
REMUNERATION REPORT (2025)

(consolidated structure with the years 2021, 2022, 2023, 2024 and 2025)

which has been compiled and approved by the Management Board of **CIG Pannónia Életbiztosító Nyrt.** by way of its resolution No. .../2026. ... in accordance with the recommendation of the Remuneration and Nomination Committee, with the concurring opinion of the Supervisory Board, and which has been discussed and accepted by the Board of Directors of the Company by opinion voting on 20 April 2026



Értjük
egymást.

PREAMBLE

The remuneration system of **CIG Pannónia Életbiztosító Nyilvánosan Működő Részvénytársaság** (registered office: H-1097 Budapest Könyves Kálmán krt. 11., „B” building; company registration number: 01 10 045857; court of registration: Fővárosi Törvényszék Cégbírósága (in English: Company Registry Court of Budapest-Capital Regional Court) (the **Company**) is a consolidated version remuneration system (**Uniform Remuneration Plan**) consisting of three pillars, which serves as a basis for this Remuneration Report (**Report**).

The Uniform Remuneration Plan, recorded in separate internal policies, is implemented as a special element in a system consisting of separate regulations, with due heed to the liaisons and connections among the several regulatory regimes, covering also the personal scope of the various regulations, as from **19 April 2021**.

With a view to ensuring that shareholders indeed have a say in the Remuneration Policy, the Uniform Remuneration Plan provides them full transparency and the right to vote on the remuneration plan, after a clear, understandable and comprehensive overview of such plan, in a consultative manner. The report contributes to the business strategy, long term interests and sustainability of the company, on account of its compliance with the remuneration rules in place at the company and its full transparency. The key particulars of the remuneration are not linked to short term targets.

It is important to note that in preparing the Report, the Company has taken into account the requirements of the relevant EU Directive (SRD II). The Report is subject to the requirements of Directive (EU) 2017/828 of the European Parliament and of the Council amending Directive 2007/36/EC as regards the encouragement of long-term shareholder engagement.

The three pillars and thus the provisions of the Uniform Remuneration Plan applicable to employees are contained in the remuneration Policy of CIG Pannónia (**Pillér I: Remuneration Rules**), which - with due heed to the provisions of Article 29 (3) of Act LXVII of 2019 on the encouragement of long-term shareholder participation and the amendment of certain regulations for the purpose of legal harmonization (**SRD Act**) on delayed entry into force - is **expressly supplemented in line with this separate regulation by the regulations in place on account of its presence in the regulated market (Pillar III: Remuneration Policy) in particular in relation to the scope of persons falling within the personal scope of the SRD Act** (in accordance with its regulations as per subsection 1.2 of section 1). In addition to the foregoing, the Uniform Remuneration Plan contains a remuneration policy compiled in the framework of the ESOP (Employee Stock Option Plan) (**Pillar II: ESOP Remuneration**), which is a form of remuneration defined in the

ESOP Remuneration Plan that is in line with the rules of Pillars I and II and a remuneration system intended to implement the same in relation to its personal scope, a separate element of remuneration as defined in accordance with the ESOP Act.

The contents of the Report are also in line with the "[Board Selection Guideline](#)"¹ applied by the Company and published publicly. In 2024, the Company has aligned these Guidelines with the provisions of Recommendation No. 12/2023 (XI.27.) of the National Bank of Hungary on climate change and environmental risks and the integration of environmental sustainability aspects in the activities of insurance companies (hereinafter referred to as the Green Recommendation) and Recommendation No. 3/2024 (V.24.) of the National Bank of Hungary on the prevention of money laundering.

Each year, the Company is obliged to prepare a remuneration report in accordance with the remuneration policy². This Remuneration Report, discussed in line with the recommendations of the Remuneration and Nomination Committee (NRC) and approved by the Management Board is clear and understandable, and is also suitable for giving a comprehensive overview of all remuneration granted in the last business year (2025) or due in accordance with its results, provided under the remuneration policy to the various directors.

The auditor of the Company has checked whether the remuneration report covers all data required in all applicable laws currently in force.

For the first time, in accordance with the provisions of the SRD Act, the Company's Annual General Meeting of 2022 adopted and approved the Remuneration Report for the financial years 2021 and 2022 by its Resolution No. 16/2022 (19.4.2022) and in 2023 by its General Meeting Resolution No. 11/2023 (19.4.2023) and in 2024 by its General Meeting Decision No 12/2024 (18.4.2024).

In view of and in accordance with, the foregoing, the Management Board - at the recommendation of the Remuneration and Nomination Committee supported by the consenting opinion of the Supervisory Board - has compiled the Report in a consolidated form as set out below, and discloses it to the public, and submits the same to the General Meeting of the Company for vote to express its opinion thereon, as regards the year 2025.

¹ <https://www.cigpannonia.hu/befektetok/tarsasagiranyitas>

² The remuneration policy prescribed by law should be adopted first in following business year the act came into force (2021), and it must be employed in the following business year thereafter (2022) in relation to the year 2021 and the thereafter on a yearly basis.

