual Variation	FY 2020 compared to FY 2019	FY 2021 compared to FY 2020	FY 2022 compared to FY 2021	FY 2023 compared to FY 2022	FY 2024 compared to FY 2023
Directors' Remuneration					
Jose Garza Chairman of the Board of Directors and CEO	N/A	5%	-3%	+44%	+28%
Petr Stohr Member of the Board of Directors and CFO	N/A	N/A	N/A	+8%	+37%
Radka Blazkova Non-executive member of the Board of Directors	Non-remunerated mandate	Non-remunerated mandate	Non-remunerated mandate	Non-remunerated mandate	Non-remunerated mandate
Dimitra Kalogerou Antoniadou Non-executive, independent member of the Board of Directors	N/A	N/A	N/A	N/A	N/A
Mirela-Florența Covașă Non-executive, independent member of the Board of Directors	N/A	N/A	N/A	N/A	N/A
Demetrios Aletraris Non-executive member of the Board of Directors (resigned on 28.05.2024)	Non-remunerated mandate	Non-remunerated mandate	Non-remunerated mandate	Non-remunerated mandate	Non-remunerated mandate

Company's performance					
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Consolidated Normalized EBITDA (€ in millions)	47.2	70.1	241.9	89.7	102.6
% change year-on-year		+49%	+245%	-63%	+14%
Consolidated Normalized Net Income	26.5	41.6	183.8	41.5	43.4
% change year-on-year		+57%	+342%	-77%	+5%
Equity Attributable to Shareholders of Company per Share (100 million shares outstanding pre-IPO)	0.87	1.39	3.01	3.66	3.82
% change year-on-year		+60%	+117%	+21%	+5%
Average remuneration based on the full-time equivalent of the Premier Energy Group's employees					
Group Employees		+9%	+17%	+24%	+11%