



**THE REMUNERATION REPORT OF 4iG NYILVÁNOSAN MŰKÖDŐ RÉSZVÉNYTÁRSASÁG (4iG PUBLIC LIMITED COMPANY)**  
(registered office: 1013 Budapest, Krisztina krt. 39., Company Registration No.: 01-10-044993, hereinafter referred to as the "Company")  
**FOR THE BUSINESS YEAR 2025.**

Pursuant to the provision of Section 21 of Act LXVII of 2019 on Encouraging Long-term Shareholder Engagement and Amendments of Further Regulations for Harmonisation Purposes, the Company hereby publishes the Remuneration Report of the Company for the year 2025 (hereinafter referred to as the "Report" or the "Remuneration Report").

This Remuneration Report has been prepared in accordance with the Remuneration Policy (hereinafter the "Remuneration Policy"), pursuant to Act LXVII of 2019 on Encouraging Long-term Shareholder Engagement and Amendments of Further Regulations for Harmonisation Purposes (hereinafter the "SRD Act"), adopted by the General Meeting of the Company on the 30th of April 2025 by the resolution of the General Meeting of the Company No. 12/2025. (IV.30.).

Pursuant to the provisions of Section 16 (4) of the SRD Act when reporting the Directors' income, income outside the European Union shall not be included in the remuneration report.

For those Directors whose legal status (mandate or board membership) relevant for the Remuneration Report does not extend for the whole of 2025, the report presents the time-proportionate share of annual remuneration and honoraria according to the mandate.

#### 1. The Remuneration of the Board of Directors

The members of the Board of Directors are remunerated on the basis of a fixed honorarium and they do not receive any other performance-related remuneration. The amount of the honorarium for the financial year 2025 was decided by the Company in the General Meeting in its Resolution No. 15/2022 (IV.29.): the members of the Board of Directors were entitled to receive a remuneration of HUF 600,000 per month per member, and the Chairman of the Board of Directors received a remuneration of HUF 750,000 per month.

The components of the remuneration of the members of the Board of Directors of the Company who also hold the position of *CEO* or Deputy *CEO* are presented in section 3 of the Remuneration Report.

name and position	Gross amount of remuneration from Board of Directors membership in financial year 2025 (HUF)	Gross amount of remuneration from other legal relationship with 4iG Plc. in the financial year 2025 (HUF)	Total remuneration received from subsidiaries in financial year 2025 (HUF)	Amount of remuneration received under the Employee Share Ownership Program (2023–2024) in the 2025 financial year (HUF)	Number of finalized financial instruments granted under the Employee Share Ownership Program (2023–2024) (valued at 1,820 HUF per unit)	Total gross remuneration in financial year 2025 (HUF)
<b>Jászai Gellért Zoltán</b> Chairman of the Board of Directors	9 000 000	120 509 727	6 420 455	301 928 900	165 895	437 859 082
<b>Linczésyi Aladin Ádám</b> Member of the Board of Directors	7 200 000	84 449 988	-668 182	301 928 900	165 895	392 910 706
<b>Fekete Péter Krisztián</b> Member of the Board of Directors	7 200 000	65 619 621	54 333 864	301 928 900	165 895	429 082 385

<b>Blénessy László</b> Member of the Board of Directors	7 200 000	52 800 000	867 394	0	0	60 867 394
<b>Tóth Béla Zsolt</b> Member of the Board of Directors	7 200 000	108 600 364	12 522 500	166 060 440	91 242	294 383 304
<b>Pedro Vargas Santos David</b> Member of the Board of Directors until 20 November 2025	6 420 000	0	0	0	0	6 420 000
<b>Tomcsányi Gábor</b> Member of the Board of Directors	7 200 000	138 600 364	23 234 319	226 446 220	124 421	395 480 903
<b>Thurzó Csaba Ferenc</b> Member of the Board of Directors	7 200 000	94 239 462	25 774 566	226 446 220	124 421	353 660 248

