



Remuneration report for the financial year 2025

The Company has prepared this Remuneration Report for the financial year 2025 (the "Report") in accordance with the provisions of Act LXVII of 2019 on the promotion of long-term shareholder involvement and the amendment of certain Acts for the purposes of legal harmonisation and the remuneration policy approved by the General Meeting of Shareholders of the Company with a view to expressing an opinion.

The Company has a one-tier governance system, the members of the Audit Committee shall be elected from among the members of the Board of Directors.

The remuneration report covers the remuneration of the members of the Board of Directors and the Audit Committee, the dividends received on employee shares allocated under the Management Share Ownership Plan and the directors' remuneration.

Remuneration of members of the Board of Directors and Audit Committee in 2025

Gábor Bojár

In 2025, the Chairman of the Board of Directors received a gross monthly remuneration of EUR 2,000,- and a gross annual remuneration of EUR 24,000,-. He had no other remuneration, benefits or compensation. There were no changes compared to the previous year, the remuneration remained unchanged from 1 May 2020.

János Kocsány

The remuneration of the member of the Board of Directors was EUR 1,000,- gross per month in 2025, and EUR 12.000,- gross annually. There were no changes compared to the previous year, the remuneration remained unchanged from 1 May 2020. Till 30 June 2025, János Kocsány, as CEO of the company, also received remuneration, other allowances and dividends on his employee shares.

András Szigeti

The remuneration of the member of the Board of Directors was EUR 1,000,- gross per month in 2025, and EUR 12.000,- gross annually. He had no other remuneration, benefits or compensation. There were no changes compared to the previous year, the remuneration remained unchanged from 1 May 2020.

Ildikó Farkas

The remuneration of the member of the Board of Directors from her election of 28 April 2023 was EUR 1,000,- gross per month in 2025, and EUR 12,000,- gross annually. Ildikó Farkas, as CFO of the company, also received remuneration, other allowances and dividends on her employee shares.

Péter Hornung

The remuneration of the member of the Board of Directors and the member of the Audit Committee was EUR 1,000,- gross per month in 2025, and EUR 12,000,- gross annually. He had no other remuneration, benefits or compensation. There were no changes compared to the previous year, the remuneration remained unchanged from 1 May 2020.

Dr. János Kálmán

The remuneration of the member of the Board of Directors and the Chairman of the Audit Committee was EUR 1,500,- gross per month in 2025, and EUR 18,000,- gross annually. He had no other remuneration, benefits or compensation. There were no changes compared to the previous year, the remuneration remained unchanged from 1 May 2020.

Dr György Martin-Hajdu

The remuneration of the member of the Board of Directors and the member of the Audit Committee was EUR 1,000,- gross per month in 2025, and EUR 12,000,- gross annually. He had no other remuneration, benefits or compensation. There were no changes compared to the previous year, the remuneration remained unchanged from 1 May 2020.

Dividends on employee shares¹

János Kocsány, till 30 June 2025, as the **CEO** of the Company was entitled to receive dividends on employee shares under the Management Share Ownership Plan approved by the General Meeting of Shareholders. In 2025, the amount of his performance-based dividend under the Management Share Ownership Plan was: HUF 132,204,009,-

On 31 December 2025, the number of employee shares was 0, while at the time of dividend payment it was 923,213.

The Company repurchased the 923,213 employee shares at par value, as announced on 15 December 2025.

Number and date of previous issue and repurchase of 923,213 repurchased employee shares: 518,443 shares issued – 30 September 2020; 866,376 shares issued – 11 March 2022; 461,606 shares repurchased – 6 April 2023.

The issues and the repurchases were decided by the Board of Directors on the basis of the Management Share Ownership Plan. The entitlements and clawback options for employee shares are set out in the Management Share Ownership Plan.

| Annual changes in remuneration (HUF) | 2025. | 2024. | 2023. | 2022. | 2021. |
|--------------------------------------|-------------|-------------|------------|------------|------------|
| | 132,204,009 | 126,661,592 | 92,782,907 | 73,395,407 | 61,694,717 |

Ildikó Farkas, **CFO** is entitled to receive dividends on employee shares under the Management Share Ownership Plan approved by the General Meeting of Shareholders. In 2025, the amount of her performance-based dividend under the Management Share Ownership Plan was: HUF 25,775,982,-

On 31 December 2025, and at the time of dividend payment, the number of employee shares was 180,000.

Number and date of owned employee shares issued as of 31 December 2025: 90,000 shares – 6 April 2023; 90,000 shares – 12 March 2024.

The issue was decided by the Board of Directors on the basis of the Management Share Ownership Plan. The entitlements and clawback options for employee shares are set out in the Management Share Ownership Plan.

| Annual changes in remuneration (HUF) | 2025. | 2024. | 2023. | 2022. | 2021. |
|--------------------------------------|------------|------------|-----------|-------|-------|
| | 25,775,982 | 24,695,370 | 9,045,000 | 0 | N/A |

¹ Due to the nature of dividend payments for employee shares, the period of employment that generates eligibility for dividend (the given financial year) and the time of payment of the dividend (the year following the financial year, when the General Meeting decides on the dividend payment) differ. The report indicates the payment dates.

