



**ASBISc Enterprises Plc**  
**Remuneration Report**  
**2024 – 2023**  
**financial years**

## Table of Contents

|  |    |
|--|----|
| Introduction.....  | 3  |
| Summarized overview of ASBIS remuneration policy and application in 2024 .....                         | 5  |
| Application of Remuneration Policy in 2024 .....   | 6  |
| Fixed salary .....   | 6  |
| Incentive pay .....  | 7  |
| Incentive pay criteria for 2024.....   | 7  |
| Pensions and other benefits .....  | 8  |
| Total remuneration for directors paid in 2024 and 2023 .....   | 12 |
| Comparative information on the change of remuneration and Company performance .....                    | 13 |
| Derogations and deviations from the Remuneration Policy and the procedure for its implementation ..... | 14 |
| Any use of the right to reclaim .....  | 14 |
| Information on shareholder vote .....  | 14 |

## Introduction

ASBISC Enterprises Plc. (hereinafter referred to – Company, ASBIS) has designed and integrated a Remuneration Policy for Members of Management Board in line with the provisions on remuneration as set out the Public Offer and the Conditions for Introducing Financial Instruments to the Organized Trading System and Public Companies Act which transpose regulations of Directive (EU) 2017/828, dated 17 May 2017.

Following regulations of Directive (EU) 2017/828, the Annual General Meeting of Shareholders of ASBISc Enterprises Plc dated 6 May 2020 approved a new Remuneration Policy for Members of Management Board. On 8 May 2024 the Annual General Meeting of Shareholders approved to maintain the existing Remuneration Policy for Members of the Board of Directors.

The Remuneration Policy for Members of the Management Board describes the principles for payment of remuneration to the members of the Management Board.

This Remuneration Policy is available at the Company's registered office and on its website <https://investor.asbis.com/remuneration-policy>

The Remuneration Report for each financial year is subject to be assessed by auditors and approved at the Annual General Meeting each year under a separate item on the agenda.

This Remuneration Report provides an overview of the Remuneration Policy for ASBISc Enterprises Plc Management Board and the application thereof in 2024.

## **Key highlights – 2024 performance**

By far the year 2024 was one of the most challenging years for ASBIS.

The key issues we faced during 2024 were the negative impact of the new realities in the Company's leading market - Kazakhstan, the consumer sentiment changes in Ukraine due to the ongoing war, and the increasing escalations in the Middle East. Moreover, ASBIS results have been negatively affected by the inflationary pressures, high interest costs, and an increased effective tax rate.

In 2024 we have continued enforcing the Company's profit-oriented strategy, which includes introducing higher-margin IT solutions to our portfolio of products and services with technologically advanced solutions, including the division related to robotics - ASBIS Robotic Solutions (AROS) and Breezy – second life devices division.

In 2024, ASBIS generated revenues of USD 3,008 billion (down 1.7% compared to 2023). Gross profit margin decreased to 7.98 % in 2024, as compared to 8.24% in 2023. The profit from operations (EBIT) reached USD 65 million USD (up +0.07% compared to 2023) and net profit after taxation increased to USD 54 million, as compared to USD 53 million in 2023.

As of December 31, 2024, ASBIS had USD 155 million in cash and equivalents on its balance sheet, as compared to USD 143.6 million at the end of 2023.

The Management Board has been doing its best to deliver a long-term value creation, by taking important steps towards further execution of ASBIS's growth strategy.

The Management Board is satisfied with the Group's results in 2024 given an extremely demanding market environment.

