



**Remuneration Policy**  
**of**  
**Graphisoft Park SE Real Estate Development European Company Limited by Shares**  
**(1031 Budapest, Záhony u. 7., Cg.: 01-20-000002)**

## **I. THE BOARD OF DIRECTORS**

The members of the Board of Directors receive a professional fee.

The members of the Audit Committee (also members of the Board of Directors) do not receive any special professional fee for their membership of the Audit Committee.

The amount of the professional fees is determined by the General Meeting.

The professional fee is specified on the basis of domestic benchmark data.

The professional fee can be revised upon the initiative of the Board of Directors or any shareholder.

## **II. THE DIRECTORS<sup>1</sup>**

The size of the elements of the remuneration package, considering domestic benchmark data, may be proposed by any member of the Board of Directors and the decision shall be taken by the Board of Directors of the Company.

The remuneration package is reviewed once each year.

The remuneration package, adapted to the size of the Company and the Group, consists of the following elements: annual income and employee share.

### **1. Annual income**

The annual income consists of the annual basic salary.

The annual basic salary is a fixed amount of personalized wages and varying according to the position occupied, paid in equal monthly amounts.

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<sup>1</sup> according to the Act LXVII of 2019 on the encouraging long-term shareholder engagement and amending certain laws for regulatory harmonization purposes



## **2. Mid – and long term incentives**

In 2014, the Company started a mid- and long-term incentives, the Management Share Option Plan, which aims to encourage management to increase the value of the Company on a long-term and sustainable basis, thereby aligning management and shareholder interests more closely.

The primary purpose of the Management Share Option Plan is to enable the executive employees to meaningfully participate in decisions falling within the exclusive competence of the General Meeting through Management Shares, to enforce the Company's interests as a matter of priority and if necessary - within the regulatory framework - to act against attempts to gain influence that may harm or jeopardize the interests and reasonable operation of the Company.

At the same time, in order to reward and motivate the executive employees in long term, the Management Share Option Plan also has the purpose to attract the best possible manpower to fill positions with significant responsibilities, or to retain such executive employees already employed in existing positions and to provide them further motivation.

Under the Management Share Option Plan, the Board of Directors is entitled to offer employee shares.

The rights related to the employee share are fully contained in the Articles of Association of the Company.