

**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 2022

This Remuneration Report has been prepared in accordance with the Remuneration Policy pursuant to Act LXVII of 2019 (hereinafter the "Remuneration Policy"), adopted by the Board of Directors on 23 April 2020 by the Board of Directors' resolution acting within the competence of the General Meeting of Shareholders No. 10/2020 (04.23.)

The total remuneration for 2021-2022 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
<b>Dezse Margaret Elizabeth</b>	Member of the Board of Directors	3.600.000,- HUF	3.600.000,- HUF
<b>Dirk Theuns*</b>	Member of the Board of Directors	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

\*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.

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%

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 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 vested 37,821 options for MASTERPLAST common shares under the MASTERPLAST Employee Stock Ownership Plan Organization's 2020-2021 Compensation Policy. The options were exercised on 20.06.2022 at an exercise price of 100,-HUF/share.

There were no circumstances giving rise to a claim for recovery of variable remuneration in 2022.

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 second 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 2021-2022 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

The remuneration of the employed members of the Board of Directors and the CEO for the years 2021-2022 is as follows:

	Gross salary		Fringe benefits			
			Other cash benefits		Share-based remuneration	
	2021.	2022.	2021.	2022.	2021.	2022.
Tibor Dávid President of the Board of Directors	14.400.000,- HUF	24.920.000,- HUF	47.980,- HUF	120.000,-HUF	0 pc	0 pc
Ács Balázs Vice-President of the Board of Directors	12.000.000,- HUF	20.120.000,- HUF	47.980,- HUF	120.000,-HUF	0 pc	0 pc
Nádasi Róbert Chief Executive Officer/CEO	35.200.000,- HUF	35.800.000,- HUF	28.980,- HUF	120.000,-HUF	33.935 pcs	37.821 pcs

The total remuneration of the Directors for 2022 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 2022, no exceptional circumstances have arisen that would justify any deviation from the procedure for implementing the Remuneration Policy.

The Company's Annual General Meeting of 28 April 2022. with its general meeting resolution no. 5/2022. (28.04.) unanimously approved the Company's Remuneration Report for the financial year 2021 with the content as

presented, and the Company has taken into account the vote of the Annual General Meeting 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 2022 as set out above was approved by the General Meeting of the Company by its General Meeting resolution .../2023 on 27 April 2023.