## Summarized overview of ASBIS remuneration policy and application in 2024 / in thousand USD/

| Policy summary |  | Application in 2024  |
|----------------|--|--|
| Fixed salary   | <ul style="list-style-type: none"> <li>A fixed salary is paid to Executive Directors in 13 equal monthly instalments and to Non-Executive Directors in 12 equal monthly instalments.</li> </ul>  | <ul style="list-style-type: none"> <li>Fixed salary was paid as follows: <ul style="list-style-type: none"> <li>Siarhei Kostevitch – USD 217</li> <li>Marios Christou – USD 126</li> <li>Costas Tziamalis – USD 126</li> <li>Julia Prihodko – USD 58</li> <li>Hanna Kaplan – USD 84</li> <li>Constantinos Petrides – USD 32</li> <li>Tasos Panteli – USD 19</li> <li>Maria Petridou – USD 19</li> </ul> </li> </ul>  |
|                | <ul style="list-style-type: none"> <li>The aim of the fixed salary is to attract and retain the best-qualified members</li> </ul>  |  |
|                | <ul style="list-style-type: none"> <li>Fixed salary is considered on a regular basis considering economic climate, market conditions, Company performance, the individual's role, skills and remit, and increases elsewhere in the Company.</li> </ul>   |  |
| Incentive pay  | <ul style="list-style-type: none"> <li>Incentive pay is based on performance criteria, and it is in line with the business strategy, market condition and the specific environment in which the Company operates.</li> </ul>   | <p>Applicable criteria and their weight:</p> <ul style="list-style-type: none"> <li>financial results: 100%</li> <li>non-financial targets: not quantified</li> <li>personal objectives: not quantified</li> </ul> <p>Actual pay-out was as follows:</p> <ul style="list-style-type: none"> <li>Siarhei Kostevitch – USD 420</li> <li>Marios Christou – USD 119</li> <li>Costas Tziamalis – USD 119</li> <li>Julia Prihodko – USD 37</li> <li>Hanna Kaplan – USD 41</li> </ul> |
|                | <ul style="list-style-type: none"> <li>Incentive pay is paid only if it is sustainable according to the financial situation of the Company as a whole and justified according to the performance of the business unit, the fund and the individual concerned.</li> </ul>   |  |
|                | <ul style="list-style-type: none"> <li>At the target level: <ul style="list-style-type: none"> <li>quarterly financial, non-financial and personal objectives, paid up to around 7% of the Chief Executive Officer's total pay and up to 5% of the Deputy CEO and Chief Finance Officer's total pay,</li> <li>Net profit bonus - calculated as % from achieved NP target. The maximum level is up to 11% of the Deputy CEO and Chief Finance Officer's total pay,</li> <li>Net Profit commissions - calculated as a % from Profit after Tax. The maximum level is up to approximately 44% of the Chief Executive Officer's total pay.</li> </ul> </li> </ul> |  |
| Provident Fund | <ul style="list-style-type: none"> <li>The members of the Management Board are not entitled to any pension contributions however they participate in the Employees' Provident Fund.</li> </ul>   | <p>Provident Fund was paid as follows:</p> <ul style="list-style-type: none"> <li>Siarhei Kostevitch – USD 7</li> <li>Marios Christou – USD 4</li> <li>Costas Tziamalis – USD 4</li> <li>Julia Prihodko – USD 2</li> <li>Hanna Kaplan – USD 2</li> </ul>   |

## Application of Remuneration Policy in 2024

### Fixed salary

The fixed salary for the members of the Management Board is determined by the Remuneration Committee.

The basic salaries for the members of the Management Board in 2024 have changed, as compared to 2023, mainly due to a change in EUR/USD rate.

| Annual fixed salary for the management board /in thousands USD/ |      |      |
|---|------|------|
|   | 2024 | 2023 |
| Siarhei Kostevitch  | 217  | 213  |
| Marios Christou   | 126  | 127  |
| Costas Tziamalis  | 126  | 127  |
| Hanna Kaplan*   | 84   | 44   |
| Julia Prihodko  | 58   | 59   |
| Constantinos Petrides**   | 32   | 21   |
| Tasos Panteli   | 19   | 26   |
| Maria Petridou  | 19   | 26   |

\* Hanna Kaplan was appointed to the BOD as an Executive Director on the 23<sup>rd</sup> of June 2023

\*\* Constantinos Petrides was appointed to the BOD as a Non-Executive Director on the 23<sup>rd</sup> of June 2023

### In 2024 there were the following changes in the members of the Company's Board of Directors:

#### - Executive directors:

- on May 8th, 2024, the Company's Annual General Meeting of Shareholders has re-elected Mrs. Hanna Kaplan to the Board of Directors.

