



		remuneration of employees compared to the previous year			remuneration of directors compared to the previous year		results compared to the previous year
2023	0		0			19 292 881	
2024	13 697	N/A	43 417		N/A	21 948 306	14%

- 6) The directors were not granted or offered any shares or share options.
- 7) Since variable remuneration has not been paid, there is no possibility defined to claim it back.
- 8) The Company's remuneration report for 2023 was approved by the Company's General Meeting of Shareholders at its Annual General Meeting held on 29 April 2024, by resolution 12/29.04.2024.
- 9) **Members of the Company's Board of Directors during the period covered by the Remuneration Report:**

Name		Date of election/appointment	Duration of the assignment	Type of right of representation
Kristóf Péter Bárány	Chairman of the Board of Directors	2 December 2021	indefinite	joint
Balázs Sándor Deim	Member of the Board of Directors	27 June 2022	indefinite (terminated by resignation on 22 January 2024)	has no right of representation
András Marton	Member of the Board of Directors	2 December 2021	indefinite	joint
András Molnár	Member of the Board of Directors	23 May 2022	indefinite	has no right of representation
Gábor Németh	Member of the Board of Directors	2 December 2021	indefinite	joint
Michele Sharon Small	Member of the Board of Directors	22 January 2024	indefinite	has no right of representation



**10) Members of the Supervisory Board of the Company during the period covered by the Remuneration Report:**

Name		Date of election/appointment	Duration of the assignment
Gergely Dr. Szűcs	Chairman of the Supervisory Board	27 October 2023	indefinite
József Dr. Berecz	Member of the Supervisory Board	27 October 2023	indefinite
Sándor Makra	Member of the Supervisory Board	27 October 2023	indefinite

The Remuneration Report of the Company included in this document was approved by the General Meeting of Shareholders by Resolution No. [\*] on [date].

Budapest, [date]