

MASTERPLAST Nyrt.

**Remuneration Report  
of  
MASTERPLAST Nyilvánosan Működő Részvénytársaság**

(seat: 8143 Sárszentmihály, Árpád u. 1/A., company registration number: 07-10-001342,  
hereinafter referred to as "the Company")

for the financial year 2025

The present Remuneration Report has been prepared in accordance with the current Remuneration Policy pursuant to Act LXVII of 2019 on the Promotion of Long-term Shareholder Involvement and Amendment of Certain Acts for the Purposes of Legal Harmonisation (hereinafter the "Remuneration Policy"), adopted by the General Meeting of Shareholders on 24 April 2025 by Resolution No. 11/2025 (04.24.), to present the remuneration of the members of the Board of Directors, the Audit Committee, the Chief Executive Officer and the Deputy Chief Executive Officers of the Company (hereinafter the "Directors").

The total remuneration of the Directors (the Company's Board members entitled to fees) for the years 2021-2025, as set out in the Remuneration Policy, is set out in the table below:

Name	Position	Gross amount of remuneration 2021. financial year	Gross amount of remuneration 2022. financial year	Gross amount of remuneration 2023. financial year	Gross amount of remuneration 2024. financial year	Gross amount of remuneration 2025. financial year
<b>Tibor Dávid</b> <sup>1</sup>	President of Board of Directors	-	-	-	-	-
<b>Balázs Ács</b> <sup>2</sup>	Vice-President of Board of Directors	-	-	-	-	-
<b>Margaret Dezse Elizabeth</b>	Board of Directors Member	3.600.000,-Ft	3.600.000,-Ft	3.600.000,-Ft	5.200.000,-Ft	6.000.000,-Ft
<b>Dirk Theuns</b> <sup>3</sup>	Board of Directors Member	0,-Ft	0,-Ft	0,-Ft	0,-Ft	0,-Ft
<b>Ottó Sinkó</b> <sup>4</sup>	Board of Directors Member	3.600.000,-Ft	1.200.000,-Ft	-	-	-
<b>Bálint Fazekas</b> <sup>5</sup>	Board of Directors Member	-	2.400.000,-Ft	3.600.000,-Ft	3.600.000,-Ft	1.200.000,-Ft
<b>József Tóth</b> <sup>6</sup>	Board of Directors Member	-	-	-	-	2.400.000,-Ft

<sup>1</sup> Prior to 27 April 2023, he was President of the Board of Directors in an employed capacity and did not receive an honorarium

<sup>2</sup> Prior to 27 April 2023, he was Vice-president of the Board of Directors in an employed capacity, without remuneration

<sup>3</sup> did not receive an allowance as a result of a subsequent waiver of the honorarium

<sup>4</sup> terminated to be a member of the Board of Directors on 30 April 2022

<sup>5</sup> member of the Board of Directors from 1 May 2022 to 30 April 2025

<sup>6</sup> member of Board of Directors from 1 May 2025

The members of the Board of Directors of the Company other than the President and Vice-president received only a fixed monthly honorarium determined by the General Meeting. The members of the Audit Committee did not receive any special remuneration for their membership until 2023. The General Meeting of 25 April 2024, by its resolution 24/2024 (04.25.), set a gross monthly remuneration of HUF 200,000 per month for the Chairperson of the Audit Committee, in respect of which Margaret Elizabeth Dezse received an allowance of HUF 1,600,000 in 2024 and HUF 2,400,000 in 2025.

As of 27 April 2023, the management structure has changed. Dávid Tibor, member of the Board of Directors and President of the Board of Directors, has been elected by the Board of Directors as CEO of the Company for an indefinite term. CEO Dávid Tibor has appointed Balázs Ács, Member of the Board of Directors, Vice-president of the Board of Directors and Róbert Nádasi, former CEO, as Deputy CEOs for an indefinite term from 27 April 2023. Following the changes, Dávid Tibor and Balázs Ács were appointed as Board members on an acting basis instead of as employees, and as CEO and Deputy CEO respectively.

