

**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 2023

This Remuneration Report has been prepared in accordance with the current Remuneration Policy pursuant to Act LXVII of 2019 (hereinafter the "Remuneration Policy"), adopted by the General Meeting of Shareholders on 27 April 2023 by Resolution 13/2023 (27.04.2023).

The total remuneration for 2021-2023 of the directors (the members of the Board of Directors of the Company entitled to receive fees) as defined in the Remuneration Policy set out in the table below:

Name	Position	Gross amount of remuneration for the financial year 2021	Gross amount of remuneration for the financial year 2022	Gross amount of remuneration for the financial year 2023
<b>Dezse Margaret Elizabeth</b>	Member of the Board of Directors	3.600.000, - HUF	3.600.000, - HUF	3.600.000, -HUF
<b>Dirk Theuns*</b>	Member of the Board of Directors	0, - HUF	0, - HUF	0, - HUF
<b>Sinkó Ottó**</b>	Member of the Board of Directors	3.600.000, - HUF	1.200.000, - HUF	-
<b>Fazekas Bálint***</b>	Member of the Board of Directors	-	2.400.000, - HUF	3.600.000, -HUF

\*did not receive an allowance as a result of a subsequent waiver of the honorarium

\*\* his membership of the board of directors was terminated on April 30, 2022

\*\*\* member of the Board of Directors from 1 May 2022

The above members of the Board of Directors of the Company 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.

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 appointed Balázs Ács, 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 is be appointed to the Board of Directors on a contract basis instead of an employment contract, and as CEO and Deputy CEO on an employment contract basis.

In view of the above, the remuneration of the President and Vice-president 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 April 2023 for the financial year 2023
Tibor Dávid	President of the Board of Directors	2.440.000, -HUF
Ács Balázs	Vice-president of the Board of Directors	2.440.000, - HUF

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 salary	Fringe benefits	Ratio of gross wages and fringe benefits (%)
Tibor Dávid President of the Board of Directors	24.920.000, - HUF	120.000, - HUF	0,48%
Ács Balázs Vice-President of the Board of Directors	20.120.000, - HUF	120.000, - HUF	0,60%
Nádasi Róbert Chief Executive Officer/CEO	35.800.000, - HUF	120.000, - HUF	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 salary		Fringe benefits	Ratio of gross wages and fringe benefits (%)
	Until 27/04/2023	From 27/04/2023		
Dávid Tibor Employment: President of the Board of Directors until 27/04/2023, CEO from 27/04/2023	10.000.000, - HUF	28.111.111, - HUF	2.440.000, - HUF	6%
Balázs Ács Employment: Vice-president of Board of Directors until 27/04/2023, Deputy CEO from 27/04/2023	8.000.000, - HUF	20.055.556, - HUF	2.440.000, - HUF	9%
Róbert Nádasi Employment: CEO until 27/04/2023, Deputy CEO from 27/04/2023	35.960.000, -HUF		0,- HUF	0%

Gross pay is a fixed amount, fringe benefits are variable components of performance-related and discretionary remuneration.

Components of fringe benefits:

Year 2022	Share-based remuneration	Other cash benefits
Tibor Dávid President of the Board of Directors	0 pc	120.000, -HUF
Ács Balázs Vice-President of the Board of Directors	0 pc	120.000, -HUF
Nádasi Róbert Chief Executive Officer/CEO	37.821 pc	120.000, -HUF

The components of the fringe benefit based on the directors' employment:

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

The above amounts include all remuneration received from companies belonging to a group comprising the parent company and all its subsidiaries within the meaning of Act C of 2000 on Accounting.

In 2022, the CEO of the Company, Róbert Nádasi vested 37,821 options for MASTERPLAST ordinary shares under the MASTERPLAST Employee Stock Ownership Plan Organization's 2020-2021 Remuneration Policy. The options were exercised on 20.06.2022 at an exercise price of 100, -HUF/share.

The Deputy CEO of the Company, Róbert Nádasi, has vested 23,414 options for MASTERPLAST ordinary shares in 2023 under the MASTERPLAST Employee Stock Ownership Plan Organisation's 2020-2021 and 2021-2022 Remuneration Policy. The option was exercised on 24 May 2023 at an exercise price of HUF 100 per share. The stock exchange price of MASTERPLAST ordinary shares on 24 May 2023 was HUF 2,470. - per share.

There were no circumstances giving rise to a claim for recovery of variable remuneration in 2023.

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 is preparing its third remuneration report, therefore, in accordance with Article 29 (4) of the Act, the present Remuneration Report contains the following data and comparison for the years 2021-2023 for the previous years:

	Average number of employees	Personnel cost	Personal cost per person	EBITDA	EBITDA per 1 person
2021	47 persons	454 009 626 HUF	9 659 779 HUF	738 556 068 HUF	15 713 959 HUF
2022	70 persons	685 310 648 HUF	9 790 152 HUF	912 428 615 HUF	13 034 695 HUF
2023	71 persons	788 062 689 HUF	11 099 477 HUF	4 086 434 HUF	4 086 434 HUF

The remuneration of the employed members of the Board of Directors and the CEO (from 27/04/2023 the CEO and Deputy CEOs) for the years 2021-2023 is as follows:

	Gross salary			Fringe benefits					
				Other cash benefits (HUF)			Share-based remuneration (pc)		
	2021.	2022.	2023.	2021.	2022.	2023.	2021.	2022.	2023.
Dávid Tibor President of the Board of Directors / CEO	14.400.000	24.920.000	38.111.111	47.980	120.000	2.440.000	0	0	0
Balázs Ács Vice-President of the Board of Directors / Deputy CEO	12.000.000	20.120.000	28.055.556	47.980	120.000	2.440.000	0	0	0
Róbert Nádasi CEO / Deputy CEO	35.200.000	35.800.000	35.960.000	28.980	120.000	0	33.935	37.821	23.414

The total remuneration of the Directors for 2023 has been paid in accordance with the approved Remuneration Policy and its level is considered by the Board of Directors to be in line with the longterm performance of the Company. For the year 2023, no exceptional circumstances have arisen that would justify any deviation from the procedure for implementing the Remuneration Policy.

The General Meeting of Shareholders of the Company held on 27 April 2023 by resolution no. 5/2023. (04.27.) of General Meeting unanimously approved the Remuneration Report of the Company for the financial year 2022 with the content as presented, and the Company has taken into account the vote of the General Meeting of Shareholders on the Remuneration Report for the previous financial year in the preparation of the present Remuneration Report.

The Company's Remuneration Report for the financial year 2023 as set out above was approved by the General Meeting of the Shareholders of the Company by resolution no. 4/2024. (2024.04.25.) of General Meeting on 25 April 2024.