



## EXTRAORDINARY ANNOUNCEMENT

**OPUS GLOBAL Public Limited Company** (headquarters: 1062 Budapest, Andrásy út 59.; registration authority: Company Registry of the Capital Court; company register number: 01-10-042533) (the Company) hereby informs the Esteemed Investors that the Company's board of directors, by amending the Remuneration Regulations, In order to realize the company's long-term business strategy and sustainability, it decided to introduce a new remuneration element for board members and management members - dependent on annual result and the fulfillment of specific goals.

This benefit can also be provided in the form of instruments embodying investor risk - the Company's shares or the right to purchase the Company's shares - through the Employee Share Ownership Program Organization (ESOP Organization) to be established by the Company. In view of this, the board of directors decreed the establishment of an Employee Share Ownership Program Organization (this performance compensation system also covers the relevant officials and employees of the Company's subsidiaries joining the ESOP Organization).

The transfer of any assets to the ESOP Organization in relation to the members of the board of directors, as well as the employees in senior positions, can only take place after the General Assembly of the Company has accepted the amendment of the Remuneration Policy in an expression of opinion.

**OPUS GLOBAL Plc**