1. THE PURPOSE OF THE REMUNERATION POLICY

- 1.1. The purpose of this Remuneration Policy is to define the base wages at market level in addition to other elements of the Uniform Remuneration Plan that are closely related and dependent on one another, covering also the application of the differentiated performance assessment system as from 2022, the creation of the incentives for the senior executives in an ESOP system, and publication of the entire remuneration rules, thereby contributing to the success of the **Growth Strategy**³ of the Company published on 19 July 2021. revised and published in presentation form on 7 November 2025.⁴
- 1.2. The remuneration system, with adequate detail, transparency and availability to the public, warranted by the regulated market presence of the Company as prescribed by the regulatory framework was presented on the basis of the Report, firstly in relation to business year 2021, as a result of which, the Reports published in 2022 in 2023 and in 2024 as a result of which this Report has been prepared and published, which provides a complex presentation of the remuneration elements for the Directors in comparison with previous years (five financial years in total). It enables the general public to retrospectively ascertain themselves by reference to the financial year in question (2025) whether the remuneration of persons in directorial position is in accordance with the content of the Uniform Remuneration Plan, business strategy, set targets, and the sustainability of the company in the mid and long term.
- 1.3. The **key purpose** of the Remuneration Policy is to provide exact and factual information that is compliant with the principle of public transparency and the rules of capital market regulations about the practice followed in the context of remuneration for the Investors of the Company.

2. SCOPE AND TERM OF THE REMUNERATION POLICY

- 2.1. The **personal scope** of the Remuneration Policy covers the certain persons in managerial positions of the Company and EMABIT. The Remuneration Policy sets forth the rules and criteria relating to remuneration provided to the Directors, that is, the Members of the Managerial Bodies (Management Board, Supervisory Board) and the Employees in Managerial Positions, CEO(s), deputy CEO(s), in accordance with the provisions of the SRD Act, and presents the sums of remuneration and the manner remuneration is provided to the Directors of the Company. **The Report covers the remuneration received from the parent company and all the companies in the group of its subsidiary companies as per Act C of 2000 on Accounting.**

³ https://bet.hu/site/newkib/en/2021.07./Creating_and_Adopting_a_Strategy_128587253

⁴ https://www.bet.hu/site/newkib/en/2025.11./Inf._on_the_holding_of_an_investor_professional_day_organized_on_the_occasion_of_the_15th_anniversary_of_the_CIG_Pannonia_Group_s_presence_on_the_SE_129346895

2.2. The **scope** of the Remuneration Policy in terms of subject matter covers the entire remuneration, that is, all payments and benefits provided to the said persons (Directors) by the Company and EMABIT, where they are provided as a consideration for the services rendered by any member in the personal scope of the Policy.

In the business year 2025, the personal scope of this remuneration policy covers the following persons in positions at CIG Pannónia Életbiztosító Nyrt. and at EMABIT:

Members of the Management Board (Company)		DIRECTORS
dr. Fedák István	member of the Management Board, then Chairman, Chief Executive Officer, top manager of the company	
dr. Bogdánffy Péter	Chairman of the Management Board ^{5 6} (until 30 November, 2025)	
dr. Dakó Gábor	member of the Management Board	
dr. Kozma Dávid	member of the Management Board ⁷ (from 28 November, 2025.)	
Members of the Management Board (EMABIT)		
dr. Fedák István	Chairman of the Management Board, Chief Executive Officer, top manager of the company	
dr. Bogdánffy Péter	member of the Management Board (until 30 November, 2025)	
dr. Dakó Gábor	member of the Management Board	
dr. Kozma Dávid	member of the Management Board ⁸ (from 28 November, 2025.)	

⁵ dr Bogdánffy Péter resigned from the Management Board on 30 November 2025.

⁶ https://www.bet.hu/site/newkib/en/2025.11./Extraordinary_Information_on_the_resignation_of_a_senior_person_129358702

⁷ https://www.bet.hu/site/newkib/en/2025.11./Information_on_the_authorization_of_persons_in_senior_positions_129358688

⁸ https://www.bet.hu/site/newkib/en/2025.11./Information_on_the_authorization_of_persons_in_senior_positions_129358688

Members of the Supervisory Board (Company, EMABIT)

Tima János
Vada Erika
Ginzer Ildikó

Chairman of the Supervisory Board
member of the Supervisory Board
member of the Supervisory Board

Chief Executive officer (Company, EMABIT)

dr. Fedák István

Chief Executive Officer of the Company and EMABIT and also the top manager of the Company and EMABIT

Deputy Chief Executive Officer(s) (Company, EMABIT)

Szűcs Árpád

Deputy Chief Financial Officer of the Company and EMABIT

Kőrösi Zoltán

Deputy Chief Executive Officer of Bank Insurance Sales of the the Company and EMABIT

dr. Dakó Gábor

Deputy Chief Executive Officer of the Company and EMABIT responsible for the Corporate Governance and Prudential Compliance

Kóka Antal

Deputy Chief Executive Officer for the Retail Business of the Company and EMABIT

dr. Kozma Dávid

Deputy Chief Executive Officer for the Legal Matters & Business Support

Frequency: for the first time in the year 2021 and each year thereafter, the Company prepares a Remuneration Report and submits the same to the General Meeting to vote, to express their opinion.⁹

⁹ By default, the Report must set forth the changes in the annual figure of the remuneration for the past five business years, the increase of the performance of the Company, the average remuneration to employees not in directorial position in this period, expressed in work time equivalent, and in a comparative manner supplemented with information that company limited by shares complies with the

The report therefore covers only business years 2021, 2022, 2023, 2024 and 2025 in accordance with applicable regulations.¹⁰

3. ASSESSMENT OF THE OPERATION OF THE MANAGERIAL BODIES IN 2025

The Company has assessed the work performed by the Members of the Management Board and the Supervisory Board, in other words, the company assessed the performance of each of the members of the managerial and control bodies. The assessment also covered the examination of the expertise of the Members of these boards and the efficiency of the work they performed. The background and basis of the assessment is as defined in the guidelines for the selection of members to these boards of the Company.

