

# Remuneration Report

to the 2024 annual financial statements of AKKO Invest Plc.

This Remuneration Report has been drafted in accordance with the principles aligned with the business strategy, long-term interests and sustainability of AKKO Invest Public Limited Company (company registration number: 01-10-140179; registered office: 1118 Budapest, Dayka Gábor utca 5., hereinafter: the “Company”), the relevant legal requirements set out in its Remuneration Policy, as well as in accordance with the Company’s Remuneration Policy adopted on the basis of Resolution No. 4/2020 (of 31 March) of 31 March 2020.

The Remuneration Report has been drafted with the aim of presenting that the Company’s Remuneration Policy has been applied appropriately. For this purpose, the Remuneration Report provides detailed information on remunerations paid to the Governing Board members of the Company and the remuneration practice of the Company, including information on whether it has contributed to the achievement of the business strategy and long-term interests and sustainability of the Company.

Having regard to the fact that the Company does not apply any variable remuneration (adjusted to pre-defined criteria), nor any share-based remuneration, the emoluments to the Governing Board members adopted in a previous Resolution no. 9/2019 (of 30 April) are listed in the report.

The following table presents in detail the emoluments of the Company’s postholders.

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
	2024 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.
<b>Zoltán Prutkay</b> - Chairman of Management Board	01/01/2024 - 31/12/2024	1 000 000	550 000	-	-	-	12 550 000	100%
<b>Imre Attila Horváth</b> - Member of Management Board	01/01/2024 - 31/12/2024	-	500 000	-	-	-	500 000	100%
<b>Gábor Székely</b> - Member of Management Board, Chairman of Audit Committee	01/01/2024 - 31/12/2024	-	500 000	-	-	-	500 000	100%
<b>István Matskási</b> - Member of Management Board, Member of Audit Committee	01/01/2024 - 31/12/2024	-	500 000	-	-	-	500 000	100%
<b>Péter Márk Bosánszky</b> - Member of Management Board, Member of Audit Committee	01/01/2024 - 31/12/2024	-	500 000	-	-	-	500 000	100%

Mr. Zoltán Prutkay, chairman of the Governing Board, is also an employee of the Company, therefore he receives an employment-related monthly salary in addition to his emoluments.

The other postholders of the Company receive only emoluments.

Members of the Audit Committee do not receive any specific allowance.

The relative proportion of the fixed and variable remuneration components is set at 100% (see column 5 of the above table).

No share or share option was offered or granted to the above postholders of the Company in business year 2024.

No derogation was applied to the Corporate Remuneration Policy in force.

Besides fixed remuneration, no bonuses and variable remuneration types are currently in place. In accordance with the management's decision, the Company may consider whether it intends to introduce other remuneration types in the future, as part of its long-term goals (e.g. variable remuneration based on performance and metrics linked to the Sustainability Report, etc.) and, in the affirmative, the

Remuneration Policy needs to be amended in the first place (which must be approved not only by the corporate bodies, but also by the General Meeting).

The remuneration rate applied for emoluments remained unchanged during the last 5 business years.

The emoluments paid to the previous Governing Board members for the sub-period were recognised and recorded in the payroll accounting system pro rata temporis.

The Remuneration Report presents detailed information on remunerations established and granted to the current Governing Board members during the 5 business years preceding business year 2024, by providing an annual breakdown thereof.

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
	2024 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	2024.01.01-2024.12.31	1 000 000 Ft	550 000 Ft	-	-	-	12 550 000 Ft	100%
	2023.01.01 - 2023.08.31	600 000 Ft	550 000 Ft	-	-	-	9 350 000 Ft	100%
	2023.09.01 - 2023.12.31	1 000 000 Ft						
	2022.01.01 - 2022.04.30	500 000 Ft	550 000 Ft	-	-	-	7 350 000 Ft	100%
	2022.05.01 - 2022.12.31	600 000 Ft						
	2021.01.01 - 2021.02.28.	220 000 Ft	550 000 Ft	-	-	-	5 990 000 Ft	100%
	2021.03.01 - 2021.12.31	500 000 Ft						
2020.01.01 - 2020.12.31.	220 000 Ft	550 000 Ft	-	-	-	3 190 000 Ft	100%	
Imre Attila Horváth - Member of Management Board	2024.01.01 - 2024.12.31	-	500 000 Ft	-	-	-	500 000 Ft	100%
	2023.01.01 - 2023.12.31	-	500 000 Ft	-	-	-	500 000 Ft	100%
	2022.01.01 - 2022.12.31	-	500 000 Ft	-	-	-	500 000 Ft	100%
	2021.01.01 - 2021.12.31.	-	500 000 Ft	-	-	-	500 000 Ft	100%
	2020.02.20 - 2020.12.31.	-	500 000 Ft	-	-	-	500 000 Ft	100%
Gábor Székely - Member of Management Board, Chairman of Audit Committee	2024.01.01 - 2024.12.31	-	500 000 Ft	-	-	-	500 000 Ft	100%
	2023.01.01 - 2023.12.31	-	500 000 Ft	-	-	-	500 000 Ft	100%
	2022.01.01 - 2022.12.31	-	500 000 Ft	-	-	-	500 000 Ft	100%
	2021.01.01 - 2021.12.31.	-	500 000 Ft	-	-	-	500 000 Ft	100%
	2020.09.03 - 2020.12.31.	-	500 000 Ft	-	-	-	500 000 Ft	100%
István Matskási - Member of Management Board, Member of Audit Committee	2024.01.01 - 2024.12.31	-	500 000 Ft	-	-	-	500 000 Ft	100%
	2023.01.01 - 2023.12.31	-	500 000 Ft	-	-	-	500 000 Ft	100%
	2022.01.01 - 2022.12.31	-	500 000 Ft	-	-	-	500 000 Ft	100%
	2021.02.01 - 2021.12.31.	-	500 000 Ft	-	-	-	500 000 Ft	100%
Péter Márk Bosánszky - Member of Management Board, Member of Audit Committee	2024.01.01 - 2024.12.31	-	500 000 Ft	-	-	-	500 000 Ft	100%
	2023.01.01 - 2023.12.31	-	500 000 Ft	-	-	-	500 000 Ft	100%
	2022.01.01 - 2022.12.31	-	500 000 Ft	-	-	-	500 000 Ft	100%
	2021.02.01 - 2021.12.31.	-	500 000 Ft	-	-	-	500 000 Ft	100%

The Company took into consideration the plebiscite vote of the General Assembly of 19 April 2024 on the Remuneration Report for the previous business year, i.e. 2023.

Budapest, 09 April 2025

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Zoltán Prutkay  
chairman of the Governing Board  
AKKO Invest Nyrt.