

Remuneration Report for the financial year 2025

This Remuneration Report has been prepared in accordance with the Remuneration Policy (hereinafter "Remuneration Policy") adopted by the General Meeting of Shareholders of O3 Partners N.V. (registered office: Stationsplein 45, unit A4.004, 3013AK Rotterdam, The Netherlands; registration number: 96066717, tax number: 867455263, hereinafter "Company") on 25 October 2024 by resolution 9/2024 (25.10.2024), which entered into force on 1 January 2025.

The total remuneration of the senior executives (members of the Board of Directors, the Supervisory Board, the Audit Committee and the CEO) for the year 2025, as set out in the Remuneration Policy, is set out in the table below:

Name	Position	Commissioning		Gross amount of remuneration in financial year 2024	Gross amount of remuneration in financial year 2025
		Start at	End		
Dr. Péter Oszkó	Chairman of the Board of Directors	01.01.2025	01.01.2030	EUR 0.00	EUR 0.00
András Domonkos	Member of the Board of Directors	01.01.2025	01.01.2030	EUR 0.00	EUR 0.00
Valeria Siliga	Member of the Board of Directors	01.01.2025	01.01.2030	EUR 0.00	EUR 0.00
Gergely Freész	Member of the Board of Directors	01.01.2025	01.01.2030	EUR 0.00	EUR 0.00
Dr. Róbert István Héjja	Member of the Board of Directors	01.01.2025	01.01.2030	EUR 0.00	EUR 0.00
Tamás Bojtor	Member of the Board of Directors	01.01.2025	01.01.2030	EUR 0.00	EUR 0.00
Dr. Dávid Mihály Gere	Chairman of the Supervisory Board and Audit Committee	01.01.2025	01.01.2029	EUR 0.00	EUR 0.00

Krisztián Kőrösi	Member of the Supervisory Board	01.01.2025	01.01.2029	EUR 0.00	EUR 0.00
Leon Diepenhorst	Member of the Supervisory Board	01.01.2025	01.01.2029	EUR 0.00	EUR 2,000.00

In accordance with the Remuneration Policy, the executive officers did not receive fixed, variable or share-based remuneration.

The Company has no Board members employed under an employment contract.

The Company's Remuneration Report for the 2025 financial year was approved by the General Meeting on May 19, 2026, pursuant to Resolution 2/2026 (29 May 2026).