



WABERER'S

WABERER'S INTERNATIONAL Nyrt.
H-1239 Budapest, Nagykőrösi út 351.
www.waberers.com

Investor Relations
Viktor Majzik
investor.relations@waberers.com
Tel: +36 1 421 6300

INVESTOR RELEASE

Waberer's launches Employee Stock Ownership Program (ESOP)

Budapest, 19. December 2023. – WABERER'S INTERNATIONAL Plc. (hereinafter: "Waberer's" or "Company") hereby announces the followings:

In line with the Group level strategic plan adopted by the Board of Directors and its medium-term strategic objectives, the Company has launched an Employee Stock Ownership Programme (hereinafter: "ESOP") to support the implementation of this strategy.¹

The Company is expected to make a cash contribution of HUF 1,113 million to the Waberer's Employee Stock Ownership Program Organisation (organisation registration number 01-05-0000121; hereinafter referred to as the "ESOP Organisation") for the implementation of the ESOP Remuneration Policy. By executing the cash contribution, employees (management, key employees - 40 persons in total) who are directly covered by the ESOP Remuneration Policy adopted by the Board of Directors of the Company will gain an ownership in the ESOP Organisation (hereinafter referred to as "ESOP Participants"). The ESOP Organisation will use the cash contribution to acquire shares in the Company (hereinafter referred to as "Shares").

Under the ESOP Remuneration Policy, ESOP Participants may receive a cash-based remuneration – after the sale of the Shares owned by the ESOP Organisation - subject to the achievement of the EBIT targets defined in the Company's strategic plan. According to the ESOP Remuneration Policy and the ESOP Act, the earliest date on which the ESOP Participants may become entitled to receive a payout is 2026.

The Company is also informing its investors that, in line with the above objectives and based on stock market best practises, it is exploring the possibility of an additional ESOP compensation package for senior executives. The development of this program is still in progress.

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¹ See preliminary reference in the executive summary of the third quarter 2023 financial report.



Information on WABERER'S INTERNATIONAL Nyrt. Series „A” ordinary shares

Markets listed
Trading segment
BSE ticker
Xetra code

Budapest Stock Exchange (BSE)
Equities Prime Market
WABERERS
WABS

ISIN
Reuters ticker
Bloomberg ticker

HU0000120720
WABE.hu
WABERERS HB

