

**The**  
**ENEFI Asset Management Plc**  
(company registration number: 01-10-045428) ("Company")

Board of Directors

**REMUNERATION REPORT**

for the year 2022

Based on Act LXVII of 2019 on encouraging long-term shareholder engagement and amendments of further regulations for harmonization purposes

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**The scope of the remuneration report:**

The report aims to provide a clear and understandable overview of all remuneration provided to each director under the remuneration policy in the last financial year or based on the results thereof, including directors potentially newly employed in the financial year.

**The members of the Company's Board of Directors during the reporting period:**

Csaba Soós                    full period  
Ferenc Virág                full period  
László Bálint               full period

Tendli Krisztina            from 12.09.2022  
dr. Piroska Paksi            until 14.02.2022

**The members of the Company's Supervisory and Audit Board during the reporting period:**

Imre Kerekes                full period  
Dr. Gyula Bakacsi           full period  
Dr. Miklós László Siska    full period

**The Company's General Director during the reporting period:**

Csaba Soós                    full period

**Remuneration in the reference period (ENEFI Asset Management Plc.):**

Name	Position	Remuneration gross total
Csaba Soós	Member of the Board of Directors (mandate)	9 480 944
Csaba Soós	Chief Executive Officer (employment)	15,000,000
Ferenc Virág	Member of the Board of Directors (mandate)	7,746,775
László Bálint	Member of the Board of Directors (mandate)	7,746,775
Tendli Krisztina	Member of the Board of Directors (mandate)	3 750 149
dr. Piroska Paksi	Member of the Board of Directors (mandate)	1.036.193
Imre Kerekes	Member of the Supervisory Board and the Audit Committee (mandate)	2,040,000
Dr. Gyula Bakacsi	Member of the Supervisory Board and the Audit Committee (mandate)	2,040,000
Dr. Miklós László Siska	Member of the Supervisory Board and the Audit Committee (mandate)	2,040,000

**Remuneration and remuneration policy (ENEFI Asset Management Plc.)**

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Remuneration is in line with the Remuneration Policy accepted by the Company's governing body.

The Company's Board of Directors members are also shareholders of the Company; thus, the Company's long-term performance is not primarily contributed to by the remuneration of the Members of the Board of Directors but by their shareholder entity. Considering that the Board of Directors did not receive changing compensation in the reference year, it did not apply performance criteria.

#### Comparative figures (ENEFI Asset Management Plc.):

The annual change of remuneration in the last five financial years and the development of the performance of the Company and average remuneration of non-director employees of the Company is as follows:

	2018 thousand forints	2019 thousand forints	2020 thousand forints	2021 thousand forints	2022 thousand forints
Employee wage (and wage-type)	16,364	16,699	27,458	38,728	34 924
Employee social contribution	2,802	2,983	4,411	5,976	3 563
Employee vocational training contribution	225	232	397	567	0
Management - benefits	42,005	45,969	54,162	54,879	53 766
Management - social contribution	8,055	8,918	8,787	8,190	6 724
Management - Vocational training contribution	671	718	800	793	0

	2018 thousand forints	2019 thousand forints	2020 thousand forints	2021 thousand forints	2022 thousand forints
<b>Revenue</b>	<b>457,994</b>	<b>369,165</b>	<b>713,394</b>	<b>379,522</b>	<b>403 445</b>
<i>Sales of thermal energy</i>	<i>200,258</i>	<i>142,077</i>	<i>129,224</i>	<i>225,857</i>	<i>315 044</i>
<i>Leasing</i>	<i>243,121</i>	<i>222,954</i>	<i>208,522</i>	<i>132,563</i>	<i>69 050</i>
<i>MAHART project</i>	-	-	<i>367,518</i>	<i>9,036</i>	<i>13 189</i>
Revenues from other activities	14,615	4,134	8,130	12,066	6 162
<b>Personal payments</b>	<b>70,122</b>	<b>75,519</b>	<b>96,015</b>	<b>109,133</b>	<b>99 025</b>

	2018	2019	2020	2021	2022
Wage payments / Sales revenues	12,7%	17,0%	11,4%	24,7%	22%
Corrected % - without MAHART			23,6%	25,3%	22,7%
<b>Headcount of personnel on average</b>	11	11	11	12	13

#### Revenues from affiliated companies

Name	Position	Name of affiliated company	Remuneration gross total
Csaba Soós	managing director (mandate)	Síaréna Korlátolt Felelősségű Társaság	18 000 000
Ferenc Virág	Strategic director (employment)	Síaréna Korlátolt Felelősségű Társaság	4 800 000
dr. Piroska Paksi	managing director	Síaréna Korlátolt Felelősségű Társaság	4 275 000

	(employment)		
Tendli Krisztina	managing director (employment)	Síaréna Korlátolt Felelősségű Társaság	4 550 000

**Shares, share options:**

The Company did not provide or offer shares or share options to persons under the effect of this report in the reference period.

(Based on a previous agreement not involving the reference period, Csaba Soós is entitled to purchase 630,000 pieces of ENEFI ordinary shares under an option.)

**Changing remuneration:**

The Company did not apply to change remuneration in the reference year. Thus, they did not decide on using the option to reclaim such changing remuneration either potentially.

**Deviation from remuneration policy:**

The company's remuneration report for the previous business year was previously accepted by the general meeting, and it is currently available at the company's publication sites.

**Remuneration report for the previous financial year:**

This year, Company has not been able to take into account the opinion voting of the general meeting on the remuneration report for the previous financial year, considering that the first presented remuneration report was in 2022 based on legal regulations.

**Auditor's revision:**

The Company had sent the remuneration report before the presentation thereof to its auditor to fulfil its revision obligation set out in legal regulation.

The statement of the Company's auditor on the remuneration report is contained in the auditor's statement on this matter.

**Acceptance and disclosure of the remuneration report**

The Company's Board of Directors shall present the remuneration report to the annual general meeting for an opinion voting and disclose it on its website according to the relevant legal regulations.

Budapest, 06.04.2023.

László Bálint	Csaba Soós	Ferenc Virág
Board of Directors		
ENEFI Asset Management Plc		