In summary, the assessment has revealed that:

- the members of the Management Board and the Supervisory Board have participated in the work of the Management Board, based on their personal competence and the aptitude criteria that is fully compliant with applicable laws,
- taking into consideration the annual activity, all members of these boards were examined in terms of their expertise and the efficiency of the work they performed. The members of the Management Board and the Supervisory Board were all present in each of the sessions, working in an active and in many times proactive manner, with written resolutions passed in the prescribed and disciplined manner.

4. REMUNERATION OF THE MEMBERS OF THE MANAGEMENT BOARD

4.1. MONTHLY REMUNERATION IN A SET AMOUNT

Based on, and as from the effective date of, the resolution of the Management Board passed in the Scope of Competence of the General Meeting under no. 12/2021. (IV.19.) in the General Meeting Resolution in 2021 and, from 1 May 2024, the General Meeting Resolution no. 7/2024 (IV.18.), from the entry into force of the financial year 2024 - the Members of the **Management Board not in regular employment¹¹ with the Company** receive the following gross monthly remuneration in set amount:

default rule in applying the remuneration policy accepted in accordance with the SDR Act in its first five years by applying the provision only to the remuneration policies approved in accordance with the SRD Act.

¹⁰ any bonuses granted in respect of the 2025 financial year and any bonus payments under the Performance Assessment System (TÉR) scheme indicators will be included in the Remuneration Report for the 2025 financial year, as appropriate.

¹¹ In 2025, only dr Péter Bogdánffy, as an independent member of the board of directors, was subject to this remuneration rule.

<p>Members of the Management Board (Company)</p> <p>Members of the Management Board (EMABIT)</p>	<p>125.000 HUF/month</p> <p>in force from 1 May 2024: 250.000 HUF/month¹²</p> <p>125.000 HUF/month</p> <p>in force from 1 May 2024: 250.000 HUF/month¹³</p>	<p>In addition to the monthly remuneration in a set amount the members of the Management Board are not entitled to receive other remuneration</p> <p>In addition to the monthly remuneration in a set amount the members of the Management Board are not entitled to receive other remuneration</p>
<p>Other benefits for the members of the Management Board</p> <p>-</p>		

Members of the Management Board in regular employment with the Company receive **NO** remuneration for performing their duties in their positions. based on, and as from the effective date of, the resolution of the Management Board passed in the Scope of Competence of the General Meeting under no. 12/2021. (IV.19.) in the General Meeting Resolution in 2021 and General Meeting Resolution no 7/2024 (IV.18.).

¹² General Meeting Resolution No. 7/2024 (IV.18.)

¹³ Board of Directors's resolution No. 45/2024 (IV.18.) of CIG Pannónia Életbiztosító Nyrt.

4.2. BENEFITS PER PERSON PAID FOR THE BUSINESS YEAR OF 2021, 2022, 2023, 2024 AND 2025 (HUF/year)¹⁴

CIG Pannónia Insurance Plc.

Name	Fix composition of the remuneration (Honoraria-2021)	Variabla composition of the remuneration (variable wage, premium, cafeteria, share option, other – 2021)	Fix composition of the remuneration (Honoraria-2022)	Variabla composition of the remuneration (variable wage, premium, cafeteria, share option, other – 2022)	Fix composition of the remuneration (Honoraria-2023)	Variabla composition of the remuneration (variable wage, premium, cafeteria, share option, other – 2023)	Fix composition of the remuneration (Honoraria-2024)	Variabla composition of the remuneration (variable wage, premium, cafeteria, share option, other – 2024)	Fix composition of the remuneration (Honoraria-2025)	Variabla composition of the remuneration (variable wage, premium, cafeteria, share option, other – 2025)
dr. Bogdánffy Péter	2.500.000	-	1.500.000	-	1.500.000	-	2 500 000	-	2.750.000 ¹⁵	-
Ódoré Angyal Zsuzsanna	2.500.000	-	1.500.000	-	1.500.000	-	136.905 ¹⁶	-	--	-
dr. Fedák István	-	-	-	-	-	-	-	-	-	-
dr. Dakó Gábor	-	-	-	-	-	-	-	-	-	-
Polányi ¹⁷ Zoltán	-	-	-	-	-	-	-	-	-	-
dr. Kozma Dávid ¹⁸	-	-	-	-	-	-	-	-	-	-

¹⁴ The members of the Board of Directors did not receive performance-based remuneration with variable components in connection with this position, so the future long-term performance of the Insurance Company had no impact on their remuneration and the clawback of variable remuneration was not meaningful in their case. The remuneration of the members of the Board of Directors who are employed by the Insurer in respect of their other positions is set out in note 6 of this report.

¹⁵ Membership terminated: 30. November 2025.

¹⁶ Membership terminated: 02. February 2024.

¹⁷ Membership terminated: 16. January 2023.

¹⁸ Beginning of membership: 28. November 2025.

CIG Pannónia First Hungarian General Insurance Plc.

Name	Fix composition of the remuneration (Honoraria-2021)	Variabla composition of the remuneration (variable wage, premium, cafeteria, share option, other – 2021)	Fix composition of the remuneration (Honoraria-2022)	Variabla composition of the remuneration (variable wage, premium, cafeteria, share option, other – 2022)	Fix composition of the remuneration (Honoraria-2023)	Variabla composition of the remuneration (variable wage, premium, cafeteria, share option, other – 2023)	Fix composition of the remuneration (Honoraria-2024)	Variabla composition of the remuneration (variable wage, premium, cafeteria, share option, other – 2024)	Fix composition of the remuneration (Honoraria-2025)	Variabla composition of the remuneration (variable wage, premium, cafeteria, share option, other – 2025)
dr. Bogdánffy Péter	2.500.000	-	1.500.000	-	1.500.000	-	2 500 000	-	2.750.000 ¹⁹	-
Odorné Angyal Zsuzsanna	2.500.000	-	1.500.000	-	1.500.000	-	136.905 ²⁰	-	--	-
dr. Fedák István	-	-	-	-	-	-	-	-	-	-
dr. Dakó Gábor	-	-	-	-	-	-	-	-	-	-
Polányi ²¹ Zoltán	-	-	-	-	-	-	-	-	-	-
dr. Kozma Dávid ²²	-	-	-	-	-	-	-	-	-	-

¹⁹ Membership terminated: 30. November 2025.

