

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

Board of Directors

REMUNERATION REPORT

for the year 2024

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

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

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)	31.500.000
Csaba Soós	Chief Executive Officer (employment)	36.624.450
Ferenc Virág	Member of the Board of Directors (mandate)	29.345.840
László Bálint	Member of the Board of Directors (mandate)	22.673.698
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.)

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:

	2020 thousand forints	2021 thousand forints	2022 thousand forints	2023	2024
Employee wage (and wage-type)	27,458	38,728	34 924	14 396	13 892
Employee social contribution	4,411	5,976	3 563	1 701	1 805
Employee vocational training contribution	397	567	0	0	0
Management - benefits	54,162	54,879	53 766	50 640	120.144
Management - social contribution	8,787	8,190	6 724	6 318	15.619
Management - Vocational training contribution	800	793	0	0	0

	2020 thousand forints	2021 thousand forints	2022 thousand forints	2023	2024
Revenue	713,394	379,522	403 445	122 634	88 878
<i>Sales of thermal energy</i>	129,224	225,857	315 044	76 018	69 277
<i>Leasing</i>	208,522	132,563	69 050	43 236	16 221
<i>MAHART project</i>	367,518	9,036	13 189	0	0
Revenues from other activities	8,130	12,066	6 162	3 380	3 380
Personal payments	96,015	109,133	99 025	73 054	158 631

	2020	2021	2022	2023	2024
Wage payments / Sales revenues	11,4%	24,7%	22%	52,94%	158,04%
Corrected % - without MAHART	23,6%	25,3%	22,7%	52,94%	158,04%
Headcount of personnel on average	11	12	11	11	11

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
Bálint László	managing director (mandate)	Síaréna Korlátolt Felelősségű Társaság	0

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.

In the reporting period Csaba Soós acquired options for 730,000 ENEFI ordinary shares and Ferenc Virág acquired options for 250,000 ENEFI ordinary shares.

Variable remuneration:

The Company did not set any variable remuneration in the year under review, and therefore did not decide to apply the option to claw back variable remuneration.

Deviation from the remuneration policy:

The Company did not deviate from the previously published remuneration policy approved by the General Meeting of Shareholders during the period under review.

Remuneration Report for the previous financial year:

The Company's Remuneration Report for the previous financial year was previously approved by the General Meeting and is currently available on the Company's publication sites.

Auditor's control:

The Company has sent the remuneration report to its permanent auditor prior to its submission in order to fulfil its statutory audit obligation.

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

Approval and publication of the remuneration report:

The Board of Directors of the Company submits the remuneration report to the Annual General Meeting for an opinion and vote and publishes it on its website in accordance with the statutory provisions.

Budapest, 2025. 04. 08.

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