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INVESTOR PRESENTATION
Q2 AND H1 2025 RESULTS
29 AUGUST 2025
BUDAPEST



Péter Fekete

Group CEO



Barna Gáspár

***Group Head of
Investor Relations
and Capital Markets***

EARNINGS CALL AGENDA

- 1 EXECUTIVE SUMMARY**
- 2 INTRODUCTION – MACROECONOMICS AND MARKET**
- 3 KEY EVENTS AND NEWS IN Q2 2025, M&A**
- 4 SHARE PERFORMANCE**
- 5 FINANCIAL PERFORMANCE (Q2, H1)**
- 6 SEGMENTS, GEOGRAPHIES (DEEP DIVE)**
- 7 AMBITIONS**
- 8 CREDIT RATINGS, ESG**
- 9 Q&A**





1

H1 2025 results are above plan despite no inflation price adjustment in Hungary:

Net sales revenues increased by 8.8% to HUF 350.8 billion, while reported EBITDA increased by 11.1% to HUF 122.6 billion and on a normalised basis EBITDA rose by 19% YoY to HUF 131.2 billion. Stable leverage, with the Net Debt/LTM EBITDA ratio at 3.8x (3.7x excluding change in non-cash items). Strong liquidity position and good access to capital markets. Affirmed BB-credit ratings with Stable Outlook.

2

4iG's Transformation Programme has reached its final milestone. The Group delivers values across its three strategic pillars: IT, Telco (with separated InfraCo and ComCo) and Space & Defence, while 4iG Plc. will continue to act as a holding company. Synergies are already visible, with full effect to be seen in H2 2025.

3

Launch of One brand in Hungary for 4iG Telco **was a success, brand awareness exceeded legacy brands (Vodafone, Digi, Invitech, Antenna Hungária).**

4

Delivering on growth pipeline, further consolidation of the telecommunications and TV market: **acquisition of PR-Telecom, Netfone and CANAL+ (contracts).** Rebranded shops, new webshop in Hungary. **Migration of pre-paid to post-paid in the Balkans.**

5

Space and Defence business development: 4iG Space&Defence and N7 Holding signed a preliminary agreement to **establish the first Hungarian state- and privately-owned defence industry holding company.**

6

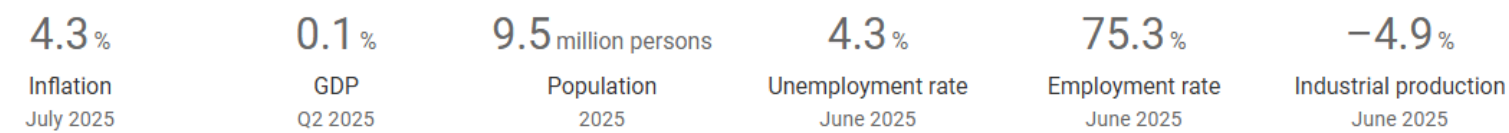
Extensive international business development – MOU signed with e&, KGS, Mubadala, Edge, Azercosmos, Creotech, Eutelsat SA, HeliControl and CONDOR

INTRODUCTION

MACRECONOMICS

MARKET SHARE

STATISTICS OF HUNGARY



INTEREST RATES

- **MNB base rate (HUF):** 6.5% (unchanged since 25 September 2024)
- **ECB base rate (EUR) :** 2.15% (decreasing trend, effective 11 June 2025)
- **Low-interest rate swap cost, favourable to continue hedging**
- **Growth funding remains expensive**

FX RATES

	31-Dec-2023	31-Dec-2024	31-Mar-2025	30-Jun-2025
EURHUF	382,78	410,09	401,90	399,30
EURUSD	1,11	1,04	1,08	1,18
USDHUF	346,44	393,60	371,17	340,00



LEADING MARKET POSITIONS IN CORE GEOGRAPHIES

- ★ Headquarters (Budapest)
- ★ Market positions

**Hungary**

★ 1

ICT

★ 1

Broadcast

★ 2

Telco

**Montenegro**

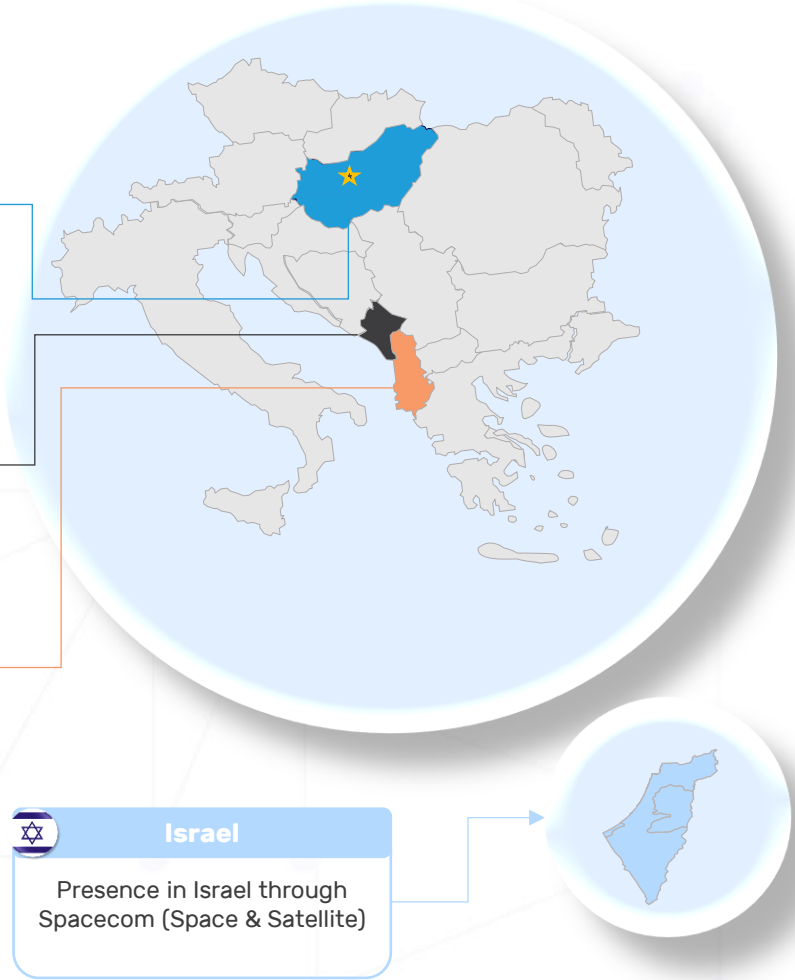
★ 1

Telco⁽¹⁾

**Albania**

★ 1

Telco



KEY EVENTS SINCE THE LAST EARNINGS CALL

KEY DOMESTIC EVENTS: UPDATE SINCE THE Q1 EARNINGS CALL



H
U
N
G
A
R
Y

2025

June

July

August

11th June

4iG SDT and N7 Holding have entered into a non-binding Term Sheet, according to which 4iG SDT may acquire a 75% + 1 vote majority stake in a newly established holding company founded by N7 Holding, in a two-step transaction