In view of the above, the remuneration of the Chairman and Vice-Chairman of the Board of Directors, as of 27 April 2023, paid on the basis of a fixed monthly mandate, as determined by the General Meeting, is as follows:

	Position	Gross amount of remuneration from 27.04.2023 in the financial year 2023	Gross amount of remuneration in the financial year 2024	Gross amount of remuneration in the financial year 2025
Tibor Dávid	Chairman of the Board of Directors	2.440.000,- Ft	3.600.000,-Ft	3.600.000,-Ft
Balázs Ács	Vice-Chairman of the Board of Directors	2.440.000,- Ft	3.600.000,-Ft	3.600.000,-Ft

The amounts and components of the remuneration of the employed members of the Board of Directors and the CEO for 2022 are set out in the following table:

Year 2022	Gross wages	Fringe benefits	Gross wages and fringe benefits (%)
Tibor Dávid President of the Board of Directors	24.920.000,-Ft	120.000,-Ft	0,48%
Balázs Ács Vice-president of the Board of Directors	20.120.000,-Ft	120.000,-Ft	0,60%
Róbert Nádasi CEO	35.800.000,-Ft	120.000,-Ft	0,34%

In the year 2023, the remuneration of the members of the Board of Directors and the Chief Executive Officer employed until 27 April 2023 and the remuneration of the Chief Executive Officer and Deputy Chief Executive Officers employed from 27 April 2023 onwards was as follows:

Year 2023	Gross wages		Fringe benefits	Gross wages and fringe benefits (%)
	Until 27.04.2023	from 27.04.2023		
Tibor Dávid Function: chairman of the Board of Directors until 27.04.2023, CEO from 27.04.2023	10.000.000 Ft	28.111.111 Ft	2.440.000,- Ft	6 %
Balázs Ács Function: until 27.04.2023 Vice Chairman of the Board of Directors, from 27.04.2023 Deputy CEO	8.000.000 Ft	20.055.556 Ft	2.440.000,- Ft	9 %
Róbert Nádasi Function: until 27.04.2023 CEO, from 27.04.2023 Deputy	35.960.000 Ft		0,- Ft	0 %

In 2024, the number of Deputy CEOs was increased with the addition of Zoltán Illés Jancsó. The amount and components of the remuneration of the CEO and Deputy CEOs in employment are set out in the statement below:

Year 2024	Gross wages	Fringe benefits	Gross wages and fringe benefits (%)
Tibor Dávid CEO	66.000.000,-Ft	0,-Ft	0%
Balázs Ács Deputy CEO	40.000.000,-Ft	0,-Ft	0%
Róbert Nádasi Deputy CEO	39.000.000,-Ft	0,-Ft	0%
Zoltán Illés Jancsó Deputy CEO (from 22 January 2024)	52.727.273,-Ft	0,-Ft	0%

In 2025, Flórián László Lukács joined the team of Deputy CEOs. The following table sets forth the amount and components of the compensation for the CEO and Deputy CEOs employed by the company:

Year 2025	Gross wages	Fringe benefits	Gross wages and fringe benefits (%)
Tibor Dávid CEO	78.100.000,-Ft	0,-Ft	0%
Balázs Ács Deputy CEO	52.100.000,-Ft	0,-Ft	0%
Róbert Nádasi Deputy CEO	39.700.000,-Ft	0,-Ft	0%
Zoltán Illés Jancsó Deputy CEO	60.100.000,-Ft	0,-Ft	0%
Flórián László Lukács Deputy CEO (from 1 January 2025)	13.300.000,-Ft	0,-Ft	0%

The above data include remuneration provided by the Company as the parent company under Act C of 2000 on Accounting. Among the subsidiaries of the MASTERPLAST Group, in 2025 - as managing directors of the subsidiaries - Masterplast Membrane Kft. (former company name: Masterplast Medical Kft.) paid 6,000,000 HUF to Zoltán Illés Jancsó, and Masterplast International Kft. paid 6,000,000 HUF, while PIMCO Kft. paid Flórián László Lukács 39,675,000 HUF in gross remuneration.

Gross pay is a fixed amount, fringe benefits are performance-related pay with variable components.

Components of fringe benefits in FY 2022:

Year 2022	Share-based remuneration	Other cash benefits
Tibor Dávid President of the Board of Directors	0 db	120.000,-Ft
Balázs Ács Vice-president of the Board of Directors	0 db	120.000,-Ft
Róbert Nádasi CEO	37.821 units	120.000,-Ft

Components of fringe benefits based on the employment of directors in FY 2023:

Year 2023	Share-based remuneration	Other cash benefits
Tibor Dávid President of the Board/CEO	0 db	2.440.000,- Ft
Balázs Ács Vice-president of the Board of Directors/Deputy CEO	0 db	2.440.000,- Ft
Róbert Nádasi CEO/Deputy CEO	23.414 units	0,- Ft

There were no fringe benefits (neither share-based compensation nor other cash benefits) for the employed CEO and Deputy CEO in 2024 and in 2025.