²⁰ Membership terminated: 02. February 2024.

²¹ Membership terminated: 16. January 2023.

²² Beginning of membership: 28. November 2025.

5. REMUNERATION SYSTEM OF THE MEMBERS OF THE SUPERVISORY BOARD AND AUDIT COMMITTEE

5.1. MONTHLY REMUNERATION IN A SET AMOUNT

Members of the Supervisory Board (Company)	125.000 HUF/month in force from 1 May 2024: 250.000 HUF/month²³	In addition to the monthly remuneration in a set amount the members of the Supervisory Board are not entitled to receive other remuneration
Members of the Supervisory Board (EMABIT)	125.000 HUF/month in force from 1 May 2024: 250.000 HUF/month²⁴	In addition to the monthly remuneration in a set amount the members of the Supervisory Board are not entitled to receive other remuneration
Other benefits for the members of the Supervisory Board		
-		

²³ General Meeting Resolution No. 7/2024 (IV.18.)

²⁴ Board of Directors's resolution No. 45/2024 (IV.18.) of CIG Pannónia Életbiztosító Nyrt.

5.2. BENEFITS PER PERSON PAID FOR THE BUSINESS YEAR OF 2021, 2022, 2023, 2024 AND 2025 (HUF/year)

CIG Pannónia Insurance Plc.

Name	Fix composition of the remuneration (Honoraria-2021) ²⁵	Variabla composition of the remuneration (variable wage, premium, cafeteria, share option, other – 2021)	Fix composition of the remuneration (Honoraria-2022)	Variabla composition of the remuneration (variable wage, premium, cafeteria, share option, other – 2022)	Fix composition of the remuneration (Honoraria-2023)	Variabla composition of the remuneration (variable wage, premium, cafeteria, share option, other – 2023)	Fix composition of the remuneration (Honoraria-2024)	Variabla composition of the remuneration (variable wage, premium, cafeteria, share option, other – 2024)	Fix composition of the remuneration (Honoraria-2025)	Variabla composition of the remuneration (variable wage, premium, cafeteria, share option, other – 2025)
Tima János	2.800.000	-	1.500.000	-	1.500.000	-	2.500.000	-	3.000.000	-
Vada Erika	3.400.000	-	1.500.000	-	1.500.000	-	2.500.000	-	3.000.000	-
Veisz Ákos ²⁶	2.650.000	-	447.386	-	-	-	-	-	-	-
Ginzer Ildikó			988.636	-	1.500.000	-	2.500.000	-	3.000.000	-

²⁵ The reason for the disbursement to the various members in different sums lies in the different accounting and previous payments for each member under the fixed amount and single scheme from 1 May 2021. As from 1 January 2021, the system and the scheduling of payments works uniformly as regards each of the members of the board.

²⁶ Membership terminated on 19. April 2022.

CIG Pannónia First Hungarian General Insurance Plc.

Name	Fix composition of the remuneration (Honoraria-2021) ²⁷	Variabla composition of the remuneration (variable wage, premium, cafeteria, share option, other – 2021)	Fix composition of the remuneration (Honoraria-2022)	Variabla composition of the remuneration (variable wage, premium, cafeteria, share option, other – 2022)	Fix composition of the remuneration (Honoraria-2023)	Variabla composition of the remuneration (variable wage, premium, cafeteria, share option, other – 2023)	Fix composition of the remuneration (Honoraria-2024)	Variabla composition of the remuneration (variable wage, premium, cafeteria, share option, other – 2024)	Fix composition of the remuneration (Honoraria-2025)	Variabla composition of the remuneration (variable wage, premium, cafeteria, share option, other – 2025)
Tima János	2.800.000	-	1.500.000	-	1.500.000	-	2.500.000	-	3.000.000	-
Vada Erika	3.400.000	-	1.500.000	-	1.500.000	-	2.500.000	-	3.000.000	-
Veisz Ákos ²⁸	2.650.000	-	447.386	-	-	-	-	-	-	-
Ginzer Ildikó			988.636	-	1.500.000	-	2.500.000	-	3.000.000	-

5.3. THE AUDIT COMMITTEE

The members of the Audit Committee are **NOT** entitled to receive honoraria for their positions.

²⁷ The reason for the disbursement to the various members in different sums lies in the different accounting and previous payments for each member under the fixed amount and single scheme from 1 May 2021. As from 1 January 2021, the system and the scheduling of payments works uniformly as regards each of the members of the board.

²⁸ Membership terminated on 19. April 2022.

6. RENUMERATION SYSTEM OF THE CHIEF EXECUTIVE OFFICER(S)/DEPUTY CHIEF EXECUTIVE OFFICER(S)²⁹

6.1. TERMS OF EMPLOYMENT

The hereinunder positions (Managers) are subject to this Point 6:

- (i) **Chief Executive Officer(s)**
- (ii) **Deputy Chief Executive Officer(s)**

The Managers are subject to an employment contract for an indefinite period. In line with the employment contracts of the Managers, the probation period is three (3) months, as regards the notice period thereof duration is twelve (12) months, and there are no systems of pensions or early retirement pensions. The Managers are entitled to receive severance pay in cases included in the Act on the Labor Code (Subsection 1 of Section 77 of the Act on the Labor Code). The value of the severance pay is a one-tier amount equals with twelve (12) month payments for periods of absence.