24th June:

4iG's Transformation Programme launched in Q4 2023 has reached its final milestone as the supreme corporate bodies of AH Infrastruktúra Szolgáltató Zrt., Invitech ICT Infrastructure Kft., V-Hálózat Távközlési Zrt., and D-Infrastruktúra Távközlési Kft., have adopted resolutions on the merger into D-Infrastruktúra Távközlési Kft., which, following the merger, will operate under 2Connect Távközlési Infrastruktúra és Hálózati Szolgáltatások Kft.

27th June

The IT segment of the Transformation programme reached its next significant milestone with the fact that the supreme corporate bodies of 4iG IT, INNObyte Informatikai Zrt., and INNOWARE Informatikai és Tanácsadó Zrt., adopted resolutions on the merger into 4iG IT

2nd July

4iG Telco entered into a SPA to acquire 99% of the registered capital of the national telecommunications provider Netfone Telecom Kft.

16th July

4iG Telco concluded a SPA for the acquisition of 100% of shares in the regional telecommunications service provider PR-Telecom Zrt.

30th July

4iG SDT entered into a preliminary, non-binding term sheet to acquire 63% of the registered capital of the helicopter maintenance service provider with a recognized presence at the regional level, HeliControl Kft.

17th June

The SPA concluded on 15th May between 4iG Telco and Corvinus was successfully closed, resulting in 4iG Telco becoming the 100% owner of both One and V-Hálózat

2nd July

4iG SDT and HM Electronics, Logistics and Property Management Private Company Limited by Shares entered into a cooperation agreement including a non-binding MoU to explore strategic cooperation opportunities in the field of defence digitalisation and to identify opportunities for cooperation based on mutual benefits

22nd July

The merger clearance procedure initiated based on the notification of 4iG's indirect subsidiary, DIGI Távközlési és Szolgáltató Kft., regarding the business transfer agreement concluded by DIGI on 26 July 2024, for the acquisition of the Hungarian satellite customer base of Direct One. The HCA determined that the merger does not decrease the competition on the relevant market

5th August

4iG entered into an investment framework agreement with iG TECH II Magántőkealap and iG TECH III Magántőkealap, both managed by iG TECH Capital Befektetési Alapkezelő Zrt owned by Gellért Jászai, in order to carry out a capital increase in 4iG SDT. The purpose of the capital increase is to finance investments in the aviation and/or space industries, as well as projects in industries related to the Hungarian defence sector

KEY FOREIGN EVENTS: UPDATE SINCE THE Q1 EARNINGS CALL



A
B
R
O
A
D

2025

July

August

15th July
4iG SDT and JSC «National Company «Kazakhstan Gharysh Sapary» signed a non-binding MoU in order to identify potential collaboration in the field of space industry

17th July
4iG SDT and EDGE Group PJSC signed three non-binding MOUs to provide a supplementary framework to further enhance the areas of cooperation set out in the MoU signed on 9 April 2025

17th July
4iG signed a non-binding MoU with Mubadala Investment Company PJSC to establish a framework for potential future collaboration in joint exploration of potential investment and acquisition opportunities in Hungary, CEE and in the West Balkans regions

22nd July
4iG and Israel Aerospace Industries Ltd., signed a binding MoU to settle SpaceCom's full bond debt service and jointly have submitted their bilateral debt settlement plan to SapceCom's bondholders

17th July
4iG signed a non-binding MoU with Emirates Telecommunications Group Company. The purpose of this MOU is to cooperate on planning, implementation and operation of subsea cable projects connecting primarily Middle East, North Africa and Europe, cooperate on planning and deploying large scale Data Centre developments in Albania and in Hungary and evaluate other cooperation possibilities in the field of telecommunications and digital infrastructure

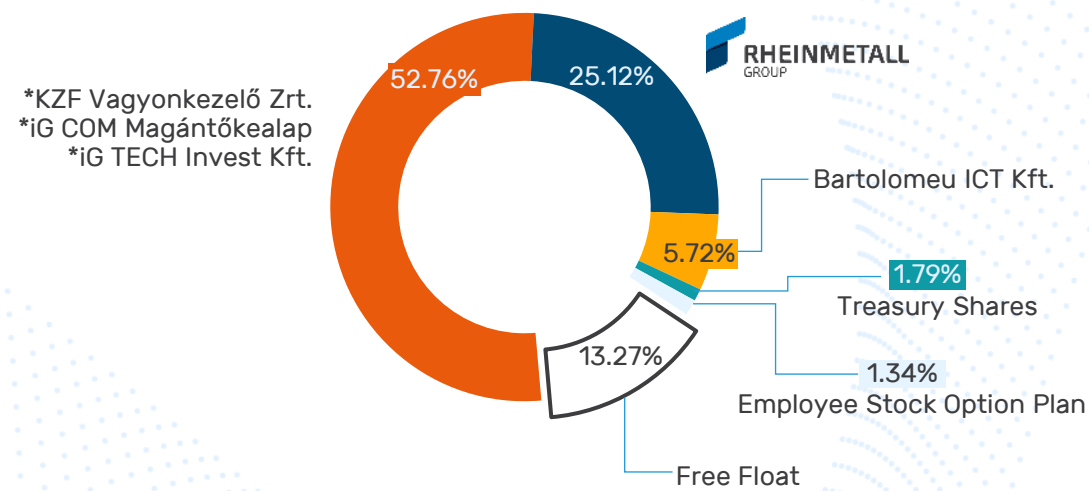
11th August
4iG S&D signed a binding MoU with EUTELSAT SA connected to frequency usage rights and orbital positions affecting the performance of the HUSAT programme

