

# Remuneration Report

to the 2023 annual statements of AKKO Invest Plc.

This Remuneration Report has been drawn up in accordance with the Remuneration Policy adopted on the basis of Resolution no. 4/2020 (of 31 March) of the Company's Governing Board.

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.

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.

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
	2023 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	01/01/2023 - 31/08/2023	600 000	550 000	-	-	-	9 350 000	-
	01/09/2023 - 31/12/2023	1 000 000						
Imre Attila Horváth - Member of Management Board	01/01/2023 - 31/12/2023	-	500 000	-	-	-	500 000	-
Gábor Varga - Member of Management Board	01/01/2023 - 21/11/2023	-	500 000	-	-	-	500 000	-
Gábor Székely - Member of Management Board, Chairman of Audit Committee	01/01/2023 - 31/12/2023	-	500 000	-	-	-	500 000	-
István Matskási - Member of Management Board, Member of Audit Committee	01/01/2023 - 31/12/2023	-	500 000	-	-	-	500 000	-
Péter Márk Bosánszky - Member of Management Board, Member of Audit Committee	01/01/2023 - 31/12/2023	-	500 000	-	-	-	500 000	-

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

Budapest, 28 March 2024

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Zoltán Prutkay  
chairman of the Governing Board  
AKKO Invest Plc.