#### - Non-executive directors (NED):

- on May 8th, 2024, the Company's Annual General Meeting of Shareholders has re-elected Mr. Tasos Panteli, Mrs. Maria Petridou and Mr. Constantinos Petrides to the Board of Directors.

## Incentive pay

The objective of the Management Board incentive pay is to ensure that its members' priorities define short-term operational objectives, leading to longer-term value creation.

The incentive pay consists of a (potential) cash bonus payment, depending on achievements concerning pre-set targets:

- a) financial ("Net Profit After Tax" and "Cash From Operating Activities") and
- b) non-financial and personal objectives, which are consistent with the Company's strategy and aligned with shareholders' interests for the Chief Executive Officer, Deputy CEO of Asbis Group and Chief Finance Officer.

| Incentive pay for the management board, in USD thousand |      |      |
|---|------|------|
|   | 2024 | 2023 |
| Siarhei Kostevitch                                      | 420  | 792  |
| Marios Christou   | 119  | 171  |
| Costas Tziamalis  | 119  | 171  |
| Hanna Kaplan*   | 41   | -    |
| Julia Prihodko  | 37   | 50   |

\* Hanna Kaplan was appointed to the BOD as an Executive Director effective from the 23rd of June 2023

On an annual basis, the Remuneration Committee selects financial and non-financial targets for the Management Board. In selecting these targets, the Remuneration Committee considers analysts' forecasts, economic conditions and the Committee's expectation of performance over the relevant period.

## Incentive pay criteria for 2024

The following table shows the selected criteria, their weight and the performance ranges that applied to the 2024 incentive pay:

| Criteria               | Performance thresholds   | Total weight   |
|------------------------|--|----------------|
| Non-financial criteria | Performance and pay-out are assessed by the Remuneration Committee per individual criteria | not quantified |

|                     |  |                                |
|---------------------|--|--------------------------------|
| Personal objectives | Performance and pay-out are assessed by the Remuneration Committee per individual criteria   | not quantified                 |
| Financial results   | <i>Net Profit after Tax:</i><br>Minimum target – USD 60 m<br>Maximum target – USD 64 m<br><br><i>Cash From Operating Activities:</i><br>Generate a positive amount for 2024 from “Cash From Operating Activities”. | 100%<br>(only applies to NPAT) |

The financial results in 2024 did not reach the minimum level, hence, an average of 88% of the total incentive pay was awarded for this component.

In conclusion, the total incentive pay for 2024 granted to the Chief Executive Officer, the Deputy CEO, the Chief Finance Officer, the Chief Human Relations Officer and Hanna Kaplan – Executive Director amounted to an average of 88% of the maximum opportunity. This resulted in a gross cash bonus payment of USD 420 000 to the Chief Executive Officer, USD 119 000 to the Deputy CEO, USD 119 000 to the Chief Finance Officer, USD 37 000 to the Chief Human Relations Officer and USD 41 000 to Hanna Kaplan – Executive Director.

## Pensions and other benefits

### **Benefits**

To provide a competitive market remuneration package, a number of work-related benefits are available to the Executive Directors. In addition to the fixed and incentive pay, the Company offers a range of benefits including:

- Car;
- Phone;
- Medical Insurance.

### **Employees Provident Fund**

The Employees' Provident Fund is the main scheme under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. The scheme is managed under the aegis of the Employees' Provident Fund Organization. Certain members of the Management Board also participate in the Employees' Provident Fund.



A contribution is payable by each employee (the employee has the option to contribute 3%, 5% or 10%). The Company also contributes 3% on employees' fixed salary. The benefits from the Provident Fund can only be paid to any member of such fund or to the legitimate heirs of the member:

- In case of retirement;
- In case the member becomes permanently incapable for work;
- In case of death of the member;
- In case of termination of employment of the member;
- In case of dissolution of the fund.

### **Pension**

The members of the Management Board are not entitled to any pension contributions in addition to the fixed annual remuneration and Provident Fund contributions.

