



**THE REMUNERATION POLICY OF 4IG NYILVÁNOSAN MŰKÖDŐ RÉSZVÉNYTÁRSASÁG (IN  
ENGLISH: 4IG PUBLIC LIMITED COMPANY)**

PURSUANT TO ACT LXVII OF 2019, ON ENCOURAGING LONG-TERM SHAREHOLDER  
ENGAGEMENT AND AMENDMENTS OF FURTHER REGULATIONS FOR HARMONISATION  
PURPOSES



**Effective from: 30.04.2026.**



## **Preamble**

The remuneration and assessment of the work of the Board of Directors, the Supervisory Board of 4iG Nyrt. (in English: 4iG Plc.) (hereinafter referred to as: “**4iG Nyrt.**” or the “**Company**”), the CEO and the Deputy CEOs of the Company, focussed on the continuous development and growth of the Company, is executed in accordance with the Remuneration Policy adopted by the General Meeting of the Company. In accordance with Act LXVII of 2019 on Encouraging Long-term Shareholder Engagement and Amendments of Further Regulations for Harmonisation Purposes (the “**SRD Act**”) and in line with the above objectives, 4iG Nyrt. adopts the following principles and rules in this Remuneration Policy.

### **I. Purpose of the Remuneration Policy**

The Remuneration Policy of 4iG Nyrt. is designed to recognise and encourage the performance of the management and key top executives of 4iG Nyrt. in achieving the Company’s results in line with the Company’s profitability potential.

As a dominant, leading player in the Hungarian IT and telecommunications sector, 4iG Nyrt. creates value for its customers throughout the entire IT and telecommunications lifecycle, from the definition of demand, through the development of complex systems, to the maintenance of reliable operation.

The Company’s operation is based on stable, predictable corporate foundation, but at the same time it has an agile, innovative, start-up approach. As a listed company, its processes and activities are transparent and its financial and professional results are public.

In 2026, the operating and governance model of 4iG Nyrt. was restructured to support the Group’s next phase of growth. As part of this transformation, the management structure of 4iG Nyrt. was renewed as of 15 January 2026. The previous, traditional CEO and deputy CEO model has been discontinued and replaced by a vice-presidential structure based on business line and functional responsibilities. The strategic management of the 4iG Group, the oversight of business operations and finances, as well as the management of governmental and international business relations, are carried out by the Board of Directors of 4iG Nyrt., headed by a Chairman and CEO, whose work is supported by six Vice Presidents reporting directly to him.

In the new model created by the strategic transformation, the operational management will serve the Group's business interests more effectively through economies of scale and the concentration of information and expertise.

The Remuneration Policy shall be put on the agenda of the General Meeting in the event of significant changes to the Remuneration Policy, but at least every four years.

### **II. The personal scope of the Remuneration Policy**

#### **In the period ending on 14 January 2026:**

- Members of the Supervisory Board,
- Members of the Board of Directors,
- employees holding the position of CEO and Deputy CEO.

#### **In the period commencing on 15 January 2026:**



- Members of the Supervisory Board,
- Members of the Board of Directors,
- employees holding the position of CEO.

### **III. Elements of the Remuneration System**

The remuneration elements are presented according to the legal relationships defined in Clause II, irrespective of whether the employee holds a position on the Board of Directors or the Supervisory Board in addition to the position in question.

#### **1. Remuneration of the members of the Board of Directors**

- The Board of Directors is the executive body of 4iG Nyrt. and is responsible for making all decisions necessary for the management of the Company that do not fall within the exclusive competence of the General Meeting or any other corporate body by law or the Articles of Association.
- The remuneration of the members of the Board of Directors consists of a fixed honorarium. The amount of the honorarium is proposed by the Nomination and Remuneration Committee.
- The member of the Board of Directors is entitled to the remuneration for the duration of the mandate, irrespective of the reason for termination of mandate.
- Approval and amendment of the remuneration of the members of the Board of Directors of 4iG Nyrt. is the sole responsibility of the General Meeting.

#### **2. Remuneration of the members of the Supervisory Board**

- The Supervisory Board of the Company supervises the operation of the Board of Directors, the implementation of the law, the execution of the resolutions and decisions adopted by the General Meeting and the business activities of the Company.
- The remuneration of the members of the Supervisory Board consists of a fixed honorarium and no other performance-related remuneration. The amount of the remuneration is proposed by the Nomination and Remuneration Committee.
- The member of the Supervisory Board is entitled to the remuneration for the duration of the mandate, irrespective of the reason for the termination of the mandate.
- Approval and amendment of the remuneration of the members of the Supervisory Board of 4iG Nyrt. is the sole responsibility of the General Meeting.

#### **3. Remuneration of CEO and – up to and including 14 January 2026 – the Deputy CEO posts**

##### **3.1 Annual basic salary**

The annual amount of the basic monthly salary fixed in the employment contract.

##### **3.2 Annual incentive, premium**

Annual incentives and premium may be paid in an amount determined on the basis of company and individual performance of the employees concerned.

