

# SHOPPER PARK<sup>+</sup>

## Remuneration Report of Shopper Park Plus Public Limited Company for the period from 1 January 2025 to 31 December 2025

Shopper Park Plus Public Limited Company (hereinafter referred to as the '**Company**') is required to publish the remuneration report (hereinafter referred to as the '**Remuneration Report**') for the last financial year starting on 1 January 2025 and ending on 31 December 2025 ("**Time Period**") in accordance with Article 19(1) of Act LXVII of 2019 on the Promotion of Long-term Shareholder Involvement and the Amendment of Certain Acts for the Purpose of Legal Harmonisation (hereinafter referred to as the '**Act**').

Article 19(1) of the Act on the Remuneration Report stipulates that the Remuneration Report must be prepared based on the remuneration policy adopted by the Company.

The Company confirms that its remuneration policy was adopted by the General Meeting of Shareholders by Resolution No. 4/2024.01.22 and amended by Resolution No. 16/29.04.2025.

The results of the Remuneration Report for the Time Period:

- 1) The Company as parent company have exclusively remunerated Michele Sharon Small as director. The other directors of the Company operate without remuneration.
- 2) The remuneration received by Michele Sharon Small during the Time Period is detailed in the below table (in EUR):

Name	Fixed remuneration					Proportion of fix remuneration compared to the entirety of remuneration
	Professional remuneration	Reimbursement	Non-wage benefits	Benefits in connection with international mobility	Full remuneration provided in 2024	
Michele Sharon Small	42 632	893	0	0	42 632	100%

- 3) The remuneration awarded under point 2 above is in line with the Company's Remuneration Policy, as Chapter 4 of the Remuneration Policy states that Michele Sharon Small is entitled to a fixed amount of remuneration and, in view of his overseas residence, travel and accommodation expenses in connection with the performance of his duties. The remuneration to be paid to Michele Sharon Small was approved by the Company's General Meeting of Shareholders by resolution 6/22.01.2024 of 22 January 2024.
- 4) The Company's subsidiaries according to Act C of 2000 on Accounting have not remunerated their directors during the Time Period.
- 5) The annual changes in remuneration, the evolution of the Company's performance and the average remuneration of the Company's non-directorial employees during the Time Period are set out in the table below (in EUR):

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	Remuneration of employees	% difference in remuneration of employees compared to the previous year	Remuneration of directors	% difference in remuneration of directors compared to the previous year	Gross results	% difference of gross results compared to the previous year
2023	0		0		19 292 881	
2024	13 697	N/A	43 417	N/A	21 948 306	14%
2025	74 263		42 632	-2%	29 278 345	33%

- 6) The directors were not granted or offered any shares or share options.
- 7) Since variable remuneration has not been paid, there is no possibility defined to claim it back.
- 8) The Company's remuneration report for 2024 was approved by the Company's General Meeting of Shareholders at its Annual General Meeting held on 29 April 2025, by resolution 15/29.04.2025.
- 9) **Members of the Company's Board of Directors during the period covered by the Remuneration Report:**

Name		Date of election/appointment	Duration of the assignment	Type of right of representation
Kristóf Péter Bárány	Chairman of the Board of Directors	2 December 2021	indefinite	joint
András Marton	Member of the Board of Directors	2 December 2021	indefinite	joint
András Molnár	Member of the Board of Directors	23 May 2022	indefinite	has no right of representation
Gábor Németh	Member of the Board of Directors	2 December 2021	indefinite	joint
Michele Sharon Small	Member of the Board of Directors	22 January 2024	indefinite	has no right of representation

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## 10) Members of the Supervisory Board of the Company during the period covered by the Remuneration Report:

Name		Date of election/appointment	Duration of the assignment
Gergely Dr. Szűcs	Chairman of the Supervisory Board	27 October 2023	indefinite
József Dr. Berecz	Member of the Supervisory Board	27 October 2023	indefinite
Sándor Makra	Member of the Supervisory Board	27 October 2023	indefinite

The Remuneration Report of the Company included in this document was approved by the General Meeting of Shareholders by Resolution 16./29.04.2026 on 29 April 2026.

Budapest, 29 April 2026