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

The members of the Supervisory Board are remunerated on the basis of a fixed honorarium and they do not receive any other performance-related remuneration. The amount of the remuneration for the financial year 2025 was decided by the Company in the General Meeting in its Resolution No. 14/2022 (IV.29.); the members of the Supervisory Board received a remuneration of HUF 450,000 per month per member, and the Chairman of the Supervisory Board received a remuneration of HUF 600,000 per month. These fees include the honorarium for membership of the Audit Committee.

name and position	Gross remuneration from membership of the Supervisory Board in the financial year 2025 (HUF)	Gross amount of remuneration from other legal relationship with 4iG Plc. in the financial year 2025 (HUF)	Total Supervisory Board remuneration received from subsidiaries in financial year 2025 (HUF)	Total gross remuneration in financial year 2025 (HUF)
<b>Dr. Fellegi Tamás László</b> Chairman of the Supervisory Board until 8 January 2025	163 636	0	0	163 636
<b>Dr. Guller Zoltán</b> Chairman of the Supervisory Board from 9 January 2025	7 063 636	0	0	7 063 636
<b>Tóthné dr. Rózsa Ildikó</b> Member of the Supervisory Board	5 400 000	0	0	5 400 000
<b>Böszörményi-Nagy Gergely</b> Member of the Supervisory Board	5 400 000	0	0	5 400 000

<b>Steinert Dagmar</b> Member of the Supervisory Board until 8 January 2025	122 727	0	0	122 727
<b>Neumann Klaus Jürgen</b> Member of the Supervisory Board from 9 January 2025	5 072 727	0	0	5 072 727

### 3. Remuneration of CEO and Deputy CEO positions

Name and position	Fixed remuneration - Amount of fixed benefits for the financial year 2025- during the time-period spent in the position (HUF)		Amount of variable remuneration in financial year 2025 - during the time-period spent in the position (HUF)		Amount of Honoraria indicated in points 1 and 2 for the financial year 2025 - during the time-period spent in the position (HUF)	Total remuneration received from subsidiaries in financial year 2025 - during the time-period spent in the position (HUF)	Amount of remuneration granted under the Employee Share Ownership Program (2023–2024) for the 2025 financial year (HUF)	Number of finalized financial instruments granted under the Employee Share Ownership Program (2023–2024) (valued at 1,820 HUF per unit)	Total amount of remuneration in financial year 2025 - during the time-period spent in the position (HUF)	Variable components of remuneration as a percentage of total remuneration
	Annual basic salary	Fringe benefits	Annual incentive, premium	Ad hoc bonus						
<b>Fekete Péter Krisztián</b> CEO	60 000 000	449 988	5 169 633	0	7 200 000	54 333 864	301 928 900	165 895	429 082 385	72%
<b>Tomcsányi Gábor</b> General and Transformational Group Deputy CEO for Operation	78 000 000	449 988	60 150 376	0	7 200 000	23 234 319	226 446 220	124 421	395 480 903	72%
<b>Thurzó Csaba Ferenc</b> Group Deputy CEO for Finance	78 000 000	449 988	15 789 474	0	7 200 000	25 774 566	226 446 220	124 421	353 660 248	68%
<b>Tábori Tamás</b> Deputy CEO for Telecommunications Strategy	72 000 000	449 988	76 209 893	0	0	16 458 196	43 987 580	24 169	209 105 657	57%
<b>Dr. Sárhegyi István</b> Deputy CEO for Space and Defense Technology	1 200 000	0	290 986 966	0	0	78 674 220	0	0	370 861 186	78%



Legally paid bonuses (variable remuneration) cannot be reclaimed once the criteria have been met.

Remuneration based on the employment relationship may consist of the following fixed, variable and other elements:

I. Cash remuneration:

- a) a) Basic salary
- b) b) Annual incentive, bonus
- c) c) Occasional bonuses
- d) d) Participation in the MRP Program - long-term incentive

II. Other remuneration

- a) a) Gross fringe benefit package as defined in the Cafeteria Policy, based on individual choice.
- b) b) compensation fee instead of Company car
- c) c) Use of telecommunications services provided by the Company for business and private use; participation in training courses and conferences in connection with work (non-quantifiable benefits)
- d) d) Reimbursement of expenses for travel, accommodation, meals and other allowances legitimately incurred in the course of duties performed in the interest of the Company.

