



**NUMISMA**

**Annual Remuneration Report**

**31 December 2023**



## 1.1 Scope

Pursuant to the Directive (EU) 2017/828 of the European Parliament and of the Council of 17 May 2017 amending Directive 2007/36/EC as regards the encouragement of long-term shareholder engagement (“SRD II”) and the obligation of the Board of Directors to present in front of the AGM an annual remuneration report detailing the remuneration components and if remuneration is in accordance with the remuneration policy.

## 1.2 Information on Remuneration

As per remuneration policy, the remuneration of all personnel, including the Company’s directors, shall comprise only fixed elements unless otherwise approved by the Board of Directors.

Directors are remunerated in accordance with the current remuneration policy. The Company does not incorporate in its remuneration policy any variable elements linked with the Company performance so to avoid the Company’s exposure to unnecessary risks taken by the decision makers. The interests of the Directors are aligned with the interests of the Company as they represent the majority of the shareholders as well.

Directors	Remuneration (€) as at 31-12-2023	Fixed	Variable
Director 1	48,000	48,000	0
Director 2	48,000	48,000	0
Director 3	2,000	2,000	0
Director 4	2,000	2,000	0

Employees (other than Directors)	Remuneration YoY % change	Company Performance YoY % change	Average Remuneration YoY % change
YE 2023	44%	865%	1.3%
YE 2022	39%	-24%	-0.3%
YE 2021	-8%	719%	-8%
YE 2020	-2%	106%	-2%
YE 2019	-9%	-157%	14%

## 1.3 Intercompany Remuneration

No remuneration incurred in 2023 between the companies of the group.

## 1.4 Provision of shares/share options

No shares or share options are offered as part of the remuneration of the company.

## 1.5 Information on the use of the possibility to reclaim variable remuneration

Only fixed remuneration.

## 1.6 Deviations from the remuneration policy

No deviations identified. Only fixed remuneration granted.



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Antonis Christodoulou

Compliance Officer

04 March 2024