Non-competition clauses/restrictions are not employed by the Company and EMABIT in relation to the managers.

²⁹ Company and EMABIT on a cumulative basis.

6.2. REMUNERATION OF THE MANAGERS

ANNUAL BASIC SALARY

(monthly amount of fixed basic salary)

The basic salary is guaranteed on the basis of the employment contract, monthly remuneration in a set amount, which, in accordance with Hay system, is defined by the level of the identical position and professional experience of the Employee in Manager Position.

The basic salaries are revised on a regular basis in the interest of ensuring the workforce competitiveness. The Manager's basic salary rise depends on the individual performance.

INCENTIVE (BONUS) SYSTEM

(annual bonus on the basis of the individual and corporate, consolidated performance)

The aim of the Company's incentives are to support long-term strategy, and to foster annual business and individual objectives of the persons involved. The requirements for bonus are included in the Performance Assessment System Rule (TÉR).

The annual objectives of the incentives are established as a combination of the highlighted financial and non-financial performance indicators.

6.3. THE INCENTIVE SYSTEM

In the course of 2021, 2022, 2023, 2024 and 2025 in relation to the Managers incentives were not defined or employed and hereby bonus reimbursement was not performed.

6.4. EMPLOYEE STOCK OPTION PLAN (ESOP)

The Remuneration Policy prepared in the context of the ESOP Plan (**ESOP Remuneration**) is a form of remuneration prepared in accordance with the rules of the Remuneration Guidelines, which is designed to implement the form of remuneration and the group of persons defined in the ESOP Remuneration Policy and which is in accordance with the provisions of the ESOP Act. (part of the Uniform Remuneration Plan), to which the provisions

set out in the Remuneration Guidelines apply mutatis mutandis (except for those provisions which are inapplicable or irrelevant to this ESOP in relation to employees covered by the ESOP Remuneration by virtue of their nature/ function) and whose rules are consistent with this Remuneration Policy.

The Company's ESOP remuneration policy is publicly available.³⁰

In the course of 2021, 2022, 2023, 2024 and 2025 in relation to the Managers incentives, within the framework of the ESOP Remuneration there was not any reimbursement performed.

6.5. THE TOTAL AMOUNT OF THE BASIC SALARY OF THE CHIEF EXECUTIVE OFFICERS, DEPUTY-CHIEF EXECUTIVE OFFICERS FOR THE BUSINESS YEAR 2021

Total	197 564 000
	9 000 000
	2 606 250 ³¹
	209 170 250

6.5.1. Variable components reimbursed in 2021 to the chief executive officers/deputy-chief executive officers per person

In addition to the annual basic salary, there were not disbursements of variable components paid to the chief executive officers/deputy chief executive officers.

³⁰ https://www.cigpannonia.hu/docs/default-source/t%C3%A1rsas%C3%A1g%C3%A1ny%C3%ADt%C3%A1s/cig_mrp_javpol20210222_2-0_20220401.pdf?sfvrsn=63ce6c22_2

³¹ The sum entered here is a unique item, which remained unchanged from the previously effective base and variable salary calculation method which was paid in 2021.

6.5.2. Other fix benefits³²

Other fix benefits for the Managers (2021)			
status car	mobile phone	cafeteria	personal insurances
<p>for business and private purposes</p> <p>monthly limit amount of fuel card use:</p> <p>in case of the chief executive officer 300 000 HUF/month</p> <p>in case of the deputy chief executive officer 200 000 HUF/month</p>	<p>unlimited mobile and data use in line with the effective Company Rules of Procedures of mobile phone use</p>	<p>one-tier gross 35 000 Hungarian Forint/month for each employee</p> <p>The total amount of the annual cafeteria paid for the Managers: 1 208 181 HUF/year</p>	<p>A. In accordance with the Group Life and Injuries Insurance Contract Group risk life insurance,</p> <p>CIG Pannónia Life Insurance Plc. and CIG Pannónia First Hungarian General Insurance Plc. automatically insure its employees group life and injuries insurances</p> <p>the initial insurance fee HUF 8 886 304 The fee is paid annually in one amount by the deadline of 01 December.</p> <p>B. our Best Doctors Group Health Insurance is for the employees of CIG Pannónia Life Insurance Plc. and CIG Pannóni First Hungarian General Insurance Plc.,</p> <p>Those employees participate in the group insurance who undertake to contribute monthly with a minimum amount to the insurance fee,</p> <p>In case of chief executive officers and deputy chief executive officers the insurance fee for 2022 paid by the Insurance Company is 38 391 HUF/person.</p>

³² The various forms of benefits are regulated in separate internal regulations of the Company and EMABIT.

