REPORT OF THE NOMINATION AND REMUNERATION COMMITTEE
OF 4iG PUBLIC LIMITED COMPANY
(the "Company")
to the Extraordinary General Meeting
of the Company convened for
30 October 2026

The Nomination and Remuneration Committee has reviewed the proposal concerning the resignation of Dr. Zoltán Lajos Pafféri (mother's maiden name: Julianna Vezsenyi; date of birth: 4 January 1985; address: 2051 Biatorbágy Lomb utca 20. 1 a.), Member of the Supervisory Board of the Company, from his office with effect from 5 October 2026, and recommends that the General Meeting acknowledge and accept his resignation.

The Nomination and Remuneration Committee has reviewed the proposal concerning the election of a new Member of the Supervisory Board of the Company and recommends that the General Meeting elect András Kunosi (mother's maiden name: Mária Erzsébet Nagy; date of birth: 15 June 1979; address: 2030 Érd, Kont utca 38.) for an indefinite term commencing on 30 October 2026, to perform his duties under a mandate agreement, and determine his remuneration in accordance with General Meeting Resolution No. 14/2022. (IV.29.).

The Nomination and Remuneration Committee has reviewed the proposal concerning the resignation of László Blénessy (mother's maiden name: Mária Magdolna Bordos; date of birth: 28 January 1968; address: 1221 Budapest, Murányi utca 7.), Member of the Board of Directors of the Company, from his office with effect from 30 September 2026, and the discharge to be granted to him, and has deemed the proposal suitable for submission to the Extraordinary General Meeting of the Company to be held on 30 October 2026. The Committee recommends acknowledging his resignation and granting him a discharge confirming the adequacy of his management activities pursuant to Section 3:117 of Act V of 2013 on the Civil Code for the period from 1 January 2026 until the date of termination of his mandate as an executive officer, namely 30 September 2026.

The Nomination and Remuneration Committee has reviewed the proposal concerning the election of a new Member of the Board of Directors of the Company and recommends that the General Meeting elect Dr. Zoltán Lajos Pafféri (mother's maiden name: Julianna Vezsenyi; date of birth: 4 January 1985; address: 2051 Biatorbágy Lomb utca 20. 1 a.), former Member of the Supervisory Board of the Company, for an indefinite term commencing on 30 October 2026, to perform his duties under a mandate agreement, and determine his remuneration in accordance with General Meeting Resolution No. 10/2026. (V.28.) on the remuneration of members of the Board of Directors.

The Nomination and Remuneration Committee has reviewed the proposal concerning the amended Remuneration Policy of the Company for 2026 and recommends that the General Meeting approve the amendment by an advisory vote with the content set out in the document submitted to the General Meeting. The amended Remuneration Policy shall enter into force on 30 October 2026.

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 No. 1/2026. (10. 07.) OF THE NOMINATION AND REMUNERATION COMMITTEE

The Nomination and Remuneration Committee recommends that the General Meeting acknowledge and accept the resignation of Dr. Zoltán Lajos Pafféri (mother's maiden name: Julianna Vezsenyi; date of birth: 4 January 1985; address: 2051 Biatorbágy Lomb utca 20. 1 a.), Member of the Supervisory Board of the Company, from his office with effect from 5 October 2026.

RESOLUTION No. 2/2026. (10. 07.) OF THE NOMINATION AND REMUNERATION COMMITTEE

The Nomination and Remuneration Committee recommends that the General Meeting elect András Kunosi (mother's maiden name: Mária Erzsébet Nagy; date of birth: 15 June 1979; address: 2030 Érd, Kont utca 38.) as a new Member of the Supervisory Board of the Company for an indefinite term commencing on 30 October 2026. The new Member of the Supervisory Board shall perform his duties under a mandate agreement. The Committee further recommends that the General Meeting determine the remuneration of the new Member of the Supervisory Board in accordance with General Meeting Resolution No. 14/2022. (IV.29.).

RESOLUTION No. 3/2026. (10. 07.) OF THE NOMINATION AND REMUNERATION COMMITTEE

The Nomination and Remuneration Committee recommends that the General Meeting acknowledge the resignation of László Blénessy (mother's maiden name: Mária Magdolna Bordos; date of birth: 28 January 1968; address: 1221 Budapest, Murányi utca 7.), Member of the Board of Directors of the Company, from his office with effect from 30 September 2026.

RESOLUTION No. 4/2026. (10. 07.) OF THE NOMINATION AND REMUNERATION COMMITTEE

The Nomination and Remuneration Committee recommends that the General Meeting establish that László Blénessy (mother's maiden name: Mária Magdolna Bordos; date of birth: 28 January 1968; address: 1221 Budapest, Murányi utca 7.), Member of the Board of Directors, performed his duties giving priority to the interests of the Company, and grant him a discharge confirming the adequacy of his management activities pursuant to Section 3:117 of Act V of 2013 on the Civil Code for the period from 1 January 2026 until the date of termination of his mandate as an executive officer, namely 30 September 2026.

RESOLUTION No. 5/2026. (10. 07.) OF THE NOMINATION AND REMUNERATION COMMITTEE

The Nomination and Remuneration Committee recommends that the General Meeting elect Dr. Zoltán Lajos Pafféri (mother's maiden name: Julianna Vezsenyi; date of birth: 4 January 1985; address: 2051 Biatorbágy Lomb utca 20. 1 a.) as a new Member of the Board of Directors of the Company for an indefinite term commencing on 30 October 2026. The new Member of the Board of Directors shall perform his duties under a mandate agreement. The Committee further recommends that the General Meeting determine the remuneration of the new Member of the Board of Directors in accordance with General Meeting Resolution No. 10/2026. (V.28.) on the remuneration of members of the Board of Directors.

RESOLUTION No. 6/2026. (10. 07.) OF THE NOMINATION AND REMUNERATION COMMITTEE

The Nomination and Remuneration Committee recommends that the General Meeting approve the amendment to the Remuneration Policy of the Company for 2026 by an advisory vote with the content set out in the document submitted to the General Meeting. The amended Remuneration Policy shall enter into force on 30 October 2026.

RESOLUTION No. 7/2026. (10. 07.) OF THE NOMINATION AND REMUNERATION COMMITTEE

The Nomination and Remuneration Committee resolves to approve the report of the Nomination and Remuneration Committee with the content set out in the proposal in respect of the above agenda items.

Budapest, 7th October 2026

4iG Plc.
Nomination and Remuneration Committee