

TERMS OF REFERENCE OF THE TECHNOLOGY COMMITTEE

Title	Terms of Reference of the Technology Committee
Revision Number	7
Classification	Internal Use
Applicability	Technology Committee
Owner	Compliance Division
Reviewer(s)	Technology Committee
Approved by	Board of Directors
Related Policies and Circulars	Corporate Governance Policy and Framework

Revision Table

Version	Approval Date	Initiator	Approver	Description / Changes
1.0	27/11/2020	Technology Committee	Board of Directors	Revision
2.0	24/01/2022	Technology Committee	Board of Directors	Annual Revision
3.0	28/04/2022	Technology Committee	Board of Directors	The ToR were revised to include ESG criteria
4.0	28/11/2022	Technology Committee	Board of Directors	Annual Revision
5.0	28/11/2023	Technology Committee	Board of Directors	Annual Revision
6.0	28/06/2024	Technology Committee	Board of Directors	Annual Revision
7.0	19/02/2025	Technology Committee	Board of Directors	To add a general provision about digital operational resilience

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1. ABBREVIATIONS

Within this document, the following abbreviations are used:

Abbreviation	Explanation
AC	Audit Committee.
Bank	Bank of Cyprus Holdings Public Limited Company (BOCH) and its subsidiary Bank of Cyprus PCL.
Board	Board of Directors of the Bank.
CBC	Central Bank of Cyprus.
CBC Governance Directive	Internal Governance of Credit Institutions Directives of 2021 and 2024.
CEO	Chief Executive Officer.
Committee	Technology Committee.
CRO	Chief Risk Officer.
EDTO	Executive Director Technology & Operations.
ESG	Environmental, Social and Governance.
IAD	Internal Audit Division.
ICT	Information and Communication Technology
Group	The Bank and all its subsidiaries.
HRRC	Human Resources & Remuneration Committee.
NCGC	Nominations & Corporate Governance Committee.
Invitees	A person who is not a committee member but is formally invited to attend for a specific item(s) on the agenda; any such person is present only for the presentation of the specific item and leaves the meeting room immediately afterwards, without any participation in the discussion/decision-making process.
RC	Risk Committee.
TC	Technology Committee.

2. AUTHORITY

- 2.1. The Board Technology Committee ("**the Committee**") is a non-statutory Committee of the Board of the Bank from which it obtains its authority and to which it regularly reports.
- 2.2. The Committee has been delegated authority by the Board in respect of the functions and powers in these Terms of Reference.
- 2.3. The Committee is concerned with the business of the Bank, its business units, and subsidiaries and accordingly its authority extends to all relevant matters relating to the Group.
- 2.4. The Committee has authority to investigate any matters within its terms of reference calling on whatever resources (including external professional or legal services) and to obtain such information as it may require from any director, officer, or employee of the Group. It shall have access to adequate funding to enable it to discharge its duties.

- 2.5. The Chairperson is authorised to provide to this respect approval of expenditure up to a maximum of €20.000 and he/she is required to inform the Committee at the next meeting.
- 2.6. The Committee reviews annually the Terms of Reference and recommends necessary changes to the Board.

3. ROLE OF THE COMMITTEE

The purpose of the Technology Committee is to assist the Board in fulfilling its oversight responsibilities with respect to the overall role of technology, in executing the business strategy of the Group including, but not limited to, major technology investment, technology strategy, operational performance, information security and technology trends that may affect the Group's client portfolio and/or affairs in general. It is hereby clarified that the Board Risk Committee has the responsibility for the oversight of Operational and Information Security risks.

4. COMMITTEE COMPOSITION

- 4.1. The Committee has a minimum of 3 members. The majority of the members must be independent non-executive Directors.
- 4.2. The Board appoints the members of the Committee annually on the recommendation of the NCGC in consultation with the Chairperson of the Committee.
- 4.3. The Board appoints a Chairperson of the Committee for a maximum period of six years whether consecutive or not.
- 4.4. The Chairperson of the Committee is a non-executive independent director.

