

## Remuneration Report – Duna House Holding Nyrt.

**2021**

The Company's Board of Directors publishes the Company's Remuneration Report in line with the Executive Remuneration Policy promulgated in line with the provisions of Act LXVII of 2019 on the Encouragement of Long-Term Shareholder Engagement and Amendments of Certain Regulations for the Purposes of Legal Harmonisation and adopted with Decision **33/2020 of 17 April** by the Company's Board of Directors, proceeding in its competence as general meeting.

### 1. Total remuneration in 2021

#### a. Remuneration of the members of the Supervisory Board

In their capacity as members of the Supervisory Board, the members receive only a fixed-rate monthly honorarium. Based on Section 5 (1) and Section 9 of Government Decree 502/2020 of 16 November on the reintroduction of special provisions pertaining to the operation of partnerships and capital companies during the emergency, the Company's Board of Directors decided on the honorarium due in the 2021 business year, proceeding in its competence as general meeting: members of the Supervisory Board received an amount of HUF 150,000/month/member in 2021, which fee includes the honorarium for membership in the Audit Committee.

In line with the above, the following payments were made to Supervisory Board members in 2021:

Annual gross HUF values	Financial remuneration							Other remuneration
	Basic wages	Honorarium	Total of fixed components of the remuneration	Quarterly or annual bonus	Total of variable components of the remuneration	Total financial remuneration	Percentage of variable components	
Balázs Sándorfi, Member of the Supervisory Board		1,800,000,	<b>1,800,000,</b>			<b>1,800,000,</b>	<b>0%</b>	-
Károly Redling, Member of the Supervisory Board		1,800,000,	<b>1,800,000,</b>			<b>1,800,000,</b>	<b>0%</b>	-
György Martin Hajdu, Member of the Supervisory Board		1,800,000,	<b>1,800,000,</b>			<b>1,800,000,</b>	<b>0%</b>	-

The components of the remuneration are in line with the Executive Remuneration Policy.

#### b. Remuneration of Directors not employed by the Company

The Directors not employed by the Company receive only a fixed-rate monthly honorarium. Based on Section 5 (1) and Section 9 of Government Decree 502/2020 of 16 November on the reintroduction of special provisions pertaining to the operation of partnerships and capital companies during the emergency, the Company's Board of Directors decided on the honorarium due in the 2021 business year, proceeding in its competence as general meeting: Directors not employed by the Company received an amount of HUF 150,000/month/member in 2021.

In line with the above, the following payments were made to Directors not employed by the Company in 2021:

Annual gross HUF values	Financial remuneration							Other remuneration
	Basic wages	Honorarium	Total of fixed components of the remuneration	Quarterly or annual bonus	Total of variable components of the remuneration	Total financial remuneration	Percentage of variable components	
Jenő Nagy, Member of the Board of Directors		1,800,000,	<b>1,800,000,</b>		-	<b>1,800,000,</b>	<b>0%</b>	-

The components of the remuneration are in line with the Executive Remuneration Policy.

### c. Remuneration of Directors employed by the Company

Remuneration based on employment consist of the following variable and other components:

- Wages
- Quarterly bonus
- Share-based remuneration
  - o Employee shares / dividends on employee shares
  - o Participation in the employee stock ownership organisation
- Other remuneration
  - o the provision of a mobile phone free of charge and bearing the telecommunications costs associated with its use, including both workplace and private use;
  - o the provision of vehicle use free of charge and bearing the associated costs (fuel costs, insurance and other vehicle maintenance-related costs, deductible in case of any damages);
  - o full reimbursement of all travel-related costs in connection with work-related travel both abroad and domestic travel (travel, accommodation, catering costs);

## Remuneration of Directors employed by the Company:

Payments in 2021, in line with the above:

