



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 2023.

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 pursuant to Act LXVII of 2019 on Encouraging Long-term Shareholder Engagement and Amendments of Further Regulations for Harmonisation Purposes (hereinafter the "Remuneration Policy"), adopted by the General Meeting of the Company on 28 April 2023 by the resolution of the General Meeting of the Company No. 18/2023 (IV.28.).

Pursuant to the provisions of Section 16 (4) of Act LXVII of 2019 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 2023, the report presents the time-proportionate share of annual remuneration and honoraria according to the mandate.

1. Az Igazgatóság tagjainak javadalmazása

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 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 2023 (HUF)	Gross amount of remuneration from other legal relationship with 4iG Plc. in the financial year 2023 (HUF)	Total remuneration received from subsidiaries in financial year 2023 (HUF)	Total gross remuneration in financial year 2023 (HUF)
Jászai Gellért Zoltán Chairman of the Board of Directors	9 000 000	71 621 724	9 300 000	89 921 724
Linczényi Aladin Ádám Member of the Board of Directors	7 200 000	234 437 718	16 993 548	258 631 266
Fekete Péter Krisztián Member of the Board of Directors	7 200 000	230 346 606	49 682 258	287 228 864

Blénessy László Member of the Board of Directors	7 200 000	120 175 815	26 733 808	154 109 623
Tóth Béla Zsolt Member of the Board of Directors	7 200 000	65 066 114	0	72 266 114
Pedro Vargas Santos David Member of the Board of Directors	7 200 000	0	0	7 200 000

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.

név és pozíció	Gross remuneration from membership of the Supervisory Board in the financial year 2023 (HUF)	Gross amount of remuneration from other legal relationship with 4iG Plc. in the financial year 2023 (HUF)	Total Supervisory Board remuneration received from subsidiaries in financial year 2023 (HUF)	Total gross remuneration in financial year 2023 (HUF)
Dr. Fellegi Tamás László Chairman of the Supervisory Board	7 200 000	0	0	7 200 000
Jobbágy Dénes Member of the Supervisory Board until 28.04.2023.	2 250 000	0	0	2 250 000
Tóthné dr. Rózsa Ildikó Member of the Supervisory Board	5 400 000	0	0	5 400 000
Helmut Paul Merch Member of the Supervisory Board until 28.04.2023.	1 770 000	0	0	1 770 000
Böszörményi-Nagy Gergely Member of the Supervisory Board from 28.04.2023.	3 625 000	0	0	3 625 000
Steinert Dagmar Member of the Supervisory Board from 28.04.2023.	3 625 000	0	0	3 625 000

3. Remuneration of CEO and Deputy CEO positions

Name and position	Fixed remuneration - Amount of fixed benefits for the financial year 2023- during the time-period spent in the position (HUF)		Amount of variable remuneration in financial year 2023 - during the time-period spent in the position (HUF)		Amount of Honoraria indicated in points 1 and 2 for the financial year 2023 - during the time-period spent in the position (HUF)	Total remuneration received from subsidiaries in financial year 2023 - during the time-period spent in the position (HUF)	Total amount of remuneration in financial year 2023 - 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				
Fekete Péter Krisztián CEO	60 000 000	449 988	75 222 870	94 673 748	7 200 000	49 682 258	287 228 864	59%
Tomcsányi Gábor Group General Deputy CEO for Operations	52 830 000	449 988	90 330 264	105 263 158		21 879 656	270 753 066	72%
Thurzó Csaba Ferenc Group Chief Finance Officer	66 000 000	449 988	77 725 826			13 086 627	157 262 441	49%
Blénessy László Group General Deputy CEO for Business until 31.08.2023. From 01.09.2023. he holds the position of Group General Deputy CEO for Technology	42 000 001	449 988	77 725 826		7 200 000	26 733 808	154 109 623	50%
Tápai Tamás Deputy CEO of IT	56 700 000	449 988	15 287 394			0	72 437 382	21%
Dudler Sasha Andre Deputy CEO for Transformation and Integration He held the position between 01.03.2023 and 31.08.2023.	13 363 636	127 431				0	13 491 067	0%

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



4. Changes to the Company's Remuneration Policy

In financial year 2023, the base salary of the non-executive employees of 4iG Plc increased by 14% on average. The increase in the base salary average was significantly influenced by the base salary development in the second quarter of 2023, by the increase in the number of employees at 4iG Plc. and by the turnover effect.

In terms of employee composition, the development of the holding organisation and the increase in its headcount resulted in a significant difference compared to the 2022 employee headcount used as a projection base.

The level of fringe benefits has not changed in 2023.

No payments were made in 2023 under the Employee Share Ownership Plan.

Due to the significant increase in energy prices, the employer provided overhead support to lower earning employees as a payment in lieu of wages during the financial year, between the period of January 2023 - April 2023.

5. Considering the previous explanatory vote of the General Meeting

The Annual General Meeting of the Company held on 28 April 2023, has adopted the previous remuneration report of the Company by the resolution of the General Meeting of the Company No. 18/2023 (IV.28.) with a total of 261.699.473. validly cast votes (Number of shares represented by validly cast votes, i.e. total number of validly cast votes: 261.699.473. shares, and the share capital represented by these shares: 87.50%) - of which 100% voted in favour, 0 against and 0 absented.

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

The total remuneration of the Directors for 2023 has been paid in accordance with the approved Remuneration Policy and, in the opinion of the Board of Directors, at a level that ensures the long-term performance of the Company, the performance criteria have been applied in accordance with the Remuneration Policy.

Budapest, April 29, 2024.