

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

1. OBJECTIVES:

The Remuneration Policy of the Board of Directors ("**BoD**") aims 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.
- viii. The Remuneration Policy contributes 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 in assisting the Company to achieve its long-term goals, as set by the Company from time to time.

2. PRINCIPLES:

In compliance with the applicable legal and regulatory requirements, the Remuneration Policy for the Non-Executive Directors of the Company is based on the below principles:

- i. Considers 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. Considers the responsibilities of the Non-Executive Directors.
- iii. Does not link the Non-Executives' remuneration to the profitability of the Company.
- iv. Does not include in the Non-Executives' remuneration any share purchase options.
- v. Excludes 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. REMUNERATION POLICY:

A/A	Capacity of the BoD members	Annual remuneration
1	Chair of the BoD	Fixed annual remuneration of €80.000
2	Vice-Chair	Fixed annual remuneration of €40.000
3	Non-Executive members of the BoD	€15.000
4	Committee members	€5.000 for each Committee membership
5	Chairs of Committees (except Audit Committee)	€10.000 for each Committee chairmanship
6	Chair of the Audit Committee	€25.000

Detailed analysis of the Directors' 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/>.

4. 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.
- 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.

5. APPROVAL PROCESS:

The Remuneration Policy is reviewed and recommended by the Remunerations Committee and is subject to the approval of the Board of Directors.

The Remuneration Policy is submitted for final approval by the shareholders at their annual or extraordinary general meeting in line with the provisions of the Law regarding the Encouragement of Long-term Shareholder Engagement of 2021 (Law 111(I)/2021), which requires the companies to submit their remuneration policy to a vote by the general meeting at every material change and in any case at least every four years.

The current Remuneration Policy is effective as of 1st January 2025 and shall remain valid until amended following the approval process described hereto.