The table below presents information on performance criteria and its application  
in 2024

| Name of director, position   | 1<br>Description of the performance criteria and type of applicable remuneration  | 2<br>Relative weighting of the performance criteria | 3<br>Information on Performance Targets                               |   | 4<br>a) Measured performance and<br>b) actual award outcome |
|--|---|---|---|---|---|
|  |   |   | a) Minimum target/threshold performance and<br>b) corresponding award | a) Maximum/target performance and<br>b) corresponding award |   |
| Siarhei Kostevitch,<br>Chairman,<br>Executive<br>(Chief Executive Officer) | Income Statement: NPAT  |   | a) USD 60 M   | a) USD 64 M   | a) USD 54 M   |
|  |   |   | b) USD 456 000  | b) USD 480 000  | b) USD 420 000  |
|  | Cash Flow: Cash From Operating Activities ("CFO")   |   | a) positive "CFO"   | a) not quantified   | a) + USD 27 M   |
|  |   |   | b) not applicable   | b) not applicable   | b) not applicable   |
|  | Non-finance: compliance with all applicable laws and regulations in all the countries we conduct business in (non-measurable) |   | a) not quantified   | a) not quantified   | a) not quantified   |
|  |   |   | b) not applicable   | b) not applicable   | b) not applicable   |
| Marios Christou,<br>Executive<br>(Chief Financial Officer)                 | Income Statement: NPAT  |   | a) USD 60 M   | a) USD 64 M   | a) USD 54 M   |
|  |   |   | b) USD 131 000  | b) USD 139 000  | b) USD 119 000  |
|  | Cash Flow: Cash From Operating Activities   |   | a) positive "CFO"   | a) not quantified   | a) + USD 27 M   |
|  |   |   | b) not applicable   | b) not applicable   | b) not applicable   |
|  | Non-finance: compliance with all applicable laws and regulations in all the countries we conduct business in (non-measurable) |   | a) not quantified   | a) not quantified   | a) not quantified   |
|  |   |   | b) not applicable   | b) not applicable   | b) not applicable   |
|  | Income Statement: NPAT  |   | a) USD 60 M   | a) USD 64 M   | a) USD 54 M   |

|   |   |  |                   |                   |                   |
|---|---|--|-------------------|-------------------|-------------------|
| Costas Tziamalis,<br>Executive<br>(Deputy CEO)                    |   |  | b) USD 131 000    | b) USD 139 000    | b) USD 119 000    |
|   | Cash Flow: Cash From<br>Operating Activities  |  | a) positive "CFO" | a) not quantified | a) + USD 27 M     |
|   |   |  | b) not applicable | b) not applicable | b) not applicable |
|   | Non-finance: compliance<br>with all applicable laws<br>and regulations in all the<br>countries we conduct<br>business in (non-<br>measurable) |  | a) not quantified | a) not quantified | a) not quantified |
|   |   |  | b) not applicable | b) not applicable | b) not applicable |
| Julia Prihodko<br>Executive<br>(Chief Human Relations<br>Officer) | Income Statement: NPAT  |  | a) USD 60 M       | a) USD 64 M       | a) USD 54 M       |
|   |   |  | b) USD 38 000     | b) USD 38 000     | b) USD 37 000     |
|   | Cash Flow: Cash From<br>Operating Activities  |  | a) positive "CFO" | a) not quantified | a) + USD 27 M     |
|   | Non-finance: compliance<br>with all applicable laws<br>and regulations in all the<br>countries we conduct<br>business in (non-<br>measurable) |  | b) not applicable | b) not applicable | b) not applicable |
|   |   |  | a) not quantified | a) not quantified | a) not quantified |
| Hanna Kaplan,<br>Executive  | Income Statement: NPAT  |  | a) USD 60 M       | a) USD 64 M       | a) USD 54 M       |
|   |   |  | b) USD 43 000     | b) USD 43 000     | b) USD 41 000     |
|   | Cash Flow: Cash From<br>Operating Activities  |  | a) positive "CFO" | a) not quantified | a) + USD 27 M     |
|   |   |  | b) not applicable | b) not applicable | b) not applicable |
|   | Non-finance: compliance<br>with all applicable laws<br>and regulations in all the<br>countries we conduct<br>business in (non-<br>measurable) |  | a) not quantified | a) not quantified | a) not quantified |
|   |   |  | b) not applicable | b) not applicable | b) not applicable |