Csaba Fekete, Director of Operations is entitled to receive dividends on employee shares under the Management Share Ownership Plan approved by the General Meeting of Shareholders. In 2025, the amount of his performance-based dividend under the Management Share Ownership Plan was: HUF 8,591,994,-

On 31 December 2025, the number of employee shares was 120,000, and at the time of dividend payment, it was 60,000.

Number and date of owned employee shares issued as of 31 December 2025: 60,000 shares – 20 March 2025; 60,000 shares – 26 June 2025.

The issue was decided by the Board of Directors on the basis of the Management Share Ownership Plan. The entitlements and clawback options for employee shares are set out in the Management Share Ownership Plan.

| Annual changes in remuneration (HUF) | 2025. | 2024. | 2023. | 2022. | 2021. |
|--------------------------------------|-----------|-------|-------|-------|-------|
| | 8,591,994 | 0 | N/A | N/A | N/A |

Zsuzsa Pálfalvi, former Director of Operations, till 27 November 2023, was entitled to receive dividends on employee shares under the Management Share Ownership Plan approved by the General Meeting of Shareholders.

| Annual changes in remuneration (HUF) | 2025. | 2024. | 2023. | 2022. | 2021. |
|--------------------------------------|-------|-------|------------|-------|-------|
| | N/A | N/A | 12,060,000 | 0 | 0 |

Sándor Bihari, former CFO, till 30 June 2022, was entitled to receive dividends on employee shares under the Management Share Ownership Plan approved by the General Meeting of Shareholders.

| Annual changes in remuneration (HUF) | 2025. | 2024. | 2023. | 2022. | 2021. |
|--------------------------------------|-------|-------|-------|------------|------------|
| | N/A | N/A | N/A | 26,041,444 | 11,812,178 |

Annual basic salaries and other allowances

Annual basic salary of **János Kocsány, CEO (till June 30, 2025)** in 2025: HUF 7,200,000,-; fringe benefits: HUF 718,970,-; bonus: HUF 124,405,000,-; employee share repurchase: HUF 7,102,800,-

| Annual changes in remuneration (HUF) | 2025. | 2024. | 2023. | 2022. | 2021. |
|--|--------------------|------------|------------|------------|------------|
| Actual | 139,426,770 | 15,332,498 | 18,742,991 | 15,080,000 | 15,080,000 |
| <i>projected for a full year²</i> | <i>147,345,739</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> |

² the amount projected for the entire year does not include the actual payment, but in the case of fractional years the amount projected for the entire year so that it can be compared with other annual amounts

Annual basic salary of **Tünde Bognár, CEO (from July 1, 2025)** in 2025: HUF 18,766,145,-; fringe benefits: HUF 772,251,-.

| Annual changes in remuneration (HUF) | 2025. | 2024. | 2023. | 2022. | 2021. |
|--------------------------------------|-------------------|------------|------------|------------|------------|
| Actual | 19,538,396 | N/A | N/A | N/A | N/A |
| <i>projected for a full year</i> | <i>39,076,712</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> | <i>N/A</i> |

Annual basic salary of **Ildikó Farkas, CFO** in 2025: HUF 15,840,000,-; fringe benefits: HUF 1,437,939,-.

| Annual changes in remuneration (HUF) | 2025. | 2024. | 2023. | 2022. | 2021. |
|--------------------------------------|------------|------------|------------|-----------|-------|
| | 17,277,939 | 16,772,498 | 16,297,189 | 8,819,000 | N/A |

Annual basic salary of **Csaba Fekete, Director of Operations** in 2025: HUF 23,776,566,-; fringe benefits: HUF 1,437,939,-.

| Annual changes in remuneration (HUF) | 2025. | 2024. | 2023. | 2022. | 2021. |
|--------------------------------------|------------|------------|-------|-------|-------|
| | 25,214,505 | 29,136,498 | N/A | N/A | N/A |

Annual remuneration of **Zsuzsa Pálfalvi, former Director of Operations**, till 31 December 2023.

| Annual changes in remuneration (HUF) | 2025. | 2024. | 2023. | 2022. | 2021. |
|--------------------------------------|-------|-------|------------|------------|------------|
| | N/A | N/A | 43,078,564 | 22,673,000 | 18,480,000 |

Annual remuneration of **Sándor Bihari, former CFO**, till 30 June 2022.

| Annual changes in remuneration (HUF) | 2025. | 2024. | 2023. | 2022. | 2021. |
|--------------------------------------|-------|-------|-------|------------|------------|
| | N/A | N/A | N/A | 21,434,129 | 19,880,000 |