SHARE PERFORMANCE

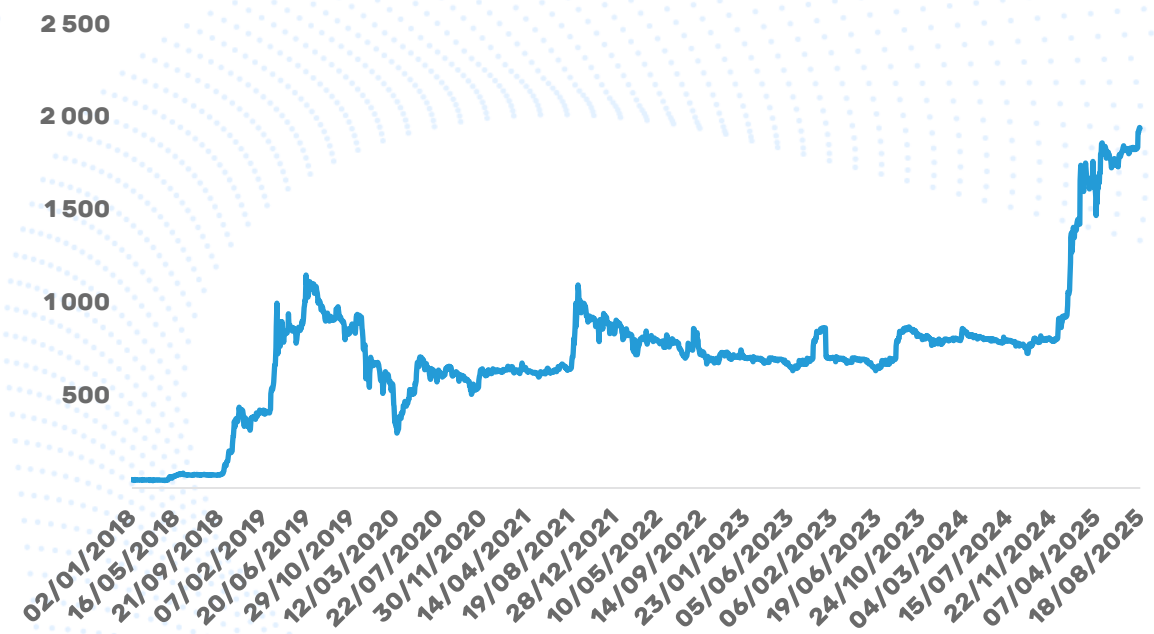
SHAREHOLDER INFORMATION OF 4iG PLC.



KEY SHAREHOLDERS OF 4iG PLC. AS OF 30 JUNE 2025



SHARE PRICE PERFORMANCE (HUF)



**4iG Plc. is part of The Austrian
Wiener Börse region CECE Index.**



**4iG Plc. is listed on the
Budapest Stock Exchange**

Market Cap
(30th June 2025)
HUF 548 bn
(EUR 1.4 bn)

**Mr. Gellért Jászai's direct control
Source: Budapest Stock Exchange*

FINANCIAL PERFORMANCE

GROUP FINANCIALS: Q2 2025



4iG Group (HUF Mn)	Q2 2024	PPA ¹	One off ²	Non Realised FX difference ³	Normalised Q2 2024	Q2 2025	PPA ¹	One off ²	Non Realised FX difference ³	Normalised Q2 2025	% change
Net Revenues	167,849	-	-	-	167,849	179,367	-	-	-	179,367	6.9%
Other operating income	-5,562	-	-	-	-5,562	453	-	-	-	453	-108%
Total income	162,287	-	-	-	162,287	179,820	-	-	-	179,820	11%
Capitalised value of own produced assets	4,690	-	-	-	4,690	4,757	-	-	-	4,757	1%
Raw materials and consumables used	-47,873	-	-	-	-47,873	-47,454	476	-	-	-46,978	-2%
Services used	-28,720	-	1,134	-	-27,586	-33,004	-	3,121	-	-29,883	8%
Personnel expenses	-30,525	-	-	-	-30,525	-33,660	-	-	-	-33,660	10%
Other expenses	-3,751	70	-	-	-3,681	-8,044	56	-	-	-7,988	117%
Operating costs	-110,869	70	1,134	-	-109,665	-122,162	532	3,121	-	-118,509	8%
EBITDA	56,108	70	1,134	-	57,312	62,415	532	3,121	-	66,068	15.3%
EBITDA margin	33.4%	-	-	-	34.1%	34.8%	-	-	-	36.8%	2.7pp
Depreciation and amortisation	-45,865	6,202	-	-	-39,663	-48,999	6,011	-	-	-42,988	8%
EBIT	10,243	6,272	1,134	-	17,649	13,416	6,543	3,121	-	23,080	31%
Financial income	-190	-	-	-1459	-1,649	7,245	-	-	-2,892	4,353	-364%
Financial expenses	-13,647	192	-	-	-13,455	-20,290	77	-	-	-20,213	50%
Share of profit of associate and joint ventures	-382	-	-	-	-382	-450	-	-	-	-450	18%
Profit before taxes (PBT)	-3,976	6,464	1,134	-1,459	2,163	-79	6,620	3,121	-2,892	6,770	213%
Income taxes	-1,306	-619	-	-	-1,925	-959	-716	-	-	-1,675	-13%
Profit / Loss after Tax	-5,282	5,845	1,134	-1,459	238	-1,038	5,904	3,121	-2,892	5,095	n/a

Net sales revenue increased by 11% YoY, primarily driven by the telecommunications segment. This growth was fuelled by the expansion of the postpaid mobile subscriber base and a rise in ARPU (Average Revenue Per User). The IT/SI (Information Technology/System Integration) segment also contributed positively to revenue growth, mainly due to the successful implementation of the Elderly Care program and other IT projects.

Depreciation and amortisation: Due to increased balance of assets, the Group recorded 8% higher depreciation in H1 2025 compared to the same period of the previous year (normalised).

Financial income and expenses: Thanks to favourable exchange rate movements, the Group recognised HUF 1.4 billion higher unrealised foreign exchange gains (primarily related to the Vodafone acquisition loan). However, normalised financial results did not change significantly compared to the same period of the previous year.

*Modified results

¹PPA (Purchase Price Allocation effect): Subsequent fair value restatements of assets and liabilities of previously acquired subsidiaries, recognised in the income statement, which do not involve cash outflow.

²One-off items: Costs related to the Group's transformation and restructuring.

