

Remuneration Report

to the 2025 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. 3/2025 (of 31 March).

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.

Executive officer's 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 an intra-group company	4. Total remuneration	5. Ratio of fixed and variable remuneration
	Year 2025	Base salary (gross) / month	Honorarium (gross) / year (HUF)	Honorarium (gross) / pro rata temporis (HUF)	Bonus type, amount (HUF)	Variable remuneration type, amount (HUF)	Amount (HUF)	1.-3. amount (gross) / year	Percentage of 1. and 2. / Percentage or ratio of 2. and 4.
Zoltán Prutkay - Chairman of the Governing Board*	01/01/2025 – 30/04/2025	1 000 000 Ft	550 000 Ft	180 822 Ft	-	-	-	12 180 822 Ft	100%
Imre Attila Horváth - Vice Chairman of the Governing Board, Member of the Audit Committee from 30/04/2025	01/01/2025 – 31/12/2025	-	500 000 Ft	500 000 Ft	-	-	-	500 000 Ft	100%
Gábor Székely - Member of the Governing Board, Chairman of the Audit Committee	01/01/2025 – 31/12/2025	-	500 000 Ft	500 000 Ft	-	-	-	500 000 Ft	100%
István Matskási - Member of the Governing Board, Member of the Audit Committee	01/01/2025 – 30/04/2025	-	500 000 Ft	163 384 Ft	-	-	-	163 384 Ft	100%
Péter Márk Bosánszky - Member of the Governing Board, Member of the Audit Committee	01/01/2025 – 30/04/2025	-	500 000 Ft	163 384 Ft	-	-	-	163 384 Ft	100%
Noah Milton Steinberg - Chairman of the Governing Board**	30/04/2025 – 31/12/2025	-	550 000 Ft	367 260 Ft	-	-	-	367 260 Ft	100%
László János Vágó - Member of the Governing Board***	30/04/2025 – 31/12/2025	-	500 000 Ft	335 616 Ft	-	287 050 Ft	31 815 832 Ft	32 151 448 Ft	99,1072%
Gyula Zoltán Mező - Member of the Governing Board	30/04/2025 – 31/12/2025	-	500 000 Ft	335 616 Ft	-	-	-	335 616 Ft	100%
Tamás Giller - Member of the Governing Board, Member of the Audit Committee***	30/04/2025 – 31/12/2025	-	500 000 Ft	335 616 Ft	-	71 762 Ft	21 149 544 Ft	21 485 160 Ft	99,6660%
Sándor Gyáfrás - Member of the Governing Board, Chief Executive Officer	30/04/2025 – 31/12/2025	-	500 000 Ft	335 616 Ft	-	-	-	335 616 Ft	100%

* Data on Mr. Zoltán Prutkay are indicated until 30 April 2025, having regard to the fact that he was the chairman of the Governing Board until that date.

** Establishment of the pro rata gross amount of the emoluments paid to Mr. Noah Milton Steinberg: he was entitled to a gross remuneration of HUF 500 000 as a Governing Board member between 30 April 2025 and 14 May 2025, then from 14 May 2025 he has been entitled to an amount of HUF 550 000 in gross terms following his election to the position of chairman of the Governing Board.

*** The amounts received by Mr. László János Vágó and Mr. Tamás Giller in the form of fixed and variable remuneration due to their functions within NEO Property Services Zrt. are indicated under the heading "Total remuneration received from a company belonging to the Group".

Mr. Zoltán Prutkay, the former chairman of the Governing Board (until 30 April 2025), 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.

No share or share option was offered or granted to the above postholders of the Company in business year 2025.