6.6. THE TOTAL AMOUNT OF THE BASIC SALARY OF THE CHIEF EXECUTIVE OFFICERS, DEPUTY-CHIEF EXECUTIVE OFFICERS FOR THE BUSINESS YEAR 2022

	276.853.500
	30.632.300
Total	307.485.800

6.6.1. The details of basic salary/performance-based wage/bonus/individual premium/cafeteria/other benefits in HUF awarded for the chief executive officers/deputy chief executive officers for the business year 2022

Name	Identical position	Basic salary	Performance-based wage	Bonus	Premium ³³	Cafeteria	Other
Polányi Zoltán	Chief Executive Officer	93.375.000	-	-	15.000.000	420.000	-
Dr. Fedák István	Chief Executive Officer	87.375.000	-	-	9.000.000	420.000	-
Dr. Dakó Gábor	Deputy Chief Executive Officer	37.350.000	-	-	3.000.000	420.000	-
Szűcs Árpád	Deputy Chief Executive Officer	30.664.500	-	-	3.632.300	420.000	751.800 ³⁴
Kőrösi Zoltán	Deputy Chief Executive Officer	28.089.000	-	-	-	420.000	-

³³ for the financial year 2021

³⁴ The gross amount of the actual training fees

6.6.2. Other fix benefits³⁵

Other fix benefits for the Managers (2022)			
status car	mobile phone	cafeteria	personal insurances
for business and private purposes	unlimited mobile and data use in line with the effective Company Rules of Procedures of mobile phone use	one-tier gross 35 000 Hungarian Forint/month for each employee The total amount of the annual cafeteria paid for the Managers: 2 100 000	<p>A. In accordance with the Group Life and Injuries Insurance Contract Group risk life insurance,</p> <p>CIG Pannónia Life Insurance Plc. and CIG Pannónia First Hungarian General Insurance Plc. automatically insure its employees group life and injuries insurances</p> <p>the initial insurance fee HUF 8 886 304 The fee is paid annually in one amount by the deadline of 01 December.</p> <p>B. our Best Doctors Group Health Insurance is for the employees of CIG Pannónia Life Insurance Plc. and CIG Pannóni First Hungarian General Insurance Plc.,</p> <p>Those employees participate in the group insurance who undertake to contribute monthly with a minimum amount to the insurance fee,</p> <p>In case of chief executive officers and deputy chief executive officers the insurance fee for 2022 paid by the Insurance Company is 38 391 HUF/person.</p>

³⁵ The various forms of benefits are regulated in separate internal regulations of the Company and EMABIT.

6.7. THE TOTAL AMOUNT OF THE BASIC SALARY OF THE CHIEF EXECUTIVE OFFICERS, DEPUTY-CHIEF EXECUTIVE OFFICERS FOR THE BUSINESS YEAR 2023

	272.693.000
	13.239.000
Total	285 878 000

6.7.1. The details of basic salary/performance-based wage/bonus/individual premium/cafeteria/other benefits in HUF awarded for the chief executive officers/deputy chief executive officers for the business year 2023

Name	Identical position	Basic salary	Performance-based wage	Bonus	Premium 36	Cafeteria	Other
Polányi Zoltán	Chief Executive Officer (until 17. January 2023.)	3.937.500	-	-	-	18.065	-
Dr. Fedák István	Chief Executive Officer	94.500.000	-	-	-	420.000	-
Dr. Dakó Gábor	Deputy Chief Executive Officer	37.800.000	-	-	3.150.000	420.000	-
Szűcs Árpád	Deputy Chief Executive Officer	34.500.000	-	-	2.600.000	420.000	-
Kőrösi Zoltán	Deputy Chief Executive Officer	33.476.000	-	-	2.369.000	420.000	-
Kóka Antal	Deputy Chief Executive Officer	34.400.000	-	-	2.600.000	420.000	-
Dr. Kozma Dávid	Deputy Chief Executive Officer	34.080.000	-	-	2.520.000	420.000	-

³⁶ for the financial year 2023

6.7.2. Other fix benefits

Other fix benefits for the Managers (2023)			
status car	mobile phone	cafeteria	personal insurances
for business and private purposes ³⁷	unlimited mobile and data use in line with the effective Company Rules of Procedures of mobile phone use	one-tier gross 35 000 Hungarian Forint/month for each employee The total amount of the annual cafeteria paid for the Managers: 2 100 000	<p>A. In accordance with the Group Life and Injuries Insurance Contract Group risk life insurance,</p> <p>CIG Pannónia Life Insurance Plc. and CIG Pannónia First Hungarian General Insurance Plc. automatically insure its employees group life and injuries insurances</p> <p>the initial insurance fee HUF 10 447 998 The fee is paid annually in one amount by the deadline of 01 December.</p> <p>B. our Best Doctors Group Health Insurance is for the employees of CIG Pannónia Life Insurance Plc. and CIG Pannóni First Hungarian General Insurance Plc. Those employees participate in the group insurance who undertake to contribute monthly with a minimum amount to the insurance fee.³⁸</p> <p>C. Pannónia Elixir Group Health Insurance, which is open to employees who agree to contribute a minimum monthly premium. In 2023, the Company paid out HUF 74,246 per employee to the Deputy CEOs (and all affiliated employees)³⁹.</p>

³⁷ 300.000 HUF fuel allowance

³⁸ in 2023 István Fedák chose this scheme, the annual premium paid by the Company was HUF 63,386

³⁹ the total payment in 2023 was HUF 7,199,250

6.8. THE TOTAL AMOUNT OF THE BASIC SALARY OF THE CHIEF EXECUTIVE OFFICERS, DEPUTY-CHIEF EXECUTIVE OFFICERS FOR THE BUSINESS YEAR 2024

Total	288 750 000
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6.8.1. The details of basic salary/performance-based wage/bonus/individual premium/cafeteria/other benefits in HUF awarded for the chief executive officers/deputy chief executive officers for the business year 2024

