

NORDTELEKOM Plc . Remuneration Report for the business year 2021

Members of the Board of Directors:

Dr. Mihály Medárd Gácsi, Chairman of the Board of Directors; Géza Földesi is a member of the Board of Directors; Pfeifer Vivien is a member of the Board of Directors; Veronika Tóthová Member of the Board of Directors and Zoltán Mislai Member of the Board of Directors (former members of the Board of Directors: Gábor Tarány and Dr. Péter Nagy)

The members of the Board of Directors of the Company did not receive any benefits from the Company in 2021.

The Remuneration Policy of the Company was adopted in 2020 and supplemented in 2021. Since the adoption of the Remuneration Policy, the benefits to be provided by the Company to the members of the Board have been terminated due to the economic situation of the Company, and the number of employees of the Company has decreased due to the epidemic situation.

The members of the Management Board of the Company did not receive any benefits from the parent company pursuant to Act C of 2000 on Accounting and companies belonging to a group that includes any of its subsidiaries.

Act LXVII of 2019 on the promotion of long-term shareholder participation and the amendment of certain laws for the purpose of legal harmonization. Section 19 (1) of the Act d) does not apply to the Company.

No variable remuneration was granted to the Company.

The Company did not deviate from the provisions of the adopted Remuneration Policy.

The vote of the General Meeting on the previous Remuneration Report has not yet taken place.