The table below presents information on performance criteria and its application  
in 2023

| Name of director, position   | 1<br>Description of the<br>performance criteria and<br>type of<br>applicable remuneration   | 2<br>Relative weighting of<br>the performance<br>criteria | 3<br>Information on Performance Targets  |   | 4<br>a) Measured<br>performance and<br>b) actual award<br>outcome |
|--|---|---|--|---|---|
|  |   |   | a) Minimum<br>target/threshold<br>performance and<br>b) corresponding<br>award | a) Maximum/target<br>performance and<br>b) corresponding<br>award |   |
| Siarhei Kostevitch,<br>Chairman,<br>Executive<br>(Chief Executive Officer) | Income Statement: NPAT  |   | a) USD 78 M  | a) USD 82 M   | a) USD 78 M<br>(without one-offs)                                 |
|  |   |   | b) USD 799 000   | b) USD 839 000  | b) USD 792 000  |
|  | Cash Flow: Cash From<br>Operating Activities<br>("CFO")   |   | a) positive "CFO"  | a) not quantified   | a) + USD 45 M   |
|  |   |   | b) not applicable  | b) not applicable   | b) not applicable   |
|  | Non-finance: compliance<br>with all applicable laws<br>and regulations in all the<br>countries we conduct<br>business in (non-<br>measurable) |   | a) not quantified  | a) not quantified   | a) not quantified   |
|  |   |   | b) not applicable  | b) not applicable   | b) not applicable   |

|   |   |  |                   |                   |                                   |
|---|---|--|-------------------|-------------------|-----------------------------------|
| Marios Christou,<br>Executive<br>(Chief Financial Officer)        | Income Statement: NPAT  |  | a) USD 78 M       | a) USD 82 M       | a) USD 78 M<br>(without one-offs) |
|   |   |  | b) USD 175 000    | b) USD 183 000    | b) USD 171 000                    |
|   | Cash Flow: Cash From<br>Operating Activities  |  | a) positive "CFO" | a) not quantified | a) + USD 45 M                     |
|   |   |  | b) not applicable | b) not applicable | b) not applicable                 |
|   | Non-finance: compliance<br>with all applicable laws<br>and regulations in all the<br>countries we conduct<br>business in (non-<br>measurable) |  | a) not quantified | a) not quantified | a) not quantified                 |
|   |   |  | b) not applicable | b) not applicable | b) not applicable                 |
| Costas Tziamalis,<br>Executive<br>(Deputy CEO)                    | Income Statement: NPAT  |  | a) USD 78 M       | a) USD 82 M       | a) USD 78 M<br>(without one-offs) |
|   |   |  | b) USD 175 000    | b) USD 183 000    | b) USD 171 000                    |
|   | Cash Flow: Cash From<br>Operating Activities  |  | a) positive "CFO" | a) not quantified | a) + USD 45 M                     |
|   |   |  | b) not applicable | b) not applicable | b) not applicable                 |
|   | Non-finance: compliance<br>with all applicable laws<br>and regulations in all the<br>countries we conduct<br>business in (non-<br>measurable) |  | a) not quantified | a) not quantified | a) not quantified                 |
|   |   |  | b) not applicable | b) not applicable | b) not applicable                 |
| Julia Prihodko<br>Executive<br>(Chief Human Relations<br>Officer) | Income Statement: NPAT  |  | a) USD 78 M       | a) USD 82 M       | a) USD 78 M<br>(without one-offs) |
|   |   |  | b) not applicable | b) not applicable | b) USD 50 000                     |
|   | Cash Flow: Cash From<br>Operating Activities  |  | a) positive "CFO" | a) not quantified | a) + USD 45 M                     |
|   |   |  | b) not applicable | b) not applicable | b) not applicable                 |
|   | Non-finance: compliance<br>with all applicable laws<br>and regulations in all the<br>countries we conduct<br>business in (non-<br>measurable) |  | a) not quantified | a) not quantified | a) not quantified                 |
|   |   |  | b) not applicable | b) not applicable | b) not applicable                 |
| Hanna Kaplan,<br>Executive  | Income Statement: NPAT  |  | a) USD 78 M       | a) USD 82 M       | a) USD 78 M<br>(without one-offs) |
|   |   |  | b) not applicable | b) not applicable | b) not applicable                 |
|   | Cash Flow: Cash From<br>Operating Activities  |  | a) positive "CFO" | a) not quantified | a) + USD 45 M                     |
|   |   |  | b) not applicable | b) not applicable | b) not applicable                 |
|   | Non-finance: compliance<br>with all applicable laws<br>and regulations in all the<br>countries we conduct<br>business in (non-<br>measurable) |  | a) not quantified | a) not quantified | a) not quantified                 |
|   |   |  | b) not applicable | b) not applicable | b) not applicable                 |