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 provides detailed information on the remuneration established and granted to the current Governing Board Members during the 5 business years preceding business year 2025, in an annual breakdown.									
Executive officer's 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 an intra-group company	4. Total remuneration	5. Ratio of fixed and variable remuneration
	Period	Base salary (gross) / month	Honorarium (gross) / year	Honorarium (gross) / pro rata temporis (HUF)	Bonus type, amount (HUF)	Variable remuneration type, amount (HUF)	Amount (HUF)	1.-3. amount (gross) / year	Percentage of 1. and 2. / Percentage or ratio of 2. and 4.
Zoltán Prutkay - Chairman of the Governing Board until 30/04/2025	01/01/2025 – 30/04/2025	1 000 000 Ft	550 000 Ft	180 822 Ft	-	-	-	12 180 822 Ft	100%
	01/01/2024 – 31/12/2024	1 000 000 Ft	550 000 Ft	550 000 Ft	-	-	-	12 550 000 Ft	100%
	01/01/2023 – 31/08/2023	600 000 Ft	550 000 Ft	550 000 Ft	-	-	-	9 350 000 Ft	100%
	01/09/2023 – 31/12/2023	1 000 000 Ft							
	01/01/2022 – 30/04/2022	500 000 Ft	550 000 Ft	550 000 Ft	-	-	-	7 350 000 Ft	100%
	01/05/2022 – 31/12/2022	600 000 Ft							
	01/01/2021 – 28/02/2021	220 000 Ft	550 000 Ft	550 000 Ft	-	-	-	5 990 000 Ft	100%
01/03/2021 – 31/12/2021	500 000 Ft								
Imre Attila Horváth - Vice Chairman of the Governing Board, Member of the Audit Committee from 30/04/2025	01/01/2025 – 31/12/2025	-	500 000 Ft	500 000 Ft	-	-	-	500 000 Ft	100%
	01/01/2024 – 31/12/2024	-	500 000 Ft	500 000 Ft	-	-	-	500 000 Ft	100%
	01/01/2023 – 31/12/2023	-	500 000 Ft	500 000 Ft	-	-	-	500 000 Ft	100%
	01/01/2022 – 31/12/2022	-	500 000 Ft	500 000 Ft	-	-	-	500 000 Ft	100%
	01/01/2021 – 31/12/2021	-	500 000 Ft	500 000 Ft	-	-	-	500 000 Ft	100%
	20/02/2020 – 31/12/2020	-	500 000 Ft						500 000 Ft
Gábor Székely - Member of the Governing Board, Chairman of the Audit Committee	01/01/2025 – 31/12/2025	-	500 000 Ft	500 000 Ft	-	-	-	500 000 Ft	100%
	01/01/2024 – 31/12/2024	-	500 000 Ft	500 000 Ft	-	-	-	500 000 Ft	100%
	01/01/2023 – 31/12/2023	-	500 000 Ft	500 000 Ft	-	-	-	500 000 Ft	100%
	01/01/2022 – 31/12/2022	-	500 000 Ft	500 000 Ft	-	-	-	500 000 Ft	100%
	01/01/2021 – 31/12/2021	-	500 000 Ft	500 000 Ft	-	-	-	500 000 Ft	100%
	03/09/2020 – 31/12/2020	-	500 000 Ft						500 000 Ft
István Matskási - Member of the Governing Board, Member of the Audit Committee until 30/04/2025	01/01/2025 – 30/04/2025	-	500 000 Ft	163 384 Ft	-	-	-	163 384 Ft	100%
	01/01/2024 – 31/12/2024	-	500 000 Ft	500 000 Ft	-	-	-	500 000 Ft	100%
	01/01/2023 – 31/12/2023	-	500 000 Ft	500 000 Ft	-	-	-	500 000 Ft	100%
	01/01/2022 – 31/12/2022	-	500 000 Ft	500 000 Ft	-	-	-	500 000 Ft	100%
	01/01/2021 – 31/12/2021	-	500 000 Ft						500 000 Ft
Péter Márk Bosánszky - Member of the Governing Board, Member of the Audit Committee until 30/04/2025	01/01/2025 – 30/04/2025	-	500 000 Ft	163 384 Ft	-	-	-	163 384 Ft	100%
	01/01/2024 – 31/12/2024	-	500 000 Ft	500 000 Ft	-	-	-	500 000 Ft	100%
	01/01/2023 – 31/12/2023	-	500 000 Ft	500 000 Ft	-	-	-	500 000 Ft	100%
	01/01/2022 – 31/12/2022	-	500 000 Ft	500 000 Ft	-	-	-	500 000 Ft	100%
	01/01/2021 – 31/12/2021	-	500 000 Ft						500 000 Ft
Noah Milton Steinberg Member of the Governing Board until 30/04/2026, Chairman of the Governing Board from 14/05/2025	30/04/2025 – 31/12/2025	-	550 000 Ft	367 260 Ft	-	-	-	367 260 Ft	100%
László János Vágó - Member of the Governing Board from 30/04/2025	30/04/2025 – 31/12/2025	-	500 000 Ft	335 616 Ft	-	287 050 Ft	31 815 832 Ft	32 151 448 Ft	99,1072%
Gyula Zoltán Mező - Member of the Governing Board from 30/04/2025	30/04/2025 – 31/12/2025	-	500 000 Ft	335 616 Ft	-	-	-	335 616 Ft	100%
Tamás Giller - Member of the Governing Board, Member of the Audit Committee from 30/04/2025	30/04/2025 – 31/12/2025	-	500 000 Ft	335 616 Ft	-	71 762 Ft	21 149 544 Ft	21 485 160 Ft	99,6660%
Sándor Gyáfrás - Member of the Governing Board from 30/04/2026, Chairman of the Governing Board from 14/05/2025	30/04/2025 – 31/12/2025	-	500 000 Ft	335 616 Ft	-	-	-	335 616 Ft	100%

The Remuneration Report provides detailed information on the average remuneration paid to staff members other than Governing Board Members (employees) during the 5 business years preceding business year 2025, in an annual breakdown.

Employees of AKKO Invest Plc.	Year				
	2021	2022	2023	2024	2025
Operative Manager responsible for Investor Relations (8-hour work schedule) - gross salary*	-	-	-	-	1 000 000
Investor Relations Officer (6-hour work schedule) - gross average salary	411 666	465 000	495 000	500 000	500 000
Tenant Relations Officer (4-hour work schedule) - gross average salary	225 000	258 333	298 333	378 750	400 000
Portfolio Managers - 2 (gross salary)	-	150 000	150 000	150 000	150 000
Average salary - (divided to 8-hour work schedule) - gross - including Portfolio Managers who work in a 6-hour work schedule weekly	499 444	784 167	814 167	856 042	893 333
Changes in average salary in %, compared to the figure of the previous year	49%	57%	4%	5%	4%

* Data valid from 01 May 2025.

The Company took into consideration the plebiscite vote of the General Assembly of 30 April 2025 on the Remuneration Report for the previous business year, i.e. 2024.

Budapest, 01 April 2026

Sándor Gyáfrás
Chief Executive Officer
AKKO Invest Plc.