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

#### 4. Changes to the Company's Remuneration Policy

The Company is preparing a remuneration report for the third time pursuant to Act LXVII of 2019 on the encouragement of long-term shareholder engagement and the amendment of certain acts for the purposes of legal harmonisation, and therefore this Remuneration Report presents comparative data only for the years 2021–2025, in accordance with Article 29 (4) of the SRD Act.

	2021	2022	2023	2024	2025	2025/2024	2024/2023	2023/2022	2022/2021
Profit after tax (thousand HUF)	3 962 000	57 337 000	-18 494 000	-30 291 000	-53 319 000	-76,0%	-63,8%	-132,3%	1 347,2%
Remuneration of directors (gross HUF/person/year) pursuant to Section 16 (4) of the SRD Act (gross HUF/person/year)	38 382 117	72 650 910	94 036 707	106 282 515	98 959 091	-7,4%	13,0%	29,4%	89,0%
Remuneration of the Company's employees (gross HUF/person/year)	11 797 346	12 651 849	16 492 077	18 181 038	21 213 506	14,3%	10,2%	30,4%	7,2%

#### 2025

According to Article 16(4) of the SRD Act, the average per capital remuneration of directors decreased by 7.4% from 2024 to 2025. There were no significant changes in the remuneration of Directors in 2025, the most significant change being the change in the level of one-off bonus payments. The average remuneration of the Company's employees increased by 14.3% during 2025. The change was mainly due to the demerger of 4iG IT Ltd. from 4iG Plc, which represented 57% of the total number of employees at the time of the transformation. In addition, the increase in the remuneration rate was achieved due to base salary increases reaching market levels.



2024

According to Article 16(4) of the SRD Act, the average per capita remuneration of directors (including total cash remuneration) increased by 13% from 2023 to 2024. There were no significant changes in the remuneration of Directors in 2024, the most significant change being the change in the level of one-off bonus payments. The average remuneration of the Company's employees increased by 10.2% during 2024. With a 40% increase in the total number of employees at 4iG Plc, the increase in the remuneration rate was achieved due to base salary increases reaching market levels.

2023

According to Article 16(4) of the SRD Act, the average per capita remuneration of directors (including total cash remuneration) increased by 29.4% from 2022 to 2023. The average remuneration of the Company's employees increased by 30.4% in 2023. While the total number of employees of 4iG Plc increased by 14%, the remuneration of the directors increased by almost the same rate as the increase in the remuneration of the total number of employees not covered by Section 16 (4) of the SRD Act.

2022

According to Article 16(4) of the SRD Act, the average per capita remuneration of directors (including total cash remuneration) increased by 89.0% from 2021 to 2022. The average remuneration of the Company's employees increased by 7.2% in 2022. The impact of the long-term incentive, which includes recognition of multiple years of performance in addition to a payout in 2022, was reflected in Directors' remuneration.

#### **5. Considering the previous explanatory vote of the General Meeting**

**The Annual General Meeting of the Company held on the 30th of April 2025, has adopted the previous remuneration report of the Company by the resolution of the General Meeting of the Company No. 14/2025 (IV.29.) with a total of 260,105,683 validly cast votes, taking into account Section 3:278 (1) e) of the Civil Code, of which 260,073,129 votes, that represents 99.99% of the votes, that voted in favour, 17,728 votes, that represents 0.01% of the votes, that voted against and 14,824 votes, that represents 0.01% of the votes, that are abstained votes.**

The Board of Directors has considered the explanatory vote of the General Meeting on the previous remuneration report by following the same principles and methodology used in the preparation of the present remuneration report.

#### **6. Compliance with the Remuneration Policy**

There was no deviation from the procedure for implementing the remuneration policy in 2025.

The Company's remuneration policy has been set in line with the Company's business strategy, long-term objectives and sustainability ambitions. The total remuneration of the Directors for 2025 has been paid in accordance with the approved Remuneration Policy and, in the opinion of the Board, at a level that ensures the long-term performance of the individuals concerned as set out in the Remuneration Policy, and the performance criteria have been applied in accordance with the remuneration policy.

Budapest, April 30, 2026.