## Total remuneration for directors paid in 2024 and 2023

The following table summarizes the remuneration of ASBIS Management Board members in the financial years 2024 and 2023.

| Name of the director, Position                                       | Year | 1<br>Fixed remuneration |      |                 | 2<br>Variable remuneration |                     | 3<br>Extraordinary items | 4<br>Provident Fund | 5<br>Total remuneration | 6<br>Proportion of fixed and variable remuneration |
|--|------|-------------------------|------|-----------------|----------------------------|---------------------|--------------------------|---------------------|-------------------------|--|
|  |      | Basic                   | Fees | Fringe benefits | One-year variable          | Multi-year variable |                          |                     |                         |  |
| Siarhei Kostevitch, Chairman, Executive<br>(Chief Executive Officer) | 2024 | 217                     |      |                 | 410                        |                     |                          | 7                   | 634                     | 34%/66%  |
|  | 2023 | 213                     |      |                 | 792                        |                     |                          | 6                   | 1011                    | 21%/79%  |
| Marios Christou, Executive<br>(Chief Financial Officer)              | 2024 | 126                     |      |                 | 119                        |                     |                          | 4                   | 249                     | 51%/49%  |
|  | 2023 | 127                     |      |                 | 171                        |                     |                          | 4                   | 302                     | 42%/58%  |
| Costas Tziamalis, Executive<br>(Deputy CEO)                          | 2024 | 126                     |      |                 | 119                        |                     |                          | 4                   | 249                     | 51%/49%  |
|  | 2023 | 127                     |      |                 | 171                        |                     |                          | 4                   | 302                     | 43%/57%  |
| Julia Prihodko Executive<br>(Chief Human Relations Officer)          | 2024 | 58                      |      |                 | 37                         |                     |                          | 2                   | 97                      | 60%/40%  |
|  | 2023 | 58                      |      |                 | 50                         |                     |                          | 2                   | 110                     | 53%/47%  |
| Hanna Kaplan, Executive Director*                                    | 2024 | 84                      |      |                 | 41                         |                     |                          | 2                   | 127                     | 66%/34%  |
|  | 2023 | 43                      |      |                 | -                          |                     |                          | 1                   | 44                      | only fixed   |
| Constantinos Petrides, Non-executive<br>(Non-executive Director) *   | 2024 | 32                      |      |                 |                            |                     |                          |                     | 32                      | only fixed   |
|  | 2023 | 21                      |      |                 |                            |                     |                          |                     | 21                      | only fixed   |
| Tasos Panteli, Non-executive<br>(Non-executive Director)             | 2024 | 19                      |      |                 |                            |                     |                          |                     | 19                      | only fixed   |
|  | 2023 | 26                      |      |                 |                            |                     |                          |                     | 26                      | only fixed   |
| Maria Petridou Non-executive<br>(Non-executive Director)             | 2024 | 19                      |      |                 |                            |                     |                          |                     | 19                      | only fixed   |
|  | 2023 | 26                      |      |                 |                            |                     |                          |                     | 26                      | only fixed   |

\*Hanna Kaplan and Constantinos Petrides were appointed to the BOD on the 23rd of June 2023.

## Share-based remuneration

Share-based remuneration is not applied by ASBIS.

