

Resolution to Increase Board Members' Salaries at MWC Ltd.

Whereas, the MWC IT Company acknowledges the significant contributions of its board members towards the strategic growth and success of the organization;

Whereas, the current compensation structure for board members may not adequately reflect the level of responsibility, expertise, and commitment required for effective governance and decision-making in the rapidly evolving landscape of the technology industry;

Whereas, in order to attract and retain top talent on the board and to align their interests with the long-term objectives of the company, it is deemed necessary to review and adjust the compensation package for board members;

Whereas, a comprehensive analysis of industry benchmarks, market trends, and the financial performance of MWC IT Company has been conducted, indicating a favorable position to enhance board members' compensation without compromising the company's financial stability and sustainability;

Be it resolved, that effective January 1, 2024, the salaries of board members at MWC IT Company shall be increased by 15% from their current levels, with this adjustment applying uniformly to all members of the board.

This decision is based on a thorough evaluation of the invaluable expertise, experience, and time commitment required from our board members in guiding the strategic direction of the company and ensuring its long-term success. The increase in compensation aims to recognize their dedication and to ensure alignment with industry standards and best practices.

The 15% salary raise is intended not only to acknowledge the exceptional performance and responsibilities of our esteemed board members but also to reinforce their commitment to MWC IT Company's mission, vision, and goals. By offering competitive compensation, we aim to incentivize continued excellence in governance and strategic leadership, driving sustainable growth and innovation in the dynamic technology sector.

Furthermore, this resolution reflects our firm belief in the importance of fair and equitable compensation practices within our organization. It underscores our commitment to fostering a culture of transparency, accountability, and mutual respect, wherein all stakeholders, including board members, are duly recognized and rewarded for their invaluable contributions to MWC IT Company's success.

In conclusion, the decision to increase board members' salaries by 15% signifies our unwavering commitment to attracting and retaining top talent, promoting good governance practices, and ultimately delivering long-term value to our shareholders, employees, and customers. We believe that this resolution will further strengthen the collaborative partnership between the board and management, driving sustainable growth and prosperity for MWC IT Company in the years ahead.