Name	Identical position	Basic salary	Performance-based wage	Bonus	Premium 40	Cafeteria	Other
Dr. Fedák István	Chief Executive Officer	94 500 000	600000		6 300 000	420.000	-
Dr. Dakó Gábor	Deputy Chief Executive Officer	39 450 000	600000		3 000 000	420.000	-
Szűcs Árpád	Deputy Chief Executive Officer	38 700.000	600000		3 000 000	420.000	-
Kőrösi Zoltán	Deputy Chief Executive Officer	38 700.000	600000		3 000 000	420.000	-
Kóka Antal	Deputy Chief Executive Officer	38 700.000	600000		3 000 000	420.000	-
Dr. Kozma Dávid	Deputy Chief Executive Officer	38 700.000	600000		4 500 000	420.000	-

⁴⁰ for the financial year 2024

6.8.2. Other fix benefits

Other fix benefits for the Managers (2024)			
status car	mobile phone	cafeteria	personal insurance
for business and private purposes ⁴¹	unlimited mobile and data use in line with the effective Company Rules of Procedures of mobile phone use	one-tier gross 35 000 Hungarian Forint/month for each employee The total amount of the annual cafeteria paid for the Managers: 2 100 000	<p>A. In accordance with the Group Life and Injuries Insurance Contract Group risk life insurance,</p> <p>CIG Pannónia Life Insurance Plc. and CIG Pannónia First Hungarian General Insurance Plc. automatically insure its employees group life and injuries insurances</p> <p>the initial insurance fee HUF 10 167 548 The fee is paid annually in one amount by the deadline of 01 December.</p> <p>B. As of 1 April 2024, the possibility to join the Best Doctors Group Health Insurance for employees of CIG Pannónia Life Insurance Plc. and CIG Pannónia First Hungarian General Insurance Plc. has been terminated</p> <p>C. Pannónia Elixir Group Health Insurance, which is open to employees who agree to contribute a minimum monthly premium. In 2024, the Company paid out HUF 84,000 per employee to the Deputy CEOs (and all affiliated employees).</p>

⁴¹ 300.000 HUF fuel allowance

6.9. THE TOTAL AMOUNT OF THE BASIC SALARY OF THE CHIEF EXECUTIVE OFFICERS, DEPUTY-CHIEF EXECUTIVE OFFICERS FOR THE BUSINESS YEAR 2025

Total	323 025 000
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6.9.1. The details of basic salary/performance-based wage/bonus/individual premium/cafeteria/other benefits in HUF awarded for the chief executive officers/deputy chief executive officers for the business year 2025

Name	Identical position	Basic salary	Performance-based wage	Bonus	Premium ⁴²	Cafeteria	Other
Dr. Fedák István	Chief Executive Officer	106 875 000	-	-	23 625 000	420.000	-
Dr. Dakó Gábor	Deputy Chief Executive Officer	43 230 000	-	-	7 061 234	420.000	-
Szűcs Árpád	Deputy Chief Executive Officer	43 230 000	-	-	6 926 990	420.000	-
Kőrösi Zoltán	Deputy Chief Executive Officer	43 230 000	-	-	6 843 842	420.000	-
Kóka Antal	Deputy Chief Executive Officer	43 230 000	-	-	9 288 000	420.000	-
Dr. Kozma Dávid	Deputy Chief Executive Officer	43 230 000	--	-	6 926 990	420.000	-

⁴² for the financial year 2025

6.9.2. Other fix benefits

Other fix benefits for the Managers (2025)			
status car	mobile phone	cafeteria	personal insurances
for business and private purposes ⁴³	unlimited mobile and data use in line with the effective Company Rules of Procedures of mobile phone use	one-tier gross 35 000 Hungarian Forint/month for each employee The total amount of the annual cafeteria paid for the Managers: 2 100 000	<p>A. In accordance with the Group Life and Injuries Insurance Contract Group risk life insurance, CIG Pannónia Life Insurance Plc. and CIG Pannónia First Hungarian General Insurance Plc. automatically insure its employees group life and injuries insurances the initial insurance fee HUF 13 019 198 The fee is paid annually in one amount by the deadline of 01 December.</p> <p>B. Pannónia Elixir Group Health Insurance, which is open to employees who agree to contribute a minimum monthly premium. In 2025, the Company paid out HUF 87 000 per employee to the Deputy CEOs (and all affiliated employees)</p>

⁴³ 300.000 HUF fuel allowance

7. Number of staff and the indicators of number of staff to wage bill

Number and wage of employees other than Managers at a consolidated level:		
2021	132 persons	1 116 717 HUF in thousand
2022	190 persons	2 022 934 HUF in thousand ⁴⁴
2023	186 persons	2 013 809 HUF in thousand
2024	186 persons ⁴⁵	2 287 028 HUF in thousand ⁴⁶
2025	214 persons ^{47,48}	2 581 436 HUF in thousand

The year-on-year evolution of remuneration, the evolution of the **company's performance** and the average remuneration of the company's non-executive employees over this period, expressed in full-time equivalents and presented in a way that allows comparison, is as follows:

Year	Change in remuneration per non-manager employee (based on FTE)
2021	10%
2022	10%
2023	8%
2024	6%
2025	1%

All three pillars of the Uniform Remuneration Plan of the Company are fully accessible to the public at the website of the Company⁴⁹.

8. CONCONDANCE OF THE REPORT BY ITS INTEGRATION INTO DECISION-MAKING PROCESS RELATING SUSTAINABILITY RISKS

The Company seeks to ensure that its remuneration policy promotes the proper and effective management of risks associated with sustainability, by

⁴⁴ in April 2022, CIG Pannonia made a general pay rise of 5% accross the Group

⁴⁵ At 31 December 2024 192 persons.

