



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 2024.

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 2023 (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 29th of April 2024 by the resolution of the General Meeting of the Company No. 11/2024. (IV.29.).

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 2024, 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 2024 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 2024 (HUF)	Gross amount of remuneration from other legal relationship with 4iG Plc. in the financial year 2024 (HUF)	Total remuneration received from subsidiaries in financial year 2024 (HUF)	Total gross remuneration in financial year 2024 (HUF)
Jászai Gellért Zoltán Chairman of the Board of Directors	9 000 000	120 509 724	9 300 000	138 809 724
Linczényi Aladin Ádám Member of the Board of Directors	7 200 000	204 876 752	14 671 429	226 748 181
Fekete Péter Krisztián Member of the Board of Directors	7 200 000	248 500 313	50 199 999	305 900 312



Blénessy László Member of the Board of Directors	7 200 000	112 725 374	4 883 738	124 809 112
Tóth Béla Zsolt Member of the Board of Directors	7 200 000	259 520 276	10 000 000	276 720 276
Pedro Vargas Santos David Member of the Board of Directors	7 200 000	0	0	7 200 000
Gábor Tomcsányi Member of the Board of Directors from 30.09.2024.	1 828 571	26 149 996	6 384 217	34 362 784
Csaba Ferenc Thurzó Member of the Board of Directors from 30.09.2024.	1 828 571	26 149 996	6 385 785	34 364 352

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 2024 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 2024 (HUF)	Gross amount of remuneration from other legal relationship with 4iG Plc. in the financial year 2024 (HUF)	Total Supervisory Board remuneration received from subsidiaries in financial year 2024 (HUF)	Total gross remuneration in financial year 2024 (HUF)
Dr. Fellegi Tamás László Chairman of the Supervisory Board	7 200 000	0	0	7 200 000
Tóthné dr. Rózsa Ildikó Member of the Supervisory Board	5 400 000	0	0	5 400 000
Böszörményi-Nagy Gergely Member of the Supervisory Board	7 200 000	0	0	7 200 000
Steinert Dagmar Member of the Supervisory Board	5 400 000	0	0	5 400 000



3. Remuneration of CEO and Deputy CEO positions

Name and position	Fixed remuneration - Amount of fixed benefits for the financial year 2024- during the time-period spent in the position (HUF)		Amount of variable remuneration in financial year 2024 - during the time-period spent in the position (HUF)		Amount of Honoraria indicated in points 1 and 2 for the financial year 2024 - during the time-period spent in the position (HUF)	Total remuneration received from subsidiaries in financial year 2024 - during the time-period spent in the position (HUF)	Total amount of remuneration in financial year 2024 - during the time- period spent in the position (HUF)	Variable components of remuneration as a percentage of total remuneration
	Annual salary	basic Fringe benefits	Annual incentive, premium	Ad hoc bonus				
Péter Krisztián Fekete CEO	67 200 000	530 388	187 969 925	0	7 200 000	50 199 999	305 900 312	61%
Gábor Tomcsányi General and Transformational Group Deputy CEO for Operation	72 658 570	570 588	90 225 564	0	1 828 571	25 256 244	188 710 966	48%
Csaba Ferenc Thurzó Group Deputy CEO for Finance	73 828 571	449 988	34 135 339	0	1 828 571	23 786 247	132 200 145	26%
Tamás Tápai Deputy CEO for IT, holding the position until 02.28. 2024.	9 600 000	135 380	0	0	0	0	9 735 380	0%
Gábor Radó Deputy CEO for IT from 01.03.2024.	45 000 000	802 819	51 537 213	0	0	0	97 340 032	53%
Tamás Tábori Deputy CEO for Telecommunications Strategy from 01.07.2024	36 195 652	326 824	4 815 000	0	0	3 476 190	44 813 666	11%

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) Basic salary
- b) Annual incentive, bonus
- c) Occasional bonuses



d) Participation in the MRP Program

II. Other remuneration

- a) Gross fringe benefit package as defined in the Cafeteria Policy, based on individual choice.
- b) compensation fee instead of Company car
- 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) 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 SRD Act, and therefore this Remuneration Report presents comparative data only for the years 2021-2024, in accordance with Article 29 (4) of the SRD Act.

	2021	2022	2023	2024	2024/2023	2023/2022	2022/2021
Profit after tax (thousand HUF)	3 962 000	57 337 000	-21 192 000	-29 997 000	-41,5%	-136,9%	1 347,2%
Remuneration of directors (gross HUF/person/year) pursuant to Section 16 (4) of the SRD Act	38 382 117	72 650 910	94 036 707	106 282 515	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	10,2%	30,4%	7,2%

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 29th of April 2024, has adopted the previous remuneration report of the Company by the resolution of the General Meeting of the Company No. 14/2024 (IV.29.) with a total of 262 601 955 validly cast votes of which 262 580 328 votes, that represents 99,99 % of the votes, that voted in favour, 21 305 votes, that represents 0,01% of the votes, that voted against and 322 votes that, represents 0,0% of the votes, that are absented 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 2024.

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 2024 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, 2025.