³Unrealised foreign exchange gain/loss adjustment: Revaluation differences arising from the year-end remeasurement of assets and liabilities denominated in foreign currencies (primarily the Vodafone acquisition loan)

GROUP FINANCIALS: H1 2025



4iG Group (HUF Mn)	H1 2024	PPA ¹	One off ²	Non Realised FX difference ³	Normalised H1 2024	H1 2025	PPA ¹	One off ²	Non Realised FX difference ³	Normalised H1 2025	% change
Net Revenues	322,481	-	-	-	322,481	350,827	-	-	-	350,827	8.8%
Other operating income	2,107	-	-	-	2,107	1,492	-	-	-	1,492	-29%
Total income	324,588	-	-	-	324,588	352,319	-	-	-	352,319	9%
Capitalised value of own produced assets	8,446	-	-	-	8,446	7,840	-	-	-	7,840	-7%
Raw materials and consumables used	-91,517	-	-	-	-91,517	-94,400	476	-	-	-93,924	3%
Services used	-54,515	-	1,526	-	-52,989	-65,096	-	8,159	-	-56,937	7%
Personnel expenses	-55,292	-	-	-	-55,292	-62,869	-	-	-	-62,869	14%
Other expenses	-21,374	70	-	-	-21,304	-15,243	56	-	-	-15,187	-29%
Operating costs	-222,698	70	1,526	-	-221,102	-237,608	532	8,159	-	-228,917	4%
EBITDA	110,336	70	1,526	-	111,932	122,551	532	8,159	-	131,242	17.3%
EBITDA margin	33.4%	-	-	-	34.7%	34.8%	-	-	-	37.4%	2.7pp
Depreciation and amortisation	-90,239	12,324	-	-	-77,915	-94,324	11,970	-	-	-82,354	6%
EBIT	20,097	12,394	1,526	-	34,017	28,227	12,502	8,159	-	48,888	44%
Financial income	3,567	-	-	-	3,567	15,416	-	-	-7,737	7,679	115%
Financial expenses	-42,705	383	-	8,118	-34,204	-37,522	269	-	-	-37,253	9%
Share of profit of associate and joint ventures	-399	-	-	-	-399	-1,015	-	-	-	-1,015	n.a.
Profit before taxes (PBT)	-19,440	12,777	1,526	8,118	2,981	5,106	12,771	8,159	-7,737	18,299	n.a.
Income taxes	-3,976	-1,203	-	-	-5,179	-6,254	-1,292	-	-	-7,546	46%
Profit / Loss after Tax	-23,416	11,574	1,526	8,118	-2,198	-1,148	11,479	8,159	-7,737	10,753	n.a.

Net sales revenue increased by 9% year-over-year, primarily driven by the telecommunications and the IT/SI (Information Technology/System Integration) segments. The growth of the telecommunication segment fuelled by the postpaid mobile subscriber base growth and an ARPU (Average Revenue Per User) increase. The growth of the IT/SI (Information Technology/System Integration) segment thanks to the successful implementation of the Elderly Care program and other IT projects.

Depreciation and amortisation: Due to the increased asset base, the Group recorded 6% higher depreciation in H1 2025 compared to H1 2024 (normalised).

Financial income and expenses: Unlike the same period of the previous year, HUF 7.7 billion of unrealised foreign exchange gains were recognised (H1 2024: HUF 8.1 billion foreign exchange loss).

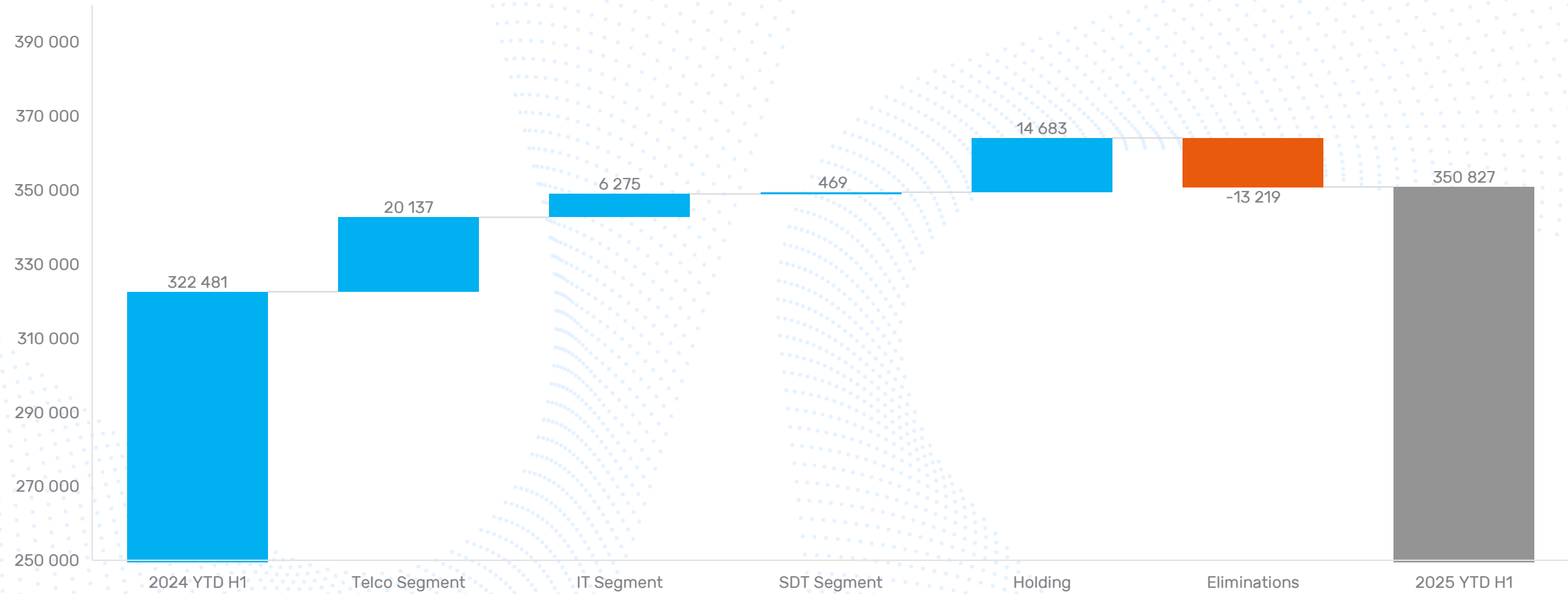
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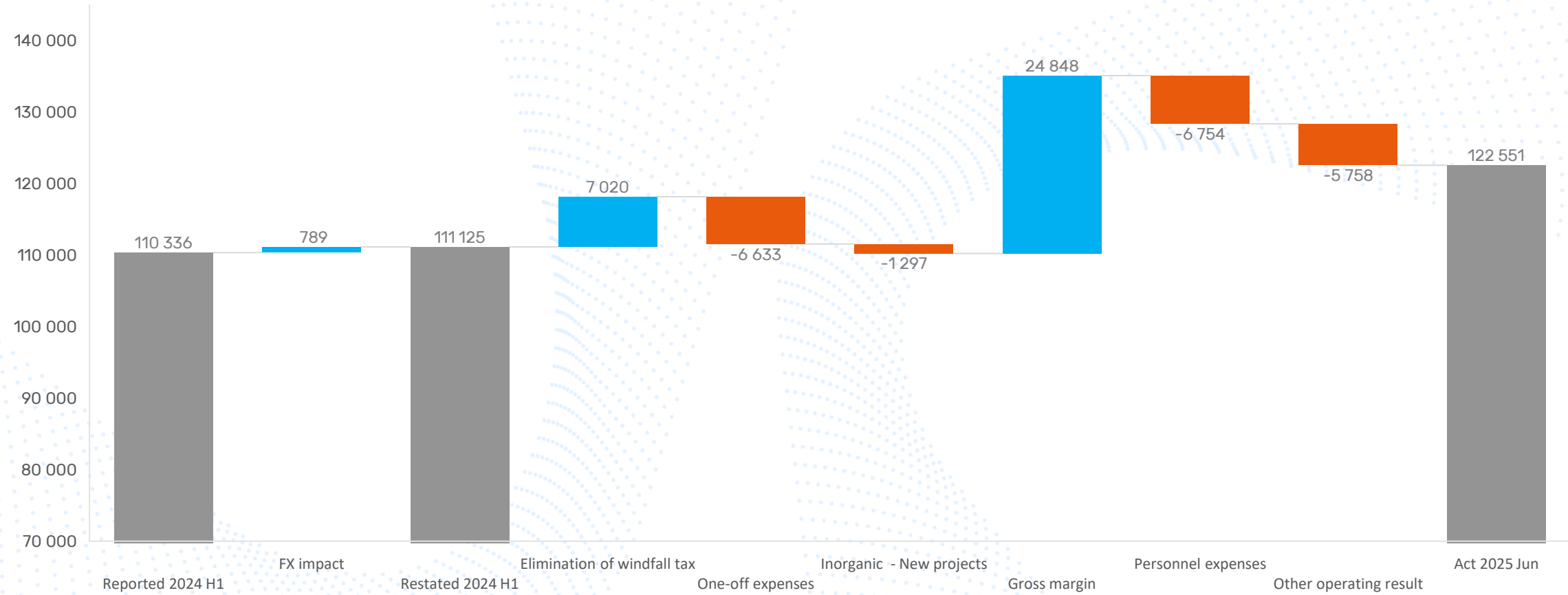
³Unrealised foreign exchange gain/loss adjustment: Revaluation differences arising from the year-end remeasurement of assets and liabilities denominated in foreign currencies (primarily the Vodafone acquisition loan)

