



Remuneration Committee Terms of Reference

Approved by the Board on 25 March 2025

Iomart Group plc (the “Company”) Remuneration Committee Terms of Reference

1. Membership

1.1 The Committee shall comprise at least three members, all of whom shall be independent Non-Executive Directors. The Chair of the Board may also serve on the Committee as an additional member if he or she was considered independent on appointment as Chair. Members of the Committee shall be appointed by the Board, on the recommendation of the Nomination Committee and in consultation with the Chair of the Remuneration Committee.

1.2 Appointments to the Committee are made by the Board and shall be for a period of up to three years, which may be extended for further periods of up to three years, provided the Director still meets the criteria for membership of the Committee.

1.3 The Board shall appoint the Committee Chair who shall be an independent Non-Executive Director. In the absence of the Committee Chair and/or an appointed deputy, the remaining members present shall elect one of themselves to chair the meeting who would qualify under these terms of reference to be appointed to that position by the board. The Chair of the Board shall not be Chair of the Committee.

1.4 The Committee Chair and members shall be disclosed in the annual report.

2. Secretary

2.1 The Company Secretary, or his or her nominee, shall act as the secretary of the Committee and will ensure that the Committee receives information and papers in a timely manner to enable full and proper consideration to be given to the issues.

3. Quorum

3.1 The quorum necessary for the transaction of business shall be two.

4. Meetings and Attendance

4.1 The Committee shall meet at least twice a year and otherwise as required.

4.2 Only members of the Committee have the right to attend Committee meetings. However, other members of the Board, other individuals such as the Chief People Officer and external advisers may be invited to attend for all or part of any meeting, as and when appropriate and necessary.

5. Notice of meetings

5.1 Meetings of the Committee shall be called by the secretary of the Committee at the request of the Committee Chair and by any member of the Remuneration Committee who considers that one is reasonably necessary.

5.2 Unless otherwise agreed, notice of each meeting confirming the venue, time and date together with an agenda of items to be discussed, shall be forwarded to each member of the Committee, any other person required to attend and all other non-executive directors, no later than three working days before the date of the meeting. Supporting papers shall be sent to Committee members and to other attendees, as appropriate, at the same time.

6. Minutes of meetings

6.1 The secretary shall minute the proceedings and resolutions of all Committee meetings, including the names of those present and in attendance.

6.2 Draft minutes of Committee meetings shall be circulated promptly to all members of the Committee. Once approved, minutes should be circulated to all other members of the board unless in the opinion of the Committee Chair it would be inappropriate to do so.

7. Annual general meeting

7.1 The Committee Chair should attend the annual general meeting to answer any shareholder questions on the Committee's activities.

8. Duties

The Committee should carry out the duties detailed below for the Company, major subsidiary undertakings and the Group as a whole, as appropriate. The Committee shall:

8.1 Have responsibility for setting the remuneration policy for all Executive Directors and the Company's Chair, including pension rights and any compensation payments giving consideration to ensuring the Company can attract and retain high quality executives. The Board itself should determine the remuneration of the Non-Executive directors, within the limits set in the Articles of Association. No director or senior manager shall be involved in any decisions as to their own remuneration;

8.2 Recommend and monitor the level and structure of remuneration for senior management;

8.3 In determining such policy, take into account all factors which it deems necessary including relevant legal and regulatory requirements, the provisions and recommendations of the Quoted Company Alliance ("QCA") Corporate Governance Code and associated guidance. The objective of such policy shall be to attract, retain and motivate executive management of the quality required to run the Company successfully without paying more than is necessary, having regard to views of shareholders and other stakeholders. The remuneration policy should have regard to the risk appetite of the Company and alignment to the Group's strategic long term goals. A significant proportion of remuneration should be structured so as to link rewards to corporate and individual performance and designed to promote the long-term success of the Group;

8.4 When setting remuneration policy for Executive Directors, review and have regard to pay and employment conditions across the Company or Group, especially when determining annual salary increase. In addition, review and take into account workforce remuneration and related policies, the alignment of incentives and rewards with culture and be aware of any major changes in employee benefit structures throughout the Group. Any arrangements with Executive Directors should ensure their interests are aligned with those of long-term shareholders;

8.5 Review the on-going appropriateness and relevance of the remuneration policy;

8.6 Within the terms of the agreed policy and in consultation with the Chair and/or Chief Executive Officer, as appropriate, determine the total individual remuneration package of each Executive Director, the Company Chair and other designated senior management including bonuses, incentive payments and share options or other share awards;

8.7 Obtain reliable, up-to-date information about remuneration in other companies of comparable scale and complexity. To help it fulfil its obligations the Committee shall have full authority to appoint remuneration consultants and to commission or purchase any reports, surveys or information which it deems necessary at the expense of the Company but within any budgetary restraints imposed by the Board;

8.8 Be exclusively responsible for establishing the selection criteria, selecting, appointing and setting the terms of reference for any remuneration consultants who advise the Committee;

8.9 Approve the design of, and determine targets for, any performance-related pay schemes operated by the Company and approve the total annual payments made under such schemes;

8.10 Review the design of all share incentive plans for approval by the Board. For any such plans, determine each year whether awards will be made, and if so, the overall amount of such awards, the individual awards to Executive Directors, Company Secretary and other designated senior management and the performance targets to be used;

8.11 Determine the policy for, and scope of, pension arrangements for each executive director and other designated senior management;

8.12 Ensure that contractual terms on termination, and any payments made, are fair to the individual, and the Company, that failure is not rewarded and that the duty to mitigate loss is fully recognised;

8.13 Oversee any major changes in employee benefits structures throughout the Company or Group;

8.14 Agree the policy for authorising claims for expenses from the Directors; and

8.15 Work and liaise as necessary with all other Board committees.

9. Reporting responsibilities

9.1 The Committee Chair shall report to the Board on its proceedings after each meeting on all matters within its duties and responsibilities;

9.2 The Committee shall make whatever recommendations to the Board it deems appropriate on any area within its remit where action or improvement is needed;

9.3 The Committee shall ensure that provisions regarding disclosure of information, including pensions, as set out as set out in the Large and Medium-sized Companies and Groups (Accounts and Reports) Regulations 2008 and the QCA Corporate Governance Code, are fulfilled and produce a report of the Company's remuneration policy and practices to be included in the Company's annual report. If the Committee has appointed remuneration consultants, the annual report of the Company's remuneration policy should identify such consultants and the fees charged and state whether they have any other connection with the Company; and

9.4 Through the Chair of the Board, ensure that the Company maintains contact as required with its principal shareholders about remuneration.

10. Other matters

The Committee shall:

10.1 Have access to sufficient resources in order to carry out its duties, including access to the Company Secretary for assistance as required;

10.2 Be provided with appropriate and timely training, both in the form of an induction programme for new members and on an on-going basis for all members;

10.3 Give due consideration to laws, regulations and any published guidelines or recommendations regarding the remuneration of directors of listed/non listed companies and formation and operation of share schemes including but not limited to the provisions of the QCA Corporate Governance Code as well as guidelines published by the Association of British Insurers and the National Association of Pension Funds and any other applicable rules, as appropriate; and

10.4 Arrange for periodic reviews of its own performance and, at least annually, review its constitution and terms of reference to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary to the Board for approval.

11. Authority

11.1 The Committee is authorised by the Board to obtain, at the Company's expense, outside legal or other professional advice on any matters within its terms of reference.

11.2 The Remuneration Committee is authorised by the Board to investigate any activity within its terms of reference.