



**Report of the Nomination and Remuneration Committee
("Report")
4iG Plc. Public Limited Company („Company”)
for the extraordinary General Meeting held on 28 of May 2026**

The Nomination and Remuneration Committee proposes to the General Meeting to acknowledge the resignation of Gergely Böszörményi-Nagy from his positions as member of the Supervisory Board and the Audit Committee of the Company, and, in light of the aforementioned resignation, to elect Dr. Zoltán Lajos Pafféri (mother's maiden name: Julianna Vezsenyi; date of birth: 04 January 1985; address: 20 Lomb utca 1/a, H-2051 Biatorbágy), nominated by iG COM Magántőkealap as shareholder holding more than 25% of the voting rights in the Company, as well as Dr. József András Veit (mother's maiden name: Benkes Mónika; date of birth: 1958.03.21; address: 1221 Budapest, Madarász köz 1.) as new members of the Supervisory Board of the Company.

The Nomination and Remuneration Committee further proposes that, due to the above resignation – as a result of which the mandate of the affected Supervisory Board member in the Audit Committee shall also terminate – the election of new member of the Audit Committee has become necessary. In light of the above, the Nomination and Remuneration Committee proposes to the General Meeting to elect Klaus Jürgen Neumann (mother's maiden name: Christa Vos; address: DE-40477 Düsseldorf, Marc-Chagall-Straße 146.), member of the Supervisory Board of the Company, as well as Dr. József András Veit (mother's maiden name: Benkes Mónika; date of birth: 1958.03.21; address: 1221 Budapest, Madarász köz 1.) as new member of the Audit Committee of the Company.

The Nomination and Remuneration Committee reviewed the remuneration of the members of the Board of Directors determined by General Meeting Resolution No. 15/2022 (IV.29.) and established that, in light of the Company's dynamic growth, the increased scope of responsibilities and the growing complexity of corporate governance duties, the remuneration of the members of the Board of Directors requires review and amendment. Accordingly, the Nomination and Remuneration Committee proposes to the General Meeting that the remuneration of the members of the Board of Directors be determined in the gross amount of HUF 2,000,000 per month.

Based on the above, the Nomination and Remuneration Committee of the Company unanimously adopted the following resolutions without any votes against or abstentions:

**RESOLUTION OF THE NOMINATION AND REMUNERATION COMMITTEE
NO. 1/2026 (05.07.)**

The Nomination and Remuneration Committee proposes to the General Meeting to acknowledge the resignation of Gergely Böszörményi-Nagy from his positions as member of the Supervisory Board and the Audit Committee of the Company.



RESOLUTION OF THE NOMINATION AND REMUNERATION COMMITTEE
NO. 2/2026 (05.07.)

The Nomination and Remuneration Committee proposes to the General Meeting that the General Meeting record that, pursuant to Section 15.5 of the Articles of Association of the Company, a shareholder holding at least 25% (twenty-five percent) of the voting rights is entitled to nominate one (1) member to the Supervisory Board, who shall be elected by the General Meeting. Accordingly, it proposes that the General Meeting record that iG COM Magántőkealap, as shareholder holding more than 25% of the voting rights in the Company, has nominated Dr. Zoltán Lajos Pafféri (mother's maiden name: Julianna Vezsenyi; date of birth: 04 January 1985; address: 20 Lomb utca 1/a, H-2051 Biatorbágy) as new member of the Supervisory Board.

In light of the above, the Nomination and Remuneration Committee proposes to the General Meeting that the General Meeting elect Dr. Zoltán Lajos Pafféri (mother's maiden name: Julianna Vezsenyi; date of birth: 04 January 1985; address: 20 Lomb utca 1/a, H-2051 Biatorbágy) as new member of the Supervisory Board of the Company for an indefinite term commencing on 28 May 2026. The new member of the Supervisory Board shall perform his duties under an agency relationship. It further proposes that the remuneration of the new member of the Supervisory Board be determined by the General Meeting in accordance with General Meeting Resolution No. 14/2022 (IV.29.).

RESOLUTION OF THE NOMINATION AND REMUNERATION COMMITTEE
NO. 3/2026 (05.07.)

The Nomination and Remuneration Committee proposes to the General Meeting that Dr. József András Veit (mother's maiden name: Benkes Mónika; date of birth: 1958.03.21; address: 1221 Budapest, Madarász köz 1.) be elected as new member of the Supervisory Board of the Company for an indefinite term commencing on 28 May 2026. The new member of the Supervisory Board shall perform his/her duties under an agency relationship. The remuneration of the new member of the Supervisory Board shall be determined by the General Meeting in accordance with General Meeting Resolution No. 14/2022 (IV.29.).

RESOLUTION OF THE NOMINATION AND REMUNERATION COMMITTEE
NO. 4/2026 (05.07.)

The Nomination and Remuneration Committee proposes that the General Meeting record that, in light of the resignation of Gergely Böszörményi-Nagy from his position as member of the Supervisory Board – who is simultaneously member of the Audit Committee – the election of a new member of the Audit Committee has become necessary, having regard to Section 15.22.1 of the Articles of Association of the Company, pursuant to which the



Company shall establish an Audit Committee consisting of at least three (3) members, whose members shall be elected by the General Meeting from among the independent members of the Supervisory Board.

The Nomination and Remuneration Committee proposes to the General Meeting that Klaus Jürgen Neumann (mother's maiden name: Christa Vos; address: DE-40477 Düsseldorf, Marc-Chagall-Straße 146.), member of the Supervisory Board of the Company, be elected as new member of the Audit Committee of the Company for an indefinite term commencing on 28 May 2026. Members of the Audit Committee shall perform their duties without separate remuneration.

RESOLUTION OF THE NOMINATION AND REMUNERATION COMMITTEE

NO. 5/2026 (05.07.)

The Nomination and Remuneration Committee proposes to the General Meeting that Dr. József András Veit (mother's maiden name: Benkes Mónika; date of birth: 1958.03.21; address: 1221 Budapest, Madarász köz 1.) be elected as new member of the Audit Committee of the Company for an indefinite term commencing on 28 May 2026. Members of the Audit Committee shall perform their duties without separate remuneration.

RESOLUTION OF THE NOMINATION AND REMUNERATION COMMITTEE

NO. 6/2026 (05.07.)

The Nomination and Remuneration Committee approves and proposes to the General Meeting that the remuneration of the members of the Board of Directors of the Company be uniformly determined in the gross amount of HUF 2,000,000 per month.

RESOLUTION OF THE NOMINATION AND REMUNERATION COMMITTEE

NO. 7/2026 (05.07.)

The Nomination and Remuneration Committee resolves that, in light of the above agenda items, it approves the report of the Nomination and Remuneration Committee with the content set out in the submission.

Budapest, 7th May 2026

**4iG Plc.
Nomination and Remuneration Committee**