4iG SEGMENT REVENUE GROWTH JOURNEY



Data in HUF million

4iG PROFITABILITY GROWTH EBITDA BRIDGE



Data in HUF million

SEGMENTS

GEOGRAPHIES

DEEP DIVE

MARKET

- NATO budget and its member states budget for defence is dramatically increasing
- Demand for drone and satellite-based solutions is increasing across both government and industrial sectors

BUSINESS

- 4iG Space&Defence signed a non-binding Term Sheet with N7 Holding, a state-owned holding company in Hungary, for the acquisitions of a majority stake in a portfolio of companies in the traditional aerospace and defence sector (weapons, ammunition, ground vehicles, aircraft MRO etc.)
- The satellite program of 4iG Space&Defence, HUSAT advances on track. Construction of Remtech Space Technology MAIT centre proceeds as planned
- SpaceCom debt restructuring offer is under consideration by 4iG management
- REMRED MAIT centre development is on track

COOPERATIONS

- Memorandum of Understandings signed with e&, KGS, Mubadala, Edge, Azercosmos, Creotech and Eutelsat SA, CONDOR, HeliControl, KGS

AMBITIONS

- Strong growth via M&A
- New product development / service offering
- Explore synergies in acquired companies



COMCO HUNGARY

MARKET

- Cross-sell campaigns for FTTH began in June for a limited target group
- 6k new FTTH HP deployed in June, material impact on connections is expected Q3 onwards

BUSINESS

- DIGI-One fixed soft migrations are progressing
- New web shop launched
- Less than 6 months post-rebranding, spontaneous awareness for One exceeded former Vodafone/DIGI levels
- B2C mobile contract base up (3.4k) and mobile disconnection rates improved in all B2C segments
- B2B contracts increased (60k) driven by significant new bookings in fixed services

AMBITIONS

- Invest in mobile networks, specifically 5G
- Continuous growth in the mobile sector
- Keep building on strong brand image and awareness
- Offer 3P, 4P together with better TV boxes and increase upload speed.

INFRACO HUNGARY

MARKET

- Strategic negotiations are under way with main competitors to expand wholesale activities
- Network development started – a shift from copper networks to optical
- Significant investment in optical wire rollout

BUSINESS

- Operational excellence from the transformation programme is starting to materialise
- HFC modernisation and fibre roll-out for improved services to clients
- There's an ongoing OSS/BSS consolidation underway with the B2C IT sector

AMBITIONS

- Develop a fully modernised HFC network with significant green and brownfield fibre investments
- Roll-out of FTTH in existing sDSL areas as a cost-effective solution to lower operational costs
- Increase network resiliency

