

Remuneration Report

Brief overview of the Company's activities in 2025

INVL Baltic Real Estate's consolidated net operating income from its own properties in 2025 amounted to 2.6 million euros or 5.2 per cent less than in 2024 (2.8 million euros). INVL Baltic Real Estate's consolidated income in 2025 comprised 4.1 million euros or 2.8 per cent more than in 2024 (4 million euros), the consolidated rental income from own property increased by 4.3 per cent to 2.6 million euros.

The group's net profit in 2025 reached 3.7 million euros, the revaluation of investment properties amounted to 3.4 million euros in 2025, and at the end of the year fair value of investment properties amounted to 47.8 million euros. The value of equity at the end of the year reached 28.1 million euros. The equity value per share was 3.55 euros and increased by 14.83 per cent (after assessing the dividends paid in 2025) during the year.

In 2025, the premises managed by INVL Baltic Real Estate were characterised by a high occupancy rate and improving operating results. In the coming years, we will continue to meet the expectations of our customers and increase the value for investors.

The Annual General Meeting of Shareholders approved the 2024 remuneration report without reservations.

Management of the company

The management of INVL Baltic Real Estate is delegated to UAB INVL Asset Management (hereinafter – the Management Company), which also performs the functions of the Board and Managers of INVL Baltic Real Estate. Given that and taking into account the fact that INVL Baltic Real Estate has to approve the remuneration policy (hereinafter referred to as the Policy) in accordance with Article 37³ of the Law on Companies of the Republic of Lithuania, it is established that the Company is subject to the Policy of the Management Company, the provisions of which are adapted in order to reveal as much as possible the transparency of remuneration of the persons considered to be managers of INVL Baltic Real Estate, the accountability of the management and to enable the shareholders, potential investors and stakeholders to get a comprehensive and reliable picture of the wages paid to each manager of INVL Baltic Real Estate. For the purposes of this Report, the General manager of the Management Company, members of the Board of the Management Company and members of the Investment Committee appointed by the Management Company (hereinafter - the Management) were considered to be managers of INVL Baltic Real Estate.

Official monthly wage

The regular remuneration of the Management includes the official monthly wage, employee fees and additional benefits granted irrespective of the performance results and paid to all employees meeting the established criteria in accordance with the procedure in force in the Management Company (e.g. pension contributions to II or III pillar pension funds). In addition to the official monthly wage or remuneration received in a different form, a supplementary component may be paid - the variable wage allocated depending on the fulfilment of the Company's annual business plan and/or budget and the fulfilment of the Management's individual plans and tasks. The official monthly wage is determined in such a way as to ensure proper proportions between the official monthly wage and the bonus components. The official monthly wage constitutes a sufficiently high proportion of the total remuneration paid so that it makes it possible to implement a flexible incentive 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 shall not apply the requirement to mandatorily pay the bonus in financial instruments. However, if the Management Company provides for such possibility, the bonus may, at the employee's choice, be paid in financial instruments or equivalent instruments (share options, contributions to the pension fund, insurance instalments).

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. The remunerations of the General Manager and Board members of the Management Company are calculated on the basis of the proportion of the Management Company's management income (including management and success fee revenues) received from the Company within the total income of the Management Company. The remunerations of the members of the Investment Committee of the Company are calculated in accordance with the part of the time actually allocated to the Company's management. Amounts of remuneration allocated and paid to Management for the years 2021, 2022, 2023, 2024 and 2025 are presented in the tables on the pages below.

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 to Company executives during 2025:

Name Surname, Position	ID code	1. Regular remuneration, in EUR 000s			2. Variable remuneration, in EUR 000s		3. One-time payments, in EUR 000s	4. Contributions to pension funds, in EUR 000s	5. Total remuneration, in EUR 000s	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 Management Company (until 3 January 2025)	[sensitive data]	-	-	-	-	-	-	-	-	-
Audrius Matikūnas, interim General manager of the Management Company (from 7 January 2025 until 1 April 2025)	[sensitive data]	0.43	-	-	0.01	-	-	0.01	0.45	4.44
Andrius Načajus, General manager of the Management Company (from 1 April 2025)	[sensitive data]	2.02	0.1	-	-	-	-	0.41	2.53	16.21
Darius Šulnis, Chairman of the Board of the Management Company	[sensitive data]	0.62	-	-	-	-	-	-	0.62	-
Asta Jovaišienė, Member of the Board of the Management Company (from 30 April 2024)	[sensitive data]	-	-	-	-	-	-	-	-	-
Vytautas Plunksnis, Member of the Board of the Management Company	[sensitive data]	1.05	-	-	-	-	-	0.19	1.24	15.32
Vytautas Bakšinskas, Member of the Investment Committee	[sensitive data]	105.94	8.4	-	35.70	-	-	1.92	151.96	24.76
Andrius Daukšas, Member of the Investment Committee	[sensitive data]	60.03	3.60	-	-	-	-	16.61	80.14	20,60

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

Breakdown of wages allocated and paid during 2025 in other undertakings of the Group of the Company:

Name Surname, Position	ID code	1. Regular remuneration, in EUR 000s			2. Variable remuneration, in EUR 000s		3. One-time payments, in EUR 000s	4. Contribu- tions to pension funds, in EUR 000s	5. Total remunerat- ion, in EUR 000s	6. Portion of variable remune- ration in %*
		Official annual re- muneration	Other payouts	Reward in kind	Annual bonuses*	Multiannual results bonuses *				
Vytautas Bakšinskas, Member of the Investment Committee**	[sensitive data]	1.92	-	-	-	-	-	-	1.92	-

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

**Other members of the Management did not receive remuneration from other companies of the Group of the Company.

As a rule, the bonus is paid in cash. The Management Company, in accordance with the principle of proportionality, does not apply the requirement regarding the mandatory payment of the bonus in financial instruments. The managers of the Company are not granted shares of the Company, nor are there any share options for the Company's shares with them. In accordance with the Policy of the Management Company in force in the Company, the portion of the variable remuneration allocated to the employee of the Management Company (all or part of it) may be allocated in the options of AB Invalda INVL. Their pro rata payment is realised through the assignment of shares (i.e. the grant or obtaining of the right to acquire the relevant quantities of shares at 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.

The remuneration of the Investment Committee***	ID code	2021 (in EUR 000s	2022 (in EUR 000s	2023 (in EUR 000s	2024 (in EUR 000s	2025 (in EUR 000s
Vytautas Bakšinskas, Member of the Investment Committee	[sensitive data]	233.26	88.57	84.77	142.17	151.96
Andrius Daukšas, Member of the Investment Committee	[sensitive data]	68.62	45.12	44.98	56.27	80.14

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

The Company's results	2021 (in EUR 000s	2022 (in EUR 000s	2023 (in EUR 000s	2024 (in EUR 000s	2025 (in EUR 000s
Net profit per share	0.37	0.52	0.09	0.34	0.46
Net profit	3,399	4,224	699	2,739	3,667
Assets	33,026	39,016	44,564	45,347	49,180

The Company's Remuneration Report and the Policy are publicly available on INVL Baltic Real Estate website at <https://bre.invl.com/lit/en>

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	-
Total	90	5,008,007	437,855	207,157	26,896

* 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.