

Remuneration Report

for the 2020 annual report of AKKO Invest Nyrt.

This Remuneration Report was prepared in accordance with the Remuneration Policy adopted on the basis of the resolution No. 4/2020. (III.31.) of the Management Board of the Company as of March 31, 2020.

Due to the fact that the Company does not apply variable remuneration (based on pre-defined criteria) nor share-based remuneration, the report therefore lists the honoraria approved by the previous resolution of the general meeting No. 9/2019. (IV.30.) for the members of the Management Board.

Zoltán Prutkay - the Chairman of the Management Board is also an employee of the Company, so in addition to the honorarium, he also receives a monthly salary for his employment.

Other officers of the Company will receive an honorarium only.

The table below details the remuneration of the Company's officers.

Name and position	period in the position	1. Fixed remuneration (including any share-based payment)			2. Variable remuneration (including any share-based payment)	3. Total remuneration received from a group company	4. Full remuneration	5. Ratio of fixed and variable remuneration
	2020 year	Base salary (gross) / month (HUF)	Honorarium (gross) / year (HUF)	Reward type, amount (HUF)	Type and amount of variable remuneration (HUF)	Amount (HUF)	1-3. amount (gross) / year	proportion of 1. and 2.
Zoltán Prutkay - Chairman of Management Board	01/01/2020 - 31/12/2020	220 000	550 000	-	-	-	3 190 000	-
Zoltán József Kalmár - Vice-Chairman of Management Board, Member of Audit Committee	01/01/2020 - 31/12/2020	-	500 000	-	-	-	500 000	-
Dr. László Csizma - Member of Management Board, Member of Audit Committee	01/01/2020 - 31/12/2020	-	500 000	-	-	-	500 000	-
Attila Gábor Kovács - Member of Management Board*	01/01/2020 - 20/02/2020	-	500 000	-	-	-	500 000	-
Julianna Lakatos - Member or Management Board, Chairman of Audit Committee*	01/01/2020 - 20/02/2020	-	500 000	-	-	-	500 000	-
Dr. Leticia Ecsedi - Member of Management Board*	01/01/2020 - 20/02/2020	-	500 000	-	-	-	500 000	-
Imre Attila Horváth - Member of Management Board*	20/02/2020 - 31/12/2020	-	500 000	-	-	-	500 000	-
Péter Lajos Himber - Member or Management Board, Chairman of Audit Committee**	20/02/2020 - 03/09/2020	-	500 000	-	-	-	500 000	-
Gábor Varga - Member of Management Board*	20/02/2020 - 31/12/2020	-	500 000	-	-	-	500 000	-
Gábor Székely - Member or Management Board, Chairman of Audit Committee*	03/09/2020 - 31/12/2020	-	500 000	-	-	-	500 000	-
* the status of terminated officials and the remuneration of newly elected officials are accounted for on a time proportion basis								

Honoraria for the partial periods are accounted for in payroll on a pro-rata basis.



Members of the Audit Committee do not receive any remuneration.

Budapest, 15 April 2021.

Zoltán Prutkay
Chairman of Management Board
AKKO Invest Plc.