ALBANIA

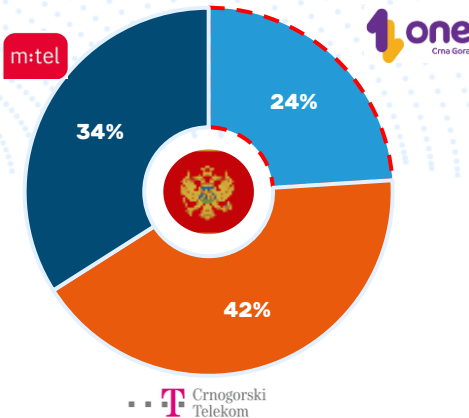
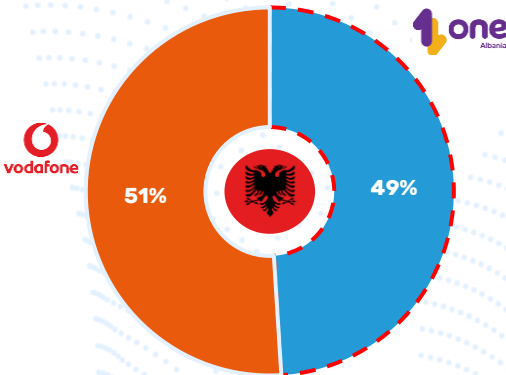
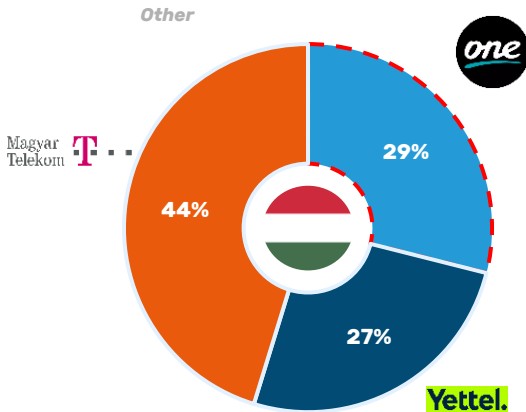
MARKET	<ul style="list-style-type: none">• One has the fastest download speed based on Omnitele benchmark (June 2025)• Improvement in all customer segments, achieving the best NPS scores since August 2023
BUSINESS	<ul style="list-style-type: none">• Launch of One Safe, a new security and parental control service designed to enhance online safety for customers• ERP improvements for further efficiency• Improved deployment with Telco CRM system
AMBITIONS	<ul style="list-style-type: none">• Keep and grow in the mobile sim market and accelerate growth in fixed services• Boost revenues through postpaid growth, broadband, 5G, OTT TV and e-SIM• Increase digitalisation capabilities in IT system and enhance network utilisation• Maintain strong operational discipline to deliver excellence

MONTENEGRO

MARKET	<ul style="list-style-type: none">• Won the prestigious UMLAUT BEST IN TEST award for the best mobile network in Montenegro for the second time in a row• New law on electronic communications impacts may be observed during 2025• Continued promotional campaigns offering handsets and discounted bundles
BUSINESS	<ul style="list-style-type: none">• Commercial activities were focused on consumer postpaid performance through duo propositions for new and existing customers• Summer campaign launch which offered phone discounts up to 200 EUR• Prepaid summer campaign offers differing tariffs through retail and online channels
AMBITIONS	<ul style="list-style-type: none">• Maintain a strong position and keep the status of best network in Montenegro• Continue growth in the B2C voice SIM market• Accelerate growth by investing in and integrating new services such as TV and high-speed internet

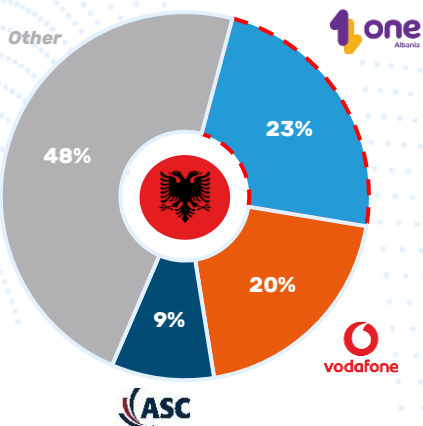
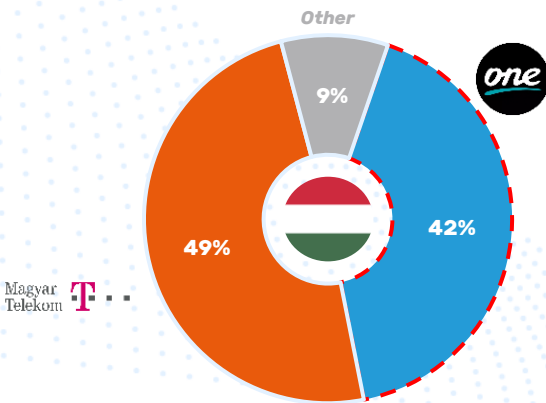
Mobile Market

As of 2024, subscriber based on latest information published in May 2025



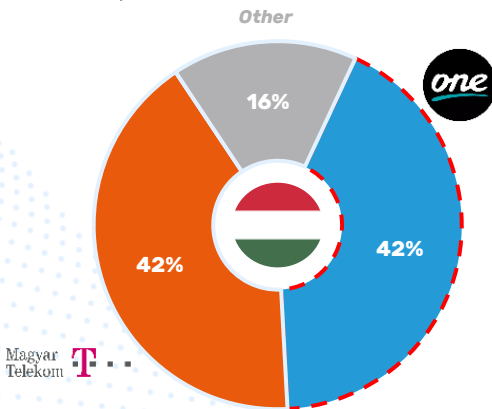
Overall Fixed Broadband

As of 2024, subscriber based



PAY-TV

As of 2024, subscriber based



MARKET

- Western Balkan region, defence industry
- Explore cross segment synergies
- Unfavourable circumstances persist with low GDP growth, late EU funds, and low investment appetite due to moderate interest rates

BUSINESS

- Stable income and profit generation by long-standing customers: projects with efficient resource management
- Growth in the elderly care project

AMBITIONS

- Explore the use of Artificial intelligence in the market
- Growth via small acquisitions



BREAKDOWN BY SEGMENTS: Q2 2025

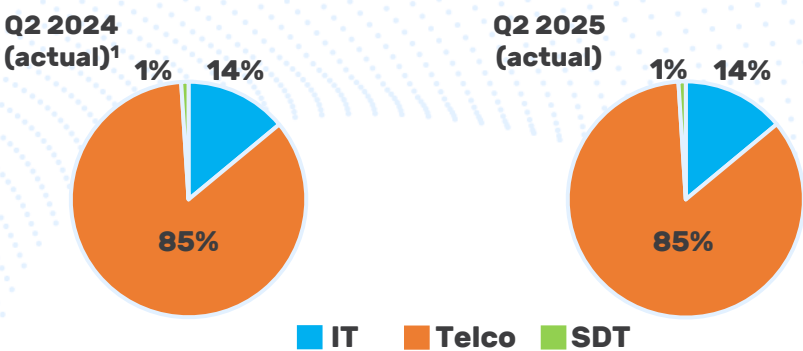
Net Revenue Split (HUF Mn)

Segment	Q2 2024 (actual) ¹	Q2 2025 (actual)	% change
IT	25,047	25,647	2%
Telco	149,946	156,863	5%
Space & Defence	1,954	2,201	13%
Holding ²	2,277	10,894	n.a
Eliminations ³	-11,375	-16,238	n.a
Total	167,849	179,367	6.9%

