

## INFORMATION ABOUT REMUNERATION

### Brief overview of the Company's activities in 2025

The equity and the net asset value of INVL Technology, a company that invests in IT businesses, amounted to EUR 64.62 million at the end of 2025, or EUR 5.4013 per share, and grew 25.65% during the year.

The company had a net profit last year of EUR 13.3 million, an increase of 64.99% compared to 2024. According to the unaudited figures, the aggregated revenues of the company's business holdings increased 11.61 % in 2025 to EUR 77.42 million.

During 2025, accounting for the effect of dividends that were paid, the value of the cyber-security company NRD Cyber Security grew 33% to EUR 23.7 million, the value of NRD Companies, which works in business climate improvement and e-governance, increased 20% to EUR 16.9 million, and the value of the Novian group of IT service businesses increased 34% to EUR 29.4 million.

The Annual General Meeting of Shareholders approved the 2025 remuneration report without reservations.

### Management of the company

The management of INVL Technology is delegated to INVL Asset Management UAB (the Management Company), which also performs the functions of the Board and the managers of INVL Technology. In that light, and given that in accordance with Article 37<sup>3</sup> of the Law on Companies of the Republic of Lithuania INVL Technology must approve a remuneration policy (hereinafter – the Policy), it has been established that the Company is subject to the Policy of the Management Company, the provisions of which are adapted to best show the transparency of the remuneration of the persons deemed to be managers of INVL Technology and the accountability of the management, and to enable shareholders, potential investors and stakeholders to get a comprehensive and reliable picture of the wages paid to each manager of INVL Technology. For the purposes of this report, the managers of INVL Technology are deemed to be the general manager of the Management Company, the members of the Board of the Management Company and the members of the Closed-Ended Type Investment Company Investment Committee appointed by the Management Company (hereinafter – the Management).

### Official monthly wage

The base remuneration of Management includes a monthly salary, employee fees and additional benefits granted irrespective of work results and paid to all employees who meet the relevant criteria established under the procedure in force at the Management Company (e.g. pension contributions to II or III tier pension funds). In addition to a monthly salary or other form of remuneration received in a different form, a supplementary component may be paid – variable compensation which depends on the fulfilment of the Company's annual business plan and/or budget and of the Management's specific plans and tasks. The monthly salary is set in such a way as to ensure proper proportions between it and the bonus components. The monthly salary accounts for a relatively large part of the total remuneration paid to enable the conduct of a flexible incentives policy.

### Bonuses and the procedure for payment thereof

Bonuses, including deferred bonuses (if applicable), shall be awarded and/or paid only if the Company's financial situation is stable and shall be based on the performance of the relevant business unit of the Company and the Employee. The calculated bonus payment fund shall not limit the Company's ability to strengthen its capital base. The decision to pay bonuses shall be justified and assessed in accordance with the results set out in the remuneration policy for risk-taking employees. If the Company's financial performance is negative or the Company fails to achieve its performance targets, the Chief Executive Officer shall have the right to decide not to pay the Bonus or part thereof, to reduce the previously determined amount of the Bonus, or to suspend the payment, specifying the period of such a decision. No such adjustment or deferral was applied during the reporting period.

A bonus calculated and approved in accordance with the procedures set out in the Remuneration Policy for risk-taking decision makers shall be paid to the employee in cash. The terms of payment shall be as follows:

- 60% of the Bonus shall be paid in a single payment in accordance with an order of the CEO of the Management Company or a decision of the Management Board of the Company;
- the remaining 40% of the bonus shall be paid on a pro rata basis over three years, starting no earlier than one year after the end of the employee's performance appraisal, with a pro rata amount paid annually. The competent body of the Management Company may decide on a longer deferral period of up to 5 years, considering the life cycle and operational characteristics of the Management Company or the relevant collective investment undertaking. If the size of the bonus is particularly large, a deferral of at least 60% of the amount may be decided.

The Management Company, in accordance with the principle of proportionality, does not require the mandatory payment of a certain part of a bonus in financial instruments. However, if the Management Company offers such a possibility, the Management itself may choose to replace a bonus with other incentives or their equivalent (stock options, pension and insurance contributions). If the employment relationship with the Employee ends before the bonus is paid, the competent body of the Company shall decide on the payment of the deferred part of the bonus. If the employment relationship is terminated due to the fault of the Employee, he/she shall lose the right to the Bonus.

The variable remuneration component for 2025 will be allocated in 2026, after the approval of the financial statements for 2025.

Remuneration of the general manager and Board members of the Management Company is calculated based on the proportion of the Management Company's management income (including management and performance fee revenues) received from the Company relative to the total income of the Management Company. The remuneration of the members of the Investment Committee of the Company is calculated in accordance with the proportion of their time actually allocated to the Company's management. The table below presents the remuneration amounts allocated and paid to Management for 2025.

### Granted shares, rights for stock options, the prices, dates, and any amendments to stock option transactions of any company belonging to the group of companies

In 2025, INVL Baltic Real Estate did not grant shares or amend any transactions.

### Information on the exercise of the possibility to recover variable remuneration

The Board of the Management Company is entitled to demand that the Management refunds all or part of the bonus paid to it if it subsequently becomes clear that the bonus was paid to it as a result of the Management's bad faith or errors in the accounts.

