

Remuneration Policy of the Board of Directors of LOGICOM PUBLIC LIMITED ("the Company")

1. BACKGROUND:

The Remunerations Committee considers it necessary to propose changes to the existing Remuneration Policy of the Board of Directors ("**BoD**") to ensure that:

- i. The Remuneration Policy remains aligned with governance best practices;
- ii. The Company can attract, reward and retain highly qualified and experienced candidates;
- iii. The Remuneration Policy is straightforward and easily understood by the directors of the Company ("**Directors**") and the shareholders, enhancing transparency and accountability;
- iv. The Remuneration Policy reflects the time and effort required by the Directors to execute their duties;
- v. The Remuneration Policy enhances predictability and financial budgeting for the Company;
- vi. The Directors' independence and objectivity is not affected by short-term performance incentives, reducing at the same time the risk of conflict of interests;
- vii. Directors are focused on executing their vital role and duties to the Company.

2. PRINCIPLES:

In compliance with the applicable legal and regulatory requirements, the Remuneration Committee took into consideration the following factors in revising the Remuneration Policy of the Non-Executive Directors of the Company:

- i. The time Non-Executive Directors are expected to devote for preparing and participating at the meetings of the BoD and its Committees and in taking decisions for the effective management of the Company.
- ii. The responsibilities of the Non-Executive Directors.
- iii. Not to link the Non-Executives' remuneration to the profitability of the Company.
- iv. Not to include in the Non-Executives' remuneration any share purchase options.
- v. To exclude Non-Executives from participating in Company's insurance/pensions schemes, if any.

The remuneration of the Executive Directors is in accordance with the employment contracts entered into with the Company. Details of the Executives' remuneration is included in section B.3 of the Corporate Governance Report which is included in the Company's financial statements that can be accessed through the Company's website at <https://www.logicom.net/investors/financial-statements/>.

3. PURPOSE:

The Remuneration policy aims to contribute to the Company's business strategy and long-term interests and sustainability by investing in high-calibre Directors who remain motivated in overseeing and implementing the Company's strategy and assisting the Company in achieving its long-term goals, as set by the Company from time to time.

4. COMPARATIVE ANALYSIS BETWEEN EXISTING AND PROPOSED REMUNERATION POLICY:

A/A	Capacity of the BoD members	Existing annual remuneration policy	Proposed annual remuneration policy
1	Chair of the BoD	Fixed annual remuneration of €25.000, plus €500 per participation at the meetings of the BoD	Fixed annual remuneration of €80.000
2	Vice-Chair	N/A	Fixed annual remuneration of €40.000
3	Non-Executive members of the BoD	Fixed annual remuneration of €7.000, plus €400 per participation at the meetings of the BoD	€15.000
4	Committee members	N/A	€5.000 for each Committee membership
5	Chairs of Committees (except Audit Committee)	N/A ¹	€10.000 for each Committee chairmanship
6	Chair of the Audit Committee	€2.000 in addition to the remuneration received per participation at the meetings of the BoD	€25.000

Detailed analysis of the Non-Executives' remuneration is included in section B.3 of the Corporate Governance Report which is included in the Company's financial statements that can be accessed through the Company's website at <https://www.logicom.net/investors/financial-statements/>.

5. COMPLEMENTARY EXPLANATIONS / TERMS:

- i. For categories 1 and 2, Directors' remuneration is fixed to the annual amount appearing in the table above, and they are not entitled to receive any additional remuneration for holding any other roles under any other categories mentioned in the table above.
- ii. For categories 3, 4, 5 and 6, Directors' remuneration is cumulative. Directors holding more than one role within these categories are entitled to receive the remuneration appearing in the table above for each role they occupy. For the avoidance of any doubt, Chairs of Committees are not entitled to membership remuneration for the same Committee.
- iii. For all categories, Directors' remuneration was determined as a fixed amount considering the average number of meetings normally held and attended by Directors for each category within a year, the time the Directors are expected to devote in preparing and participating in these meetings, as well as the responsibility associate with each role.
- iv. For all categories, Directors' remuneration (a) shall not be affected by the fact that a meeting of the BoD or its Committees was extraordinarily called on short notice or was held on non-working hours; and (b) shall not include costs and expenses recoverable pursuant to the provisions of the Company's Articles of Association, which shall be payable to the Directors in addition to Directors' remuneration.

¹ Except for the Chair of the Risk Management Committee who was remunerated with €1.000 in addition to the remuneration received per participation at the meetings of the BoD.

- v. For all categories, Directors' participation to the Company's Annual General Meeting, or Extraordinary General Meetings, if any, is included in Directors' annual remuneration.
- vi. Directors' annual remuneration shall be proportionate to the duration of their service in the role(s) held within a year.
- vii. Executive Directors shall not be entitled to any remuneration for their participation at meetings of the BoD or its committees. Such remuneration is included in their salaries.

6. APPROVAL PROCESS:

The Remunerations Committee recommended to the BoD the approval of this Remuneration Policy, with effect as of January 1st, 2025 ("**Effective Date**"). The BoD approved this Remuneration Policy as of the Effective Date, which it will only enter into force once, and if, approved at the Company's Annual General Meeting.