

Remuneration Report

to the 2021 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
	2021 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 Governing Board	01/01/2021 - 28/02/2021	220 000	550 000	-	-	-	5 990 000	-
	01/03/2021 - 31/12/2021	500 000						
Zoltán József Kalmár - Vice-Chairman of Governing Board, Member of Audit Committee*	01/01/2021 - 01/02/2021	-	500 000	-	-	-	500 000	-
Dr. László Csizma - Member of Governing Board, Member of Audit Committee*	01/01/2021 - 03/03/2021	-	500 000	-	-	-	500 000	-
Imre Attila Horváth - Member of Governing Board	01/01/2021 - 31/12/2021	-	500 000	-	-	-	500 000	-
Gábor Varga - Member of Governing Board	01/01/2021 - 31/12/2021	-	500 000	-	-	-	500 000	-

Gábor Székely - Member of Governing Board, Chairman of Audit Committee	01/01/2021 - 31/12/2021	-	500 000	-	-	-	500 000	-
István Matskási - Member of Governing Board, Member of Audit Committee*	01/02/2021 - 31/12/2021	-	500 000	-	-	-	500 000	-
Péter Márk Bosánszky - Member of Governing Board, Member of Audit Committee*	03/03/2021 - 31/12/2021	-	500 000	-	-	-	500 000	-

* the status of terminated officials and the remuneration of newly elected officials are accounted for on a time proportion basis

The emoluments for the subperiod are recognised and recorded in the payroll accounting system *pro rata temporis*.

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

Budapest, 22 March 2022

Zoltán Prutkay
chairman of the Governing Board
AKKO Invest Plc.