

Remuneration Report for the financial year ended 31 December, 2020 (as extracted from the Directors' Report forming part of the audited financial statements of Harvest Technology p.l.c. (the "Company") for the financial year ended 31 December, 2020)

In terms of Listing Rule 12.26K, the Company is also required to draw up an annual remuneration report (the "Remuneration Report"), which report is to:

- i. provide an overview of the remuneration, including benefits in whatever form, awarded or due to members of the Board of Directors and the CEO during the financial year under review; and
- ii. explain whether any deviations have been made from the Remuneration Policy of the Company.

In this respect, the Company is hereby producing its first Remuneration Report following the approval and entry into effectiveness, in July 2020, of the Remuneration Policy described in the preceding sections.

Remuneration paid to Directors

The remuneration paid to individual Directors during the year under review was as follows:

Name	Position	Remuneration paid
Prof. Juanito Camilleri	Non-Executive Director and Chairperson	€ 100,121
Mrs. Jacqueline Camilleri	Independent Non-Executive Director	€ 20,000
Mr. Stephen Paris	Independent Non-Executive Director	€ 20,000
Mr. Richard Abdilla Castillo*	Non-Executive Director	€ nil
Mr Conrad Aquilina	Non-Executive Director	€ nil
Mr. Keith Busuttill**	Non-Executive Director	€ nil
Mr. Georgios Kakouras***	Non-Executive Director	€ 214,587

* Resigned on 4 November 2020

* Appointed on 30 July 2020

*** Appointed as director of the Company on 4 November 2020. Mr. Kakouras was not paid any remuneration in his capacity as a director of the Company during the year under review. The remuneration indicated above relates to his former role as managing director of APCO Systems Limited until 17 August 2020.

The remuneration paid to the non-executive Chairman covers both his role as director and non-executive chairman of Company and his role as chairperson of the RemNom Committee, as well as his position as director and non-executive chairman of each of the subsidiaries forming part of the Group. The remuneration paid to the independent non-executive Directors covers both their role as directors of Company and their role as members of chairpersons or members of sub-committees of the Company, as well as their position as directors of subsidiaries forming part of the Group.

The aggregate emoluments that may be paid to Directors in any one financial year shall be as determined by the Company in the general meeting in accordance with Article 21.1 of the Articles of Association of the Company. In this respect, the shareholders of the Company approved, as part of the ordinary business approved at the last annual general meeting of the Company held on 30 July 2020, that the aggregate remuneration that may be paid to the Directors of the Company for the financial year ending 31 December 2020 was fixed at € 150,000.

The aggregate emoluments of the Directors in respect of their role as directors of the Company and, where applicable, as members of sub-committees of the Board of Directors of the Company and non-executive directors of subsidiaries forming part of the Group, amounted to €140,121. In light of the fact that Mr. George Kakouras occupied the role of managing director of APCO Systems Limited until 17 August 2020, the remuneration earned in this capacity must in terms of the Listing Rules be taken into account for purpose of computing the aggregate remuneration paid to the Directors during the period under review. As a result, the revised aggregate amount of remuneration earned by the Directors during the period under

review amounted to € 354,708. The Directors do not expect the abovementioned maximum aggregate remuneration limit of € 150,000 to be exceeded during the financial year ending 31 December 2021.

In view of the management structure of the Group, and the fact that the main assets of the Company are its investments in its operating subsidiaries (PTL Limited, APCO Limited, APCO Systems Limited and Ipsyon Limited), the Board considers a fixed remuneration to Directors as an appropriate and suitable remuneration package for the Board in the performance of their duties. Furthermore, the Remuneration Committee is satisfied that the fixed remuneration for the year under review is in line with the core principles of the Remuneration Policy applicable during the year under review, including giving due regard to market conditions and remuneration rates offered by comparable organisations for comparable roles.

Remuneration paid to CEO

Emoluments paid and accrued to the CEO for the period under review amounted to € 169,000, split as to € 125,000 by way of fixed remuneration and € 44,000 by way of variable remuneration. In addition to these amounts, during 2020 the CEO earned a one-time remuneration of € 79,331 as interim managing director in one of the subsidiaries of the Group.

26 March, 2021