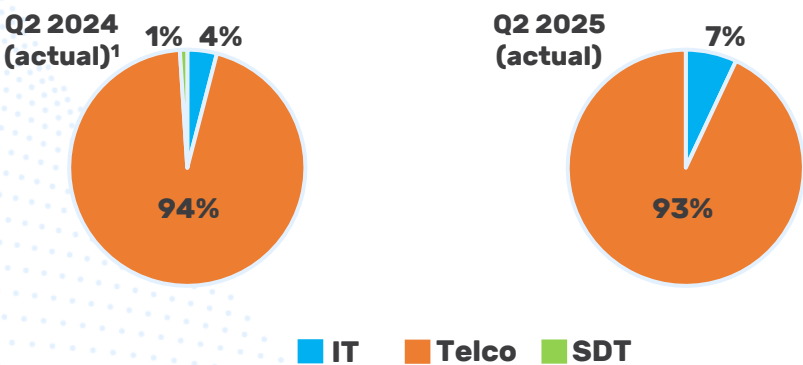
EBITDA Split (HUF Mn)

Segment	Q2 2024 (actual) ¹	Q2 2025 (actual)	% change
IT	2,610	4,287	64%
Telco	57,994	59,362	2%
Space & Defence	912	-54	n.a
Holding ²	-4,892	-990	n.a
Eliminations ³	-517	-190	n.a
Total	56,108	62,415	11.2%

Net Revenue Split⁴ (% of total)



EBITDA Split⁴ (% of total)



¹ Modified actual results
² Holding Segment: includes expenses related to strategic and operational governance of the Group and the one-off items not allocated to the operative segment.
³ Elimination of the intra-segment transactions within the Group
⁴ Note: Net Revenue and EBITDA impacts of Eliminations and Holding segment are excluded from the total for Net Revenue and EBITDA split calculation purposes displayed on the charts

BREAKDOWN BY SEGMENTS: H1 2025

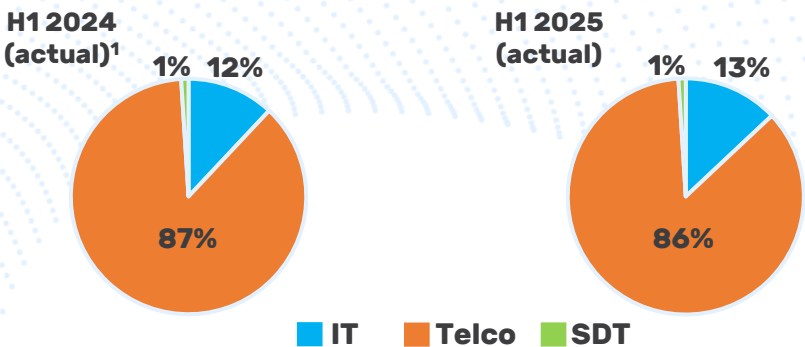
Net Revenue Split (HUF Mn)

Segment	H1 2024 (actual) ¹	H1 2025 (actual)	% change
IT	40 157	46 432	16%
Telco	289 869	310 006	7%
Space & Defence	3 833	4 302	12%
Holding ²	3 731	18 415	n.a
Eliminations ³	-15 110	-28 329	n.a
Total	322 481	350 827	8,8%

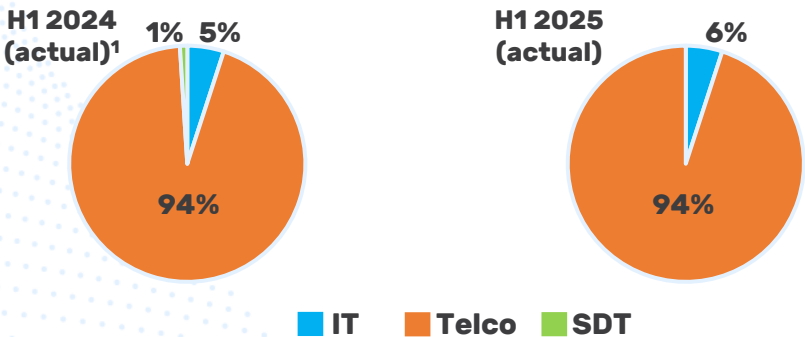
EBITDA Split (HUF Mn)

Segment	H1 2024 (actual) ¹	H1 2025 (actual)	% change
IT	5,500	7,098	29%
Telco	110,947	117,384	6%
Space & Defence	1,753	197	n.a
Holding ²	-7,228	-1,712	n.a
Eliminations ³	-637	-415	n.a
Total	110,336	122,551	11.1%

Net Revenue Split⁴ (% of total)



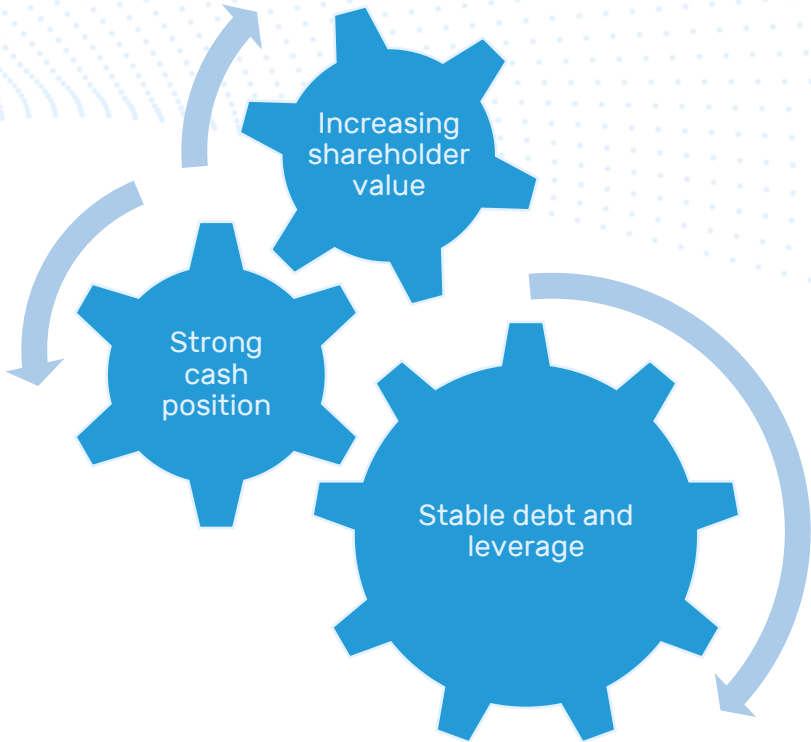
EBITDA Split⁴ (% of total)