5. COMMITTEE MEETINGS

- 5.1.1 The Committee holds regular meetings, at least 4 per year and additionally, ad-hoc meetings whenever called by the Chairperson of the Committee.
- 5.1.2 Notice of meetings together with the agenda and support material of the items to be discussed shall be forwarded to each member of the Committee or any other person required or invited to attend no later than 5 working days before the date of the meeting.
- 5.1.3 The Company Secretary or his/her nominee shall record and maintain detailed minutes of the meetings of the Committee. Draft minutes must be finalised no later than fifteen (15) business days following the meeting, formally approved at the next meeting, and at the same time be submitted to the Board for noting.
- 5.1.4 The quorum for a meeting is 2 members or 50% rounded up, whichever is the highest.
- 5.1.5 Questions arising at any meeting shall be decided by a majority of votes. In case of an equality of votes the Chairperson shall have a second or casting vote.
- 5.1.6 The Board's directions for minimum annual attendance requirements for Committees of the Board require Committee members to participate in at least 3/4 of all meetings (regular and extraordinary) and that any continuous absences not to exceed 2 in number.
- 5.1.7 No person other than a member of the Committee is entitled to attend meetings of the Committee. Invitees are formally invited to committee meetings only for a specific item(s) on the agenda and

leave the meeting immediately afterwards, without any participation in the discussion/decision-making process.

- 5.1.8 Decisions beyond this Committee’s authority and matters which any member of the Committee deems necessary for escalation will be escalated by the Chair of the Committee to the Board as appropriate.

6. RESPONSIBILITIES

6.1. Duties:

The Committee has delegated authority by the Board of Directors and is responsible to:

- 6.1.1. Review and recommend for approval the Group’s technology planning and digitisation strategy within the overall strategy framework approved by the Board.
- 6.1.2. Review and recommend for approval significant technology investments and expenditures.
- 6.1.3. Monitor and evaluate existing and future trends in technology that may affect the Group’s strategic plans, including monitoring of overall industry, and ESG trends.
- 6.1.4. Be updated on the performance of the Group’s technology operations including, among other things, project delivery, technical operations technology architecture and the effectiveness of significant technology investments.
- 6.1.5. Be informed on the application of Information Security policies.
- 6.1.6. Perform any other activities consistent with these terms of reference, the Group’s compliance framework, the Group’s ESG Strategy, and other delegated authorities by the Board of Directors.
- 6.1.7. Oversee delivery of ESG accountabilities of the IT Division as defined in the Group’s ESG Strategy.
- 6.1.8. The Committee also advises the Board on how to:
 - (a) bear the ultimate responsibility for managing the Bank’s ICT risk;
 - (b) ensure that there are policies in place that aim to ensure the maintenance of high standards of availability, authenticity, integrity and confidentiality of data;
 - (c) set clear roles and responsibilities for all ICT-related functions and establish appropriate governance arrangements to ensure effective and timely communication, cooperation and coordination among those functions.
 - (d) bear the overall responsibility for setting and approving the digital operational resilience strategy including the determination of the appropriate risk tolerance level of ICT risk of the Bank;
 - (e) approve, oversee and periodically review the implementation of the Bank’s ICT business continuity policy and ICT response and recovery plans, which may be adopted as a dedicated specific policy forming an integral part of the Bank’s overall business continuity policy and response and recovery plan.

Notwithstanding anything in this document, responsibility for the oversight of risks associated with technology, including risk assessment and risk management, will remain with the Board Risk Committee. The Committee will have access to the relevant resources of the Group and appropriate authority to discharge responsibilities including authority to initiate, retain and terminate engagements with various external consultants. All such authorities shall be delegated by the Board of Directors provided that they do not fall within a category of authorities reserved for the Board.

6.2. Communication and Reporting

- 6.2.1. Respond, through the Chairperson of the Committee, to shareholder questions at the Annual General Meeting.
- 6.2.2. Report to the Board on the Committee's proceedings after each meeting on all matters within its duties and responsibilities and make appropriate recommendations.
- 6.2.3. Conduct an annual self-assessment and report its conclusions and recommendations for improvements and changes to the Board.
- 6.2.4. Ensure that the Committee's Terms of Reference are available on the official website of the Bank.

6.3. Regulatory framework

The CBC Governance Directive and the Group Corporate Governance Policy and Framework.