## Comparative information on the change of remuneration and Company performance

The annual change of remuneration of ASBIS's Management Board, the performance of the Company and the average remuneration of ASBIS are presented in the table below in a comparative manner for the last five reported financial years (RFY).

|   | RFY2020 vs<br>RFY2019 | RFY2021 vs<br>RFY2020 | RFY2022 vs<br>RFY2021 | RFY2023 vs<br>RFY2022      | RFY2024 vs<br>RFY2023 |
|---|-----------------------|-----------------------|-----------------------|----------------------------|-----------------------|
| Directors remuneration  |                       |                       |                       |                            |                       |
| Siarhei Kostevitch, Chairman,<br>executive (Chief Executive<br>Officer)   | 55%                   | 107%                  | -9%                   | +3%                        | -36%                  |
| Marios Christou, executive<br>(Chief Financial Officer)   | 66%                   | 60%                   | +16%                  | +3%                        | -18%                  |
| Costas Tziamalis, executive<br>(Deputy CEO)   | 66%                   | 63%                   | +14%                  | +3%                        | -18%                  |
| Yuri Ulasovich, executive<br>(Chief Operating Officer)  | 49%                   | -76%                  | -                     | -                          | -                     |
| Hanna Kaplan, executive<br>director   | -                     | -                     | -                     | +100%                      | +182%                 |
| Julia Prihodko, executive,<br>(Chief Human Relations<br>Officer)  | -                     | 100%                  | +67%                  | +31%                       | -13%                  |
| Demos Demou, non-executive<br>(Non-executive Director)  | 40%                   | -50%                  | -                     | -                          | -                     |
| Chris Pavlou, non-executive<br>(Non-executive Director)   | -                     | -                     | -                     | -                          | -                     |
| Constantinos Petrides, non-<br>executive (Non-executive<br>Director)  | -                     | -                     | -                     | +100%                      | +52%                  |
| Tasos Panteli, non-executive<br>(Non-executive Director)  | 40%                   | 0%                    | -7%                   | +100%                      | -27%                  |
| Maria Petridou, non-executive<br>(Non-executive Director)   | -                     | 100%                  | +18%                  | +100%                      | -27%                  |
| <b>Total</b>  | <b>57%</b>            | <b>63%</b>            | <b>-3%</b>            | <b>+10%</b>                | <b>-22%</b>           |
| Finance metric A - Income<br>Statement: Profit for the year   | 140%                  | 111%                  | -1%                   | +1% (without one-<br>offs) | +2%                   |
| Finance metric B - Cash Flow:<br>Cash from Operating Activities   | 43%                   | -2%                   | -237%                 | +180%                      | -40%                  |
| Non-finance metric C -<br>compliance with all applicable<br>laws and regulations in all the<br>countries we conduct business<br>in (non-measurable) |                       |                       |                       |                            |                       |
| Employees of the Company  | 20%                   | 8%                    | -3%                   | +14%                       | +4%                   |
| Employees of the Group  | 6%                    | 17%                   | +3%                   | +5%                        | +5%                   |

**Derogations and deviations from the Remuneration Policy and the procedure for its implementation**

In 2024, the application of the Remuneration Policy for the Management Board was consistent with the policies included therein. No deviation or derogation took place.

**Any use of the right to reclaim**

During the reported financial year, the variable remuneration has not been reclaimed.

**Information on shareholder vote**

The Annual General Meeting of Shareholders of ASBISc Enterprises Plc held on the 8<sup>th</sup> of May 2024, approved the Remuneration Report of ASBISc Enterprises Plc for the year ended 31 December 2023 with the following voting result:

A number of shares for which valid votes were cast: 25,745,559 which constitutes 46.34% of the share capital.

The following number of votes were cast with respect to the resolution:

- a total number of valid votes: 25,745,559;
- votes “in favor” of the resolution: 25,452,180;
- votes “against” the resolution: 293,379;
- “abstaining” votes: 0.

Signatures:

.....  
Siarhei Kostevitch  
Chairman, Chief Executive Officer  
Member of the Board of Directors

.....  
Marios Christou  
Chief Financial Officer  
Member of the Board of Directors

.....  
Constantinos Tziamalis  
Deputy CEO  
Member of the Board of Directors

.....  
Julia Prihodko  
Chief Human Relations Officer  
Member of the Board of Directors

.....  
Hanna Kaplan  
Member of the Board of Directors