



**Report of the Nomination and Remuneration Committee
(„Report”)
of 4IG PUBLIC LIMITED COMPANY („Company”)
for the Annual Ordinary General Meeting held on the 30th of April 2025**

The Nomination and Remuneration Committee examined the amended Remuneration Policy prepared in accordance with Act LXVII of 2019 on the encouragement of long-term shareholder engagement and the modification of certain acts with the purpose of legal harmonization (**“Remuneration Act”**) and proposes to the General Meeting to adopt it – with the content attached to these proposals for resolutions – within the framework of an opinion voting.

The Nomination and Remuneration Committee examined and decided to submit the resolution to the Annual Ordinary General Meeting held on the 30th of April 2025 on issuing hold-harmless warrant according to the Act V of 2013 on the Civil Code to the Members of the Board of Directors, as well as the officers (**“Officers”**) who qualify as directors by the Remuneration Act on the management activity in the year of 2024 by proposing to issue hold-harmless warrant to the Members of the Board of Directors and Officers.

The Nomination and Remuneration Committee approves and at the same time recommends to the General Meeting to adopt the Remuneration Report for the business year 2024 of the Company with the content corresponding to the proposal and within the framework of an opinion voting.

Having regard to the above, the Nomination and Remuneration Committee of the Company has unanimously adopted the following resolutions, without dissenting votes and abstentions:

RESOLUTION OF THE NOMINATION AND REMUNERATION COMMITTEE No. 2/2025. (IV.04.)

The Nomination and Remuneration Committee submits to the General Meeting, in accordance with the Act LXVII of 2019 on the encouragement of long-term shareholder engagement and the modification of certain acts with the purpose of legal harmonization, and with regarding to Subsection (2) of Section 3:268. of the Act V of 2013 on the Civil Code, to adopt the amendment of the Remuneration Policy of the Company– with the content attached to these proposals for resolutions – within the framework of an opinion voting.

RESOLUTION OF THE NOMINATION AND REMUNERATION COMMITTEE No. 3/2025. (IV.04.)

The Nomination and Remuneration Committee submits to the General Meeting of the Company to establish that the Members of the Board of Directors, as well as the officers who qualify as directors by Act LXVII of 2019 on the encouragement of long-term shareholder engagement and the modification of certain acts with the purpose of legal harmonization performed their work in 2024 with the priority of



the interests of the Company in mind, in view of this, to decide to grant hold-harmless warrant for 2024 for them.

RESOLUTION OF THE NOMINATION AND REMUNERATION COMMITTEE No. 4/2025. (IV.04.)

The Nomination and Remuneration Committee submits to the General Meeting, in accordance with the Act LXVII of 2019 on the encouragement of long-term shareholder engagement and the modification of certain acts with the purpose of legal harmonization, and with regarding to the provisions of the Company's Remuneration Policy, that the Remuneration Report for the business year 2024 of the Company be adopted – with the content attached to these proposals for resolutions – within the framework of an opinion voting with the fact that the draft of the Remuneration Report and the accuracy of the information contained therein has been reviewed in advance by the Company's Auditor.

RESOLUTION OF THE NOMINATION AND REMUNERATION COMMITTEE No. 5/2025. (IV.04.)

The Nomination and Remuneration Committee decides to adopt the report of the Nominations and Remuneration Committee as presented with regard to the above items.

Budapest, 04th of April 2025

Gellért Zoltán Jászai

Chairman of the Nomination and Remuneration
Committee

Aladin Ádám Linczényi

Member of the Nomination and Remuneration
Committee