#### Breakdown of wages allocated and paid during 2025

Name, Surname, Position, ID code	1. Regular remuneration, Thous. EUR			2. Variable remuneration, thous. EUR		3. One-time payments, in thous. EUR	4. Contributions to pension funds, thous. EUR	5. Total remuneration, in thous. EUR	6. Portion of variable remuneration in %*
	Official annual remuneration	Other payouts	Reward in kind	Annual bonuses*	Multiannual results bonuses*				
Paulius Žurauskas, General manager of the Company until 3 January 2025 ID code – sensitive data	-	-	-	-	-	-	-	-	-
Audrius Matikiūnas, Interim CEO of the Management company from 7 January 2025 until 31 March 2025 ID code – sensitive data	1.64	0.05	-	-	-	-	0.02	1.71	-
Andrius Načajus, General manager of the Company from 1 April 2025 ID code – sensitive data	7.63	0.39	-	-	-	-	1.57	9.59	-
Darius Šulnis, Chairman of the Board of the Management company ID Code – sensitive data	2.36	-	-	-	-	-	-	2.36	-
Asta Jovaišienė, Member of the Board of the Management company, ID code – sensitive data	-	-	-	-	-	-	-	-	-
Vytautas Plunksnis, Member of the Board of the Management Company and Investment Committee, ID Code – sensitive data	3.97	-	-	-	-	-	0.71	4.68	-
Kazimieras Tonkūnas, Chairman of the Investment Committee, ID code – sensitive data	273.02	8.40	-	-	-	-	29.97	311.39	-
Vida Tonkūnė, Member of the Investment Committee, ID code – sensitive data	26.53	-	-	-	-	-	-	26.53	-
Nerijus Drobavičius, Member of the Investment Committee, ID code - sensitive data	13.12	1.60	-	1.70	-	-	0.05	16.47	10.31

\* The variable remuneration component for 2026 will be allocated in 2026, after approval of financial statements for 2025.

As a rule, bonuses are paid in cash. The Management Company, in accordance with the principle of proportionality, does not require mandatory payment of a certain part of a bonus in financial instruments. The managers of the Company have not been granted shares of the Company, nor have any Company stock option agreements been signed with them. Under the Policy of the Management Company, which is in force at the Company, all or part of variable remuneration to an employee of the Management

Company, at the employee's choice may be allocated in the form of options of Invalda INVL AB. Their pro rata payment is realized through the assignment of shares (i.e., the grant or obtaining of the right to acquire the relevant quantities of shares on different terms) under the procedures and conditions laid down in the option agreements.

### Comparison of wages allocated and paid over the last five years

Due to the fact that the management of the Company is delegated to the Management Company and its management bodies are not formed, and the Company itself does not have employees, the annual changes in remuneration and the full-time equivalent changes in average remuneration, based on the employees of the Company who are not members of the management bodies, cannot be compared.

Since only the remunerations of the members of the Investment Committee of the Company are calculated on the basis of the actual part of the time allocated to the management of the Company and their remunerations depend on the performance of the Management Company related to the activities of the Company, therefore, the table below reflects only the remunerations of the members of the Investment Committee and the financial results of the Company.

Remuneration of Investment Committee	2021 (thous. EUR)	2022 (thous. EUR)	2023 (thous. EUR)	2024 (thous. EUR)	2025 (thous. EUR)
Kazimieras Tonkūnas, Chairman of the Investment Committee	207.55	251.71	271.12	275.17	311.39
Vida Tonkūnė, Member of the Investment Committee	25.20	24.93	24.45	24.50	26.53
Vytautas Plunksnis, Member of the Investment Committee	4.06	4.02	2.59	4.85	4.68
Nerijus Drobavičius, Member of the Investment Committee	6.60	7.06	11.01	20.53	16.47

\* Total remuneration received from the Company and other companies of the Group.

Results of the Company	2021 (thous. EUR)	2022 (thous. EUR)	2023 (thous. EUR)	2024 (thous. EUR)	2025 (thous. EUR)
Net profit per share*	0.22	0.18	0.43	0.67	1.11
Net profit	2,621	2,115	5,165	8,089	13,346
Assets	38,651	38,447	48,888	58,548	75,055

\* Recalculated with the par value per share at EUR 0.29.

### The total amount of remuneration received during the financial year, divided into fixed and variable remuneration paid by the Management Company to its employees, the number of beneficiaries and, where applicable, the Management Company's share of the remuneration

Distribution of remuneration and incentive payments allocated and paid in 2025:

	Number of employees*	Fixed annual salary (including taxes), EUR	Variable remuneration (bonuses)**		Remaining deferred variable remuneration (bonuses) allocated, EUR
			Allocated in cash and contributions to pension funds, EUR	Allocated in equity-related financial instruments, EUR	
Management	3	328,487	12,180	55,367	-
Employees who assume risks for the company, except for board members and management	36	3,339,825	153,161	124,653	26,896
Employees	51	1,339,695	272,514	27,137	-

<b>Total:</b>	<b>90</b>	<b>5,008,007</b>	<b>437,855</b>	<b>207,157</b>	<b>26,896</b>
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\* Weighted average.

\*\* For disclosure purposes, this corresponds to the concept of bonus as described above and includes the portion of variable remuneration allocated for previous years that was paid/credited during the financial year. No reduction of deferred variable remuneration (bonuses) for 2018-2025, adjusted for performance, was applied during the reporting period. The remaining deferred variable remuneration (bonus) shown in the table above includes the entire amount allocated but not paid by December 31, 2025. In accordance with the Company's variable remuneration accounting policy, part of this remuneration was recognized as the Company's expenses and liabilities or as a reserve for share-based payments until December 31, 2025. The portion of variable remuneration (bonus) that was calculated for 2025 but will only be awarded after the financial statements are issued is not included in the amounts disclosed in the table above.

The Company's Information About Remuneration, together with the Policy, is publicly available on INVL Technology website at [www.invltechnology.it](http://www.invltechnology.it).