As the CEO of the Company, Róbert Nádasi acquired 37,821 options for MASTERPLAST ordinary shares in 2022 under the MASTERPLAST Employee Share Ownership Plan Organization's 2020-2021 Compensation Policy. The options were exercised on 20 June 2022 at an exercise price of HUF 100 per share. As Deputy Chief Executive Officer of the Company, Róbert Nádasi acquired in 2023 options for 23,414 MASTERPLAST ordinary shares under the MASTERPLAST Employee Share Ownership Plan Organization 2020-2021 and the MASTERPLAST Remuneration Policy 2021-2022. The options were exercised on May 24, 2023 at an exercise price of HUF 100 per share.

There were no circumstances giving rise to a claim for recovery of variable remuneration in 2025.

Pursuant to Act LXVII of 2019 on the Promotion of Long-term Shareholder Involvement and the Amendment of Certain Acts for the Purposes of Legal Harmonisation, the Company prepares a remuneration report for the fifth time, therefore, in accordance with Article 29 (4) of the Act, the present Remuneration Report contains the following data and comparison for the years 2021-2025 for the previous years:

	Personnel costs	Personnel costs per 1 person	EBITDA	EBITDA per 1 person
2021 year - 47 persons	515 735 000 Ft	10 973 085 Ft	738 555 000 Ft	15 713 936 Ft
2022 year - 70 persons	766 511 000 Ft	10 950 157 Ft	908 353 000 Ft	12 976 471 Ft
2023 year - 71 persons	788 063 000 Ft	11 099 479 Ft	290 138 000 Ft	4 086 451 Ft
2024 year - 81 persons	1 069 489 000 Ft	13 203 568 Ft	856 886 000 Ft	10 578 840 Ft
2025 year - 77 persons	1 077 749 000 Ft	13 996 740 Ft	8 097 958 000 Ft	105 168 286 Ft

The remuneration of the members of the Board of Directors and the Chief Executive Officer (from 27 April 2023, the Chief Executive Officer and the Deputy Chief Executive Officers) in employment was as follows for the years 2021-2025:

	Gross salary (HUF)					Fringe benefits									
						Other cash benefits (HUF)					Share-based remuneration (units)				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Tibor Dávid President of the Board of Directors, /CEO	14.400.000	24.920.000	38.111.111	66.000.000	78.100.000	47.980	120.000	2.440.000	3.600.000	3.600.000	0	0	0	0	0
Balázs Ács Vice-president / Deputy Director General	12.000.000	20.120.000	28.055.556	40.000.000	52.100.000	47.980	120.000	2.440.000	3.600.000	3.600.000	0	0	0	0	0
Róbert Nádasi CEO / Deputy CEO*	35.200.000	35.800.000	35.960.000	39.000.000	39.700.000	28.980	120.000	0	0	0	33.935	37.821	23.411	0	0
Zoltán Illés Jancsó Deputy CEO	-	-	-	52.727.273	72.100.000	-	-	-	0	0	-	-	-	0	0
Lukács Flórián László Deputy CEO (from 1 January 2025)	-	-	-	-	52.975.000	-	-	-	0	0	-	-	-	0	0

\* until 27.04.2023 CEO, from 27.04.2023 Deputy CEO

The amounts listed above include all compensation received from companies belonging to the Group comprising the parent company and all of its subsidiaries, as defined by Act C of 2000 on Accounting.

The total remuneration of the Directors for 2025 has been paid in accordance with the approved Remuneration Policy and, in the opinion of the Board of Directors, at a level that will ensure the long-term performance of the Company. No exceptional circumstances have arisen in 2025 that would justify any deviation from the procedure for implementing the Remuneration Policy.

The Company's General Meeting of 24 April 2025 adopted the Company's Remuneration Report for the financial year 2024 with the content as presented, and the Company has taken into account the General Meeting's opinion on the Remuneration Report for the previous financial year in the preparation of this Remuneration Report.

*The Remuneration Report of the Company for the financial year 2025 as set out above was approved by the General Meeting of Shareholders of the Company by its resolution no 4/2026 (04.29.) on 29 April 2026.*