Summary

In 2025, fixed and variable remuneration components were found for János Kocsány, CEO (till 30 June 2025), Ildikó Farkas, CFO and Csaba Fekete, Director of Operations. Their ratio:

| Name / Remuneration in 2025 (HUF) | Fixed remuneration | Variable remuneration | Total remuneration | Fixed remuneration rates | Variable remuneration rates |
|--------------------------------------|--------------------|-----------------------|--------------------|--------------------------|-----------------------------|
| János Kocsány, CEO | 144,225,430 | 132,204,009 | 276,429,439 | 52% | 48% |
| Ildikó Farkas, CFO | 22,076,599 | 25,775,982 | 47,852,581 | 46% | 54% |
| Csaba Fekete, Director of Operations | 25,214,505 | 8,591,994 | 33,806,499 | 75% | 25% |

In 2024, fixed and variable remuneration components were found for János Kocsány, CEO and Ildikó Farkas, CFO. Their ratio:

| Name / Remuneration in 2024 (HUF) | Fixed remuneration | Variable remuneration | Total remuneration | Fixed remuneration rates | Variable remuneration rates |
|-----------------------------------|--------------------|-----------------------|--------------------|--------------------------|-----------------------------|
| János Kocsány, CEO | 20,040,678 | 126,661,592 | 146,702,270 | 14% | 86% |
| Ildikó Farkas, CFO | 21,480,678 | 24,695,370 | 46,176,048 | 47% | 53% |

In 2023, fixed and variable remuneration components were found for János Kocsány, CEO, Ildikó Farkas, CFO and Zsuzsa Pálfalvi, former Director of Operations. Their ratio:

| Name / Remuneration in 2023 (HUF) | Fixed remuneration | Variable remuneration | Total remuneration | Fixed remuneration rates | Variable remuneration rates |
|---|--------------------|-----------------------|--------------------|--------------------------|-----------------------------|
| János Kocsány, CEO | 23,346,701 | 92,782,907 | 116,129,608 | 20% | 80% |
| Ildikó Farkas, CFO | 19,364,494 | 9,045,000 | 28,409,494 | 68% | 32% |
| Zsuzsa Pálfalvi, Director of Operations | 43,078,564 | 12,060,000 | 55,138,564 | 78% | 22% |

In 2022, fixed and variable remuneration components were found for János Kocsány, CEO and Sándor Bihari, former CFO. Their ratio:

| Name / Remuneration in 2022 (HUF) | Fixed remuneration | Variable remuneration | Total remuneration | Fixed remuneration rates | Variable remuneration rates |
|-----------------------------------|--------------------|-----------------------|--------------------|--------------------------|-----------------------------|
| János Kocsány, CEO | 19,775,960 | 73,395,407 | 93,171,367 | 21% | 79% |
| Sándor Bihari, CFO | 21,434,129 | 26,041,444 | 47,475,573 | 45% | 55% |

In 2021, fixed and variable remuneration components were found for János Kocsány, CEO and Sándor Bihari, former CFO. Their ratio:

| Name / Remuneration in 2021 (HUF) | Fixed remuneration | Variable remuneration | Total remuneration | Fixed remuneration rates | Variable remuneration rates |
|-----------------------------------|--------------------|-----------------------|--------------------|--------------------------|-----------------------------|
| János Kocsány, CEO | 19,382,240 | 61,694,717 | 81,076,957 | 24% | 76% |
| Sándor Bihari, CFO | 19,880,000 | 11,812,178 | 31,692,178 | 63% | 37% |

The Company has not applied performance criteria other than the Management Share Ownership Plan.

The Company has had no non-executive employees in the last five financial years.

Based on the fulfilled criteria, legitimately paid variable remuneration (dividends) cannot be reclaimed.

Changes compared to the previous financial year: the remuneration of the members of the Board of Directors has not changed in the financial year 2025. The members of the Board of Directors and the Audit Committee do not receive any cash or non-cash benefits other than honoraria in respect of their office.

In implementing the remuneration policy, there were no deviations from the approved remuneration policy, and the Company acted in accordance with the policy adopted by the opinion vote and the Management Share Ownership Plan. The Company has awarded variable remuneration based on pro forma results.

The beneficiaries of the Management Share Ownership Plan are not the same as the "directors" defined in the Act LXVII of 2019 on the promotion of long-term shareholder involvement and the amendment of certain Acts for the purposes of legal harmonisation, but the Company will present the remuneration of all the beneficiaries for the purpose of the entitlement to employee shares.

The 2024 Remuneration Report was approved by the Company's General Meeting on 29 April 2025. Accordingly, the Company did not modify the implementation practice of its remuneration policy.

The remuneration policy ensures the directors' commitment and incentive to increase the Company's long-term performance. The dividend-based performance criterion encourages directors to consider the long-term interests of investors, owners and employees in their decisions. Performance compensation is in line with the Company's strategic goals and values.

Budapest, 25 March 2026

Graphisoft Park SE
Board of Directors