### Financial and other remuneration

Annual gross HUF values	Financial remuneration							Other remuneration
	Basic wages	Basic wages received from subsidiaries <sup>1</sup>	Total of fixed components of the remuneration	Quarterly or annual bonus	Total of variable components of the remuneration	Total financial remuneration	Percentage of variable components	
Guy Dymschiz, Co-Chief Executive Officer, Member of the Board of Directors	10,822,115		10,822,115		-	10,822,115	0%	8,274,303
Doron Dymschiz, Co-Chief Executive Officer, Member of the Board of Directors	9,526,117	1,324,601	10,850,718		-	10,850,718	0%	7,454,842
Ferenc Máté, Deputy Chief Executive Officer, Member of the Board of Directors	5,832,001	648,001	6,480,002	4,194,000	4,194,000	10,674,002	39%	150,264
Dániel Schilling, Finance Director, Member of the Board of Directors	12,855,024		12,855,024	2,332,750	2,332,750	15,187,774	15%	2,126,841

### Variable remuneration

The bonus is a quarterly bonus that qualifies as wages under the Remuneration Policy and is provided at the discretion of the Board of Directors without any separate conditions. In light of the labour law regulations pertaining to the payment of the bonus, the Company has no possibility to reclaim the bonus.

### Share-based remuneration

The Company uses two types of share-based remuneration structures to motivate its executives and employees in the interest of the validation of shareholder interests: with employee preferential shares and employee stock ownership plans.

If the Company provides shares, any shares obtained or drawn down contrary to the rules pertaining to the given share allocation may be reclaimed by the Company in line with the rules pertaining to the given share allocation.

<sup>1</sup> Remuneration received from companies in the Group: Of the members of the Board of Directors, Doron Dymschiz and Ferenc Máté received remuneration from another company in the Group for their position in Impact Alapkezelő Zrt.

In 2021, the following gross employee dividends were paid to members of the Board of Directors and the following stock options became available during the year:

	Dividend on employee shares, HUF	Participation in the employee stock ownership organisation			
		Employee 2020 scheme		2019/2021 Program	
		Number	Call price	Number	Call price
Guy Dymischiz, Co-Chief Executive Officer, Member of the Board of Directors	13,241,123	1,988	0 Ft		
Doron Dymischiz, Co-Chief Executive Officer, Member of the Board of Directors	13,241,123	1,988	0 Ft		
Ferenc Máté, Deputy Chief Executive Officer, Member of the Board of Directors	13,603,894	1,190	0 Ft	100,000	391 Ft
Dániel Schilling, Finance Director, Member of the Board of Directors	4,655,555	2,317	0 Ft	35,330	391 Ft

### **Employee 2020 scheme**

At the general meeting held on 18 April 2019, the Company's "Employees 2020" share scheme was approved, under which all employees that are employed in Hungary by the Group since 1 April 2019 will receive shares in the amount of their average wage of 2019 if the performance conditions are met in 2021. As part of the program, the Company granted a total of 40,306 ordinary shares with a face value of HUF 5 each to its employees in the month of May 2021.

### **2019/2021 Program**

The Board of Directors determined the fulfilment of the validity conditions of the program launched with decision 3/2018 of 18 December of the Board of Directors by way of decision 28/2021 of 20 April, passed in its competence as general meeting. A total of 276,660 stock options became exercisable, of which the members of the Board of Directors are entitled to 135,330. The call deadline is 20th of April, 2023, in accordance with decision 28/2021 of 20 April of the Board of Directors.

The components of the remuneration are in line with the Executive Remuneration Policy.

## **2. Presentation of the Company's performance and the annual changes of remuneration in the 2021 business year**

The Company draws up a remuneration report based on Act LXVII of 2019 on the Encouragement of Long-Term Shareholder Engagement and Amendments of Certain Regulations for the Purposes of Legal Harmonisation, for which reason the Remuneration Report does not contain any data or comparisons pertaining to previous years, in line with Section 29 (4) of the Act.

	<b>2021</b>
<b>Taxed profit (HUF thousand)</b>	1,075,724,
<b>Remuneration of the members of the Board of Directors (gross HUF/person/year)</b>	13,468,172,
<b>Average remuneration of employees (gross HUF/person/year)</b>	7,403,765,

## **3. Deviations from the remuneration policy, presentation of exceptional circumstances, and identification of specific elements**

No changes took place in the Remuneration Policy in 2021.

Budapest, 31 March 2022

---

The Company's Board of Directors