¹ Restated actual results
² Holding Segment: includes expenses related to strategic and operational governance of the Group and the one-off items not allocated to the operative segment.
³ Elimination of the intra-segment transactions within the Group
⁴ Note: Net Revenue and EBITDA impacts of Eliminations and Holding segment are excluded from the total for Net Revenue and EBITDA split calculation purposes displayed on the charts

H1 2025 FINANCIAL DEBT AND CAPITALISATION

FINANCIAL METRICS HUF Mn	30 June 2025	31 March 2025	45657
Credits & loans & bonds (long-term)	756 527	761 298	768 646
Other long-term liabilities	17 974	13 162	4 471
Financial lease liabilities (long-term)	139 539	142 592	130 015
Credits & loans (short-term)	33 739	19 924	10 050
Financial lease liabilities (short-term)	28 599	31 276	29 828
TOTAL DEBT	976 378	968 252	943 011
Cash and cash equivalents	76 282	76 182	60 559
NET DEBT	900 096	892 070	882 452
Share Price (HUF)	1 834	1 640	924
MARKET CAP (HUF Mn)	548 504	490 483	276 345
ENTERPRISE VALUE (HUF Mn)	1 448 600	1 382 553	1 158 797
NET DEBT/ LTM EBITDA (x)	3,7	3,8	3,7



2025 GUIDANCE

Outlook

- **2025 outlook remains positive**, underpinned by progress on multi-country integration and growing demand for digital connectivity and defence technologies.

Revenue

- **Revenue growth is expected to be above 10%**, primarily driven by telecommunications (organic and inorganic) and public sector IT services.

EBITDA

- **EBITDA is expected to grow** due to synergy effects of the transformation programme, organic and inorganic growth (Netfone, PR-Telecom, Canal+, Space&Defence segment)



CREDIT RATINGS

ESG



BB- /Stable

Issuer rating	BB-
Outlook	Stable
Long-term senior unsecured debt rating	BB-
Last review	May 2025, affirmation
Last change	December 2024 Outlook revised to Stable

<https://scoperatings.com/ratings-and-research/rating/EN/178811>



THE 4iG GROUP LATEST RESULTS IN THE ESG FIELD

ENVIRONMENT

- 4iG Group Green House Gas emissions
 - Total GHG emissions Scope 1,2,3 –market-based: – **170 255 tCO2e**
 - Total GHG emissions Scope 1,2,3 – location-based: – **130 356 tCO2e**
- The 4iG Group has prepared the first **Consolidated Sustainability Statement*** in accordance with the **CSRD (ESRS) standard**.
- The 4iG Group's electricity procurement for **2025 will be covered 100% by renewable energy sources** for its Hungarian subsidiaries, where the 4iG Group is the contracting authority.

SOCIAL

- The 4iG Group received the **Gold Level „Responsible Employer” certification** in 2025 from OFA.

The certification process evaluated **nine areas of human resources**, including:

- Our benefits system and trainings: professional/soft skills and language trainings, e-learning system, Welcome Day, Padawan Internship Program
- Our health and well-being programs: 4iG Care program with health insurance
- 4iG is a founder of the **Digital Society Foundation** and the **ONE Foundation** which continue to operate under 4iG Group



GOVERNANCE

- The 4iG Group has 20 Subsidiaries/Affiliates where operates **56 certified management systems** based on **11 international standards and further 8 system implementation** in progress



Certified management systems:

- | | |
|--|--|
| • ISO 9001 – Quality | • ISO/IEC 20000-1 – IT service management |
| • ISO 14001 – Environmental | • ISO/IEC 19770-1 – IT asset management |
| • ISO/IEC 27001 – Information security | • AQAP 2110 – NATO quality assurance |
| • ISO 37001 – Anti-bribery | • TISAX – Information security for automotive industry |
| • ISO 45001 – Health and safety | |
| • ISO 50001 – Energy management | |
| • ISO/IEC 27701 – Data protection | |

*Our latest Consolidated Sustainable Statement available [here](#) as a part of the Annual report.

Q&A

**INVESTOR
NEWSLETTER
COMING SOON**

4IG.HU/FOR-INVESTORS

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4iG

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WE CAUTION YOU THAT A NUMBER OF IMPORTANT FACTORS COULD CAUSE ACTUAL RESULTS TO DIFFER MATERIALLY FROM THOSE CONTAINED IN ANY FORWARD-LOOKING STATEMENT. IN ADDITION TO FIGURES PREPARED IN ACCORDANCE WITH IFRS, 4iG ALSO PRESENTS OTHER FINANCIAL PERFORMANCE MEASURES, INCLUDING, AMONG OTHERS, EBITDA, EBITDA AL, EBITDA MARGIN, AND NET DEBT. THESE OTHER MEASURES SHOULD BE CONSIDERED IN ADDITION TO, BUT NOT AS A SUBSTITUTE FOR, THE INFORMATION PREPARED IN ACCORDANCE WITH IFRS. THESE OTHER FINANCIAL PERFORMANCE MEASURES ARE NOT SUBJECT TO IFRS OR ANY OTHER GENERALLY ACCEPTED ACCOUNTING PRINCIPLES. OTHER COMPANIES MAY DEFINE THESE TERMS IN DIFFERENT WAYS.

THIS PRESENTATION DOES NOT QUALIFY AS AN INVESTMENT OFFER, ACCORDING TO § 5 PARAGRAPH 1, POINT 9 OF THE CAPITAL MARKETS ACT, AND DOES NOT CONTAIN ANY ANALYSIS, PROPOSAL OR OTHER INFORMATION ABOUT INVESTMENT ANALYSIS, FINANCIAL INSTRUMENT, STOCK MARKET PRODUCT OR ITS ISSUER (ISSUERS), THE PUBLICATION OF WHICH, BY ITSELF OR IN ANOTHER WAY, MAY INFLUENCE THE INVESTOR TO INVEST HIS OWN OR OTHER PEOPLE'S MONEY , OR MAKE YOUR OTHER ASSETS PARTIALLY OR ENTIRELY DEPENDENT ON THE EFFECTS OF THE CAPITAL MARKET, BSZT. (ACT ON INVESTMENT COMPANIES AND COMMODITY EXCHANGE SERVICE PROVIDERS) § 4. UNDER PARAGRAPH (2) POINT 8.