##### **3.3 Ad hoc bonus.**



An ad hoc bonus may be determined to recognise performance that makes an outstanding contribution to the achievement of the company's objectives as set out in the Remuneration Policy.

### **3.4 Other benefits**

The other elements of benefits are designed taking into account considerations of cost-effectiveness. Under this scheme, employees are entitled to a gross fringe benefit package based on individual choice, as defined in the Cafeteria Rules.

Employees are entitled to the use of company cars for business and private purposes in connection with their work, as well as to the costs related to the use of the car, in accordance with the company's Fleet Management Regulations.

Employees are entitled to personal insurance and health benefits as defined by the company.

Employees are entitled to use the telecommunications service provided by the company for business and private purposes; to participate in training courses and conferences in connection with their work.

They are entitled to reimbursement of expenses for travel, accommodation, meals and other allowances legitimately incurred in the performance of their duties on behalf of the Company.

Other benefits represent a maximum of 10% of the total remuneration of the employees concerned.

### **3.5 Elements of a contract of employment**

In particular, the senior positions within the personal scope of the Remuneration Policy in an employment legal relationship, within the meaning of Section 208 (1) of the Labour Code, are the following:

- CEO
- Group Deputy CEO for Finance
- General and Transformational Group Deputy CEO for Operation
- Deputy CEO for Telecommunications Strategy
- Deputy CEO of Space and Defence Technologies

There is an employment contract of indefinite term between the employees occupying the positions and the Company.

The notice period applicable to employees' employment contracts is governed by the relevant provisions of the Labour Code.

In the event of the termination of employment, in addition to the period of notice and severance pay provided for in the Labour Code, they are entitled to specific allowances in the cases specified in the employment contract, not exceeding in total 12 months' absence pay.

During the period of dismissal/notice linked to the termination of employment, the employee may use the company car in accordance with the Fleet Management Regulations and the terms of his/her employment contract and is entitled to reimbursement of expenses related to the use of the company car.



#### **4. Long-term incentive scheme**

The Company has implemented the design and operation of its long-term incentive scheme since 2021 through programs carried out in the framework of the 4iG Employee Share Ownership Program (registered office: 39 Krisztina Boulevard, Budapest 1013; registration number: 01-05-0000158; the “ESOP Organization”).

4.1 In 2021, the Company decided to launch a new remuneration programme within the existing ESOP organisation under the name of ESOP IV Program, along the following general principles:

The purpose of the ESOP IV Programme 2 is to recognise and incentivise the performance of senior executives (i.e. certain Members of the Board of Directors, the CEO and Deputy CEO-s) and certain key employees of 4iG Group in achieving improvements in the Company's financial performance and to increase their commitment to the Company.

After the lapse of a grace period of 24 months, participants with a membership interest in an MRP Organisation may receive a predetermined level of benefit, subject to the achievement of a company performance improvement indicator and in proportion to the achievement of individual target tasks.

4.2 In 2025, the Company has decided to launch a new remuneration programme within the existing ESOP organisation under the name of ESOP V Programme.

This ESOP V Programme aims to recognise and incentivise the performance of senior executives (certain Members of the Board of Directors, the CEO and Deputy CEO-s) and certain key employees of 4iG Group in achieving improvements in the Company's financial performance, and to increase their commitment to the Company.

After the lapse of a grace period of 24 months, participants in the ESOP V Programme may receive a predetermined level of benefits, upon achievement of a performance indicator demonstrating improvement in the Company's performance and in proportion to the achievement of individual target tasks.

#### **IV. Final provisions**

The Remuneration Policy has been designed in line with the Company's business strategy, long-term objectives and sustainability ambitions. The policy is clear and understandable, contains conflict of interest provisions and includes all mandatory elements as required by Sections 16-18 of the SRD Act.

The General Meeting of the Company decides on the amendment, supplementation or revocation of the Remuneration Policy in all cases, unless the obligation to provide remuneration rules ceases ex lege (as a matter of law).



The Remuneration Policy is submitted by the Board of Directors, with the approval of the Nomination and Remuneration Committee, to the General Meeting of the Company for an advisory vote.

Following the advisory vote at the General Meeting on the Remuneration Policy - or, in the event of a rejection of the Remuneration Policy, a re-vote - the Remuneration Policy shall be published on the Company's website without delay, together with the date and the result of the vote.

The Remuneration Policy is prepared by the Company's Human Resources department, in consultation with the relevant departments, and submitted to the Company's Board of Directors.

In the event that the General Meeting rejects the proposed Remuneration Policy, the Company shall submit the revised Remuneration Policy to the next General Meeting for a new advisory vote.

This Remuneration Policy shall enter into force on the date of its approval by the General Meeting of the Company. Pursuant to the provisions of Sections 16-18 of the SRD Act, this Remuneration Policy and any amendment thereto shall be subject to the authority of the General Meeting of the Company.

Dated: April 30, Budapest, 2026.