



Remuneration statement

The Company hereby publishes all the cash and non-cash benefits provided to the members of the Board of Directors, in their capacity as Board Members, during the year 2021, broken down by member and legal title of the given benefit. No separate supervisory board is operating at the Company; the members of the Audit Committee are elected from the members of the Board of Directors.

Members and remunerations provided in 2021:

Gábor Bojár

The remuneration of the Chairman of the Board of Directors was EUR 2.000 - gross per month from 1 January 2021 to 31 December 2021 as honorarium.

János Kocsány

The remuneration of the member of the Board of Directors was EUR 1.000 - gross per month from 1 January 2021 to 31 December 2021 as honorarium.

András Szigeti

The remuneration of the member of the Board of Directors was EUR 1.000 - gross per month from 1 January 2021 to 31 December 2021 as honorarium.

Péter Hornung

The remuneration of the member of the Board of Directors and the Audit Committee was EUR 1.000 - gross per month from 1 January 2021 to 31 December 2021 as honorarium.

Dr. János Kálmán

The remuneration of the member of the Board of Directors and the Chairman of the Audit Committee was EUR 1.500 - gross per month from 1 January 2021 to 31 December 2021 as honorarium.

Dr. György Martin-Hajdu

The remuneration of the member of the Board of Directors and the Audit Committee was EUR 1.000 - gross per month from 1 January 2021 to 31 December 2021 as honorarium.

János Kocsány in the capacity of chief executive officer is entitled to salary and dividend payments after the employee shares, received within the Management Share Option Plan, as approved by the general meeting.

Changes compared to the previous financial year: the remuneration of all members of the Board of Directors has not changed for the financial year 2021. There was no amendment to the Management Share Option Plan affecting the remuneration. The salary of János Kocsány CEO has not changed.

The members of the Board of Directors and the Audit Committee do not receive any cash or non-cash benefit for their service other than the honorarium.

Budapest, 21 March 2022

Graphisoft Park SE
Board of Directors