⁴⁶ HUF 2 287 027 652 (consolidated payroll excluding taxes)

⁴⁷ in 2025, CIG Pannonia made a general pay rise of 13% accross the Group

⁴⁸ At 31 December 2025 208 persons.

⁴⁹ <https://www.cigpannonia.hu/befektetok/tarsasagiranynitas>

preventing that the structure, its elements and the entirety of the remuneration system give stimulus to take excessive risks as regards the risks of sustainability, and to ensure that it is linked to risk-adjusted performance. To this end, on 17 February 2022, the Company brought into force document entitled “Employee incentive system: Performance Assessment System (TÉR) Regulation” to cover the Company and EMABIT, which defines among other things the rules and extent of bonus payment, however - with due heed to the primary importance to attain the targets set forth in the Growth Strategy of the Company, the interest of the owners and the extent of the extra tax liability emerging as from 2022, no payment was made in the years 2021, 2022, 2023, 2024 and 2025 under these plans, and thus the rules contained therein are not covered in the Report.

In this context, when setting remuneration rules the Company does not employ remuneration principles that are inconsistent with the integration of sustainability risks into the investment decision-making process, nor does the Company include factors that would lead to conflicts of interest in relation to sustainability risks.

Furthermore, the Management Board, on the basis of the recommendation of the Remuneration and Nomination Committee, approved the proposal of CIG Pannónia Life Insurance Plc. Pannion Insurance Group, by its Management Board' Resolution No. 113/11.28.2004, has decided to develop performance indicators related to sustainable financing in the definition of the rules and indicators for performance evaluation and to include them in the performance evaluation of the relevant departments/individuals.

Rules in force under the Remuneration Policy in accordance with the SRD Act.

Annex No 1.

Data relating to work to be performed by directors or fulfilment of duties of a position, and related remuneration [Section 17 (1)(c) of SRD Act]

[Note: Pursuant to Section 17 (1)(c) of the SRD Act, the remuneration policy must specify the term of the contract to be concluded with directors for the performance of work or fulfilment of duties of a position or related remuneration, and applicable notice period, the key particulars of the supplementary pension or early retirement plan, and terms and conditions relating to the termination of the contract, and the disbursements in case of termination of contract.]

	Chairman of the Management Board	Chief Executive Officer	Deputy Chief Executive Officer	Member of the Management Board	Member of the Supervisory Board
The term of the contract for the performance of work or fulfilment of duties of a position or related remuneration	The term of the contract of agency entered with the Management Board and the Supervisory Board Members is for a definite period of 3-5 years at the most. The Expiry of the mandate of the Management Board and Supervisory Board Members appointed at a later date is in line with the end of the mandate of the Members appointed earlier, so the mandate of all Members expires at the same time.	Indefinite, as per the Labour Code	Indefinite, as per the Labour Code	The term of the contract of agency entered with the Management Board and the Supervisory Board Members is for a definite period of 3-5 years at the most. The Expiry of the mandate of the Management Board and Supervisory Board Members appointed at a later date is in line with the end of the mandate of the Members appointed earlier, so the mandate of all Members expires at the same time.	The term of the contract of agency entered with the Management Board and the Supervisory Board Members is for a definite period of 3-5 years at the most. The Expiry of the mandate of the Management Board and Supervisory Board Members appointed at a later date is in line with the end of the mandate of the Members appointed earlier, so the mandate of all Members expires at the same time.

<p>Applicable notice period</p>	<p>The mandate of the Members of the Management Board and the Supervisory Board expires in the cases specified in Section 3:25 of the Civil Code.</p> <p>These persons may be recalled by the Annual Meeting even with immediate effect. The Members of the Management Board and Supervisory Board may resign at any time, however, when the Company so requires for the purposes of its operations, such resignation will take effect by the selection or the appointment of the new senior executive or lacking the same, on the 60th day from the data when such fact is announced at the latest.</p>	<p>12 months pursuant to the permitting provisions of the Labour Code relating to senior employees</p>	<p>12 months pursuant to the permitting provisions of the Labour Code relating to senior employees</p>	<p>The contract of the Members of the Management Board and the Supervisory Board expires in the cases specified in Section 3:25 of the Civil Code. These persons may be recalled by the Annual Meeting even with immediate effect. The Members of the Management Board and Supervisory Board may resign at any time, however, when the Company so requires for the purposes of its operations, such resignation will take effect by the selection or the appointment of the new senior executive or lacking the same, on the 60th day from the data when such fact is announced at the latest.</p>	<p>The contract of the Members of the Management Board and the Supervisory Board expires in the cases specified in Section 3:25 of the Civil Code. These persons may be recalled by the Annual Meeting even with immediate effect. The Members of the Management Board and Supervisory Board may resign at any time, however, when the Company so requires for the purposes of its operations, such resignation will take effect by the selection or the appointment of the new senior executive or lacking the same, on the 60th day from the data when such fact is announced at the latest.</p>

Key particulars of the supplementary pension or early retirement system	-	The Company does not run an early retirement plan, and in other respects, according to applicable laws in force	The Company does not run an early retirement plan, and in other respects, according to applicable laws in force	-	-
Conditions for the termination of contract	The contract of the Members of the Management Board and the Supervisory Board expires in the cases specified in Section 3:25 of the Civil Code.	As per the Labour Code	As per the Labour Code	The contract of the Members of the Management Board and the Supervisory Board expires in the cases specified in Section 3:25 of the Civil Code.	The contract of the Members of the Management Board and the Supervisory Board expires in the cases specified in Section 3:25 of the Civil Code.
Disbursements in case of termination of contract	none	12 months in cases falling under the scope of the Labour Code	12 months in cases falling under the scope of the Labour Code	none	none