



# REMUNERATION REPORT 2023

## 1. INTRODUCTION

The Board of Directors of Magyar Telekom Telecommunications Public Limited Company (hereinafter “Magyar Telekom” or “Company”) based on the provisions of Act LXVII of 2019 on the encouragement of long-term shareholder engagement and the amendment of certain Acts for EU harmonization purposes (“SRD Act”) and the Remuneration Policy adopted with resolution no 14/2023 (IV.19.) of the General Meeting approves and submits to the Annual General Meeting the below Remuneration Report for the 2023 business year (“Remuneration Report” or “Report”).

The Remuneration Policy is available on the website of the Company:

<https://www.telekom.hu/static-tr/sw/file/20230419-remuneration-policy.pdf>

The Remuneration Report is providing a comprehensive overview of the remuneration, including all benefits in whatever form, awarded or due during the 2023 business year in accordance with the Remuneration Policy to the members of the Board of Directors, the Supervisory Board, the Chief Executive Officer and Chief Officers of Magyar Telekom (together, based on the SRD Act, “Directors”; the Chief Executive Officer and the Chief Officers together “Executives” or “Management”). The Remuneration Report contains the incomes presented in the Financial Statements as cost independently from its financial performance (payment).

Personal changes regarding the Directors of the Company in 2023 were as follows:

- dr. Robert Hauber, member of the Board of Directors, resigned from his position effective upon the date of the Annual General Meeting of the Company in 2023, i.e. on April 19, 2023.<sup>1</sup>
- the General Meeting of the Company held on April 19, 2023 elected Daniel Daub as member of the Board of Directors<sup>2</sup>.

Remuneration of the individual Directors complying with their assignment is presented on pro-rata basis.

In this Remuneration Report „group” shall have the meaning of the Magyar Telekom Group. All monetary amounts in the Report are presented in gross without duties or taxes levied on the Company.

In the 2023 business year the Company paid remuneration based on the Remuneration Policy, no deviations from the procedure for the implementation of the Remuneration Policy or the possibility to reclaim variable remuneration applied.

Magyar Telekom aims to achieve leadership position in terms of customer experience, as well as technological and business productivity alike, which it is indispensable to have efficient bodies and top executives in place with long-term engagement. Therefore, Magyar Telekom elaborated a competitive remuneration structure that supports, recognizes and provides motivation for the Directors to implement the Company’s aim. The remuneration structure promotes the Company’s business strategy, long-term interests and sustainability through its short and long-term incentive systems. The relative value and composition of the components are determined on the basis of market benchmarks. The Remuneration Policy is prepared by the Company’s People Unit upon discussion with all other affected areas and submits it to the Company’s Remuneration and Nomination Committee.

On April 19, 2023 the General Meeting of the Company with its resolution no. 15/2023 (IV.19.) approved the previous Remuneration Report for the business year of 2022 with 91.15% of the votes cast in favor. The Company, also having considered the result of the advisory voting regarding the previous Remuneration Report, prepared this Remuneration Report based on the form and structure of the previous Remuneration Report.

The Company complies with its obligation under Section 19(2) of the SRD Act (i.e. the annual change of remuneration, the performance of the company, and of average remuneration of employees of the company other than directors presented in a comparative method) in accordance with Section 29(4) of the SRD Act, therefore this information was presented in the 2022 Remuneration Report for the first time.

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<sup>1</sup> Submissions of the Annual General Meeting.

<sup>2</sup> Resolution No. 11/2023 (IV.19.) of the General Meeting.



## 2. REMUNERATION OF THE MEMBERS OF THE BOARD OF DIRECTORS

Pursuant to the Articles of Association the Board of Directors of the Company shall be comprised of a minimum of five (5), and a maximum of eleven (11) members. The members of the Board of Directors shall be elected by the General Meeting. On December 31, 2023, the Board of Directors had eight members.

Members of the Board of Directors of Magyar Telekom, for being in this position at the Company, are paid fixed-amount remuneration on a monthly basis. Their remuneration contains no variable components (therefore, it is not influenced by the Company's operating results in a given part of past or future period and reclaiming variable remuneration is not applicable). The amount of the remuneration is resolved by the General Meeting<sup>3</sup> based on the proposal of the Remuneration and Nomination Committee. Their remuneration reflects the responsibilities and professional experiences commensurate with the position in corporate governance, so enhancing the implementation of the Company's strategic goals.

The Company has a Remuneration and Nomination Committee established by the Board of Directors. The Remuneration and Nomination Committee is comprised of three members elected by the Board of Directors from among its members. The assignment of the members is the same period as their assignment as members of the Board of Directors. Members of the Board of Directors having membership in the Remuneration and Nomination Committee are not entitled to remuneration therefor.

Certain members of the Board of Directors have waived their remuneration. Tibor Rékasi's remuneration for his activity as member of the Board of Directors, for his membership in the Management, was offered for charity, the net amount thereof was directly transferred by the Company to Magenta Összefogás Alapítvány.

Board of Directors members, Tibor Rékasi and Dodonova Daria Aleksandrovna, are also members of the Company's Management, whose remuneration to be paid for their Management position is presented in Section 4 of this Remuneration Report. There is no other member of the Board of Directors who receives additional remuneration to their fixed-amount remuneration from Magyar Telekom or any companies belonging to the Magyar Telekom Group. No shares have been granted by the Company to the members of the Board of Directors and currently there is no share option program at the Company. Remuneration of the individual members of the Board of Directors complying with their assignment is presented on pro-rata basis in the below table.

The members of the Board of Directors are entitled to infocommunication equipment and services and to the reimbursement of the reasonable costs arising in connection with their participation at the meetings, or directly connected to their membership (e.g. cross-border travel) in accordance with the applicable internal regulations of the Company effective from time to time. Furthermore, they are entitled to insurance (liability, travel) in accordance with the applicable insurance conditions of the Company effective from time to time. Benefits provided to the Board of Directors are aimed to support and advance the effective and smooth performance of their tasks.

Comparative information on the annual change of Directors' remuneration is presented in Section 5.

Remuneration payment and related cost reimbursement connected to their membership is based on the Remuneration Policy and in accordance with the Company's internal regulations effective from time to time. The Company paid remuneration to the members of the Board of Directors in the business year 2023 in accordance with the Remuneration Policy.

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<sup>5</sup> Resolution no. 31/2022 (IV.12.) of the General Meeting.



## Remuneration of the individual members of the Board of Directors for 2023

in gross HUF

members of the Board of Directors	Fixed remuneration (per month)	Total remuneration
Daniel Daub <sup>ii</sup> , Chairperson <sup>iv</sup> (member from 04.19.2023)	500,000 600,000	0
Daria Aleksandrovna Dodonova <sup>ii</sup>	500,000	0
Gábor Fekete, independent	500,000	6 000 000
Elvira Gonzalez <sup>i ii</sup>	500,000	0
Dr. Robert Hauber <sup>i ii</sup> , Chairperson (member until 04.19.2023)	600,000	0
Frank Odzuck <sup>i</sup> , Deputy-Chairperson, independent	500,000	6 000 000
Péter Ratatics, independent	500,000	6 000 000
Tibor Rékasi <sup>iii</sup>	500,000	0
Szabó Melinda <sup>ii iii</sup>	500,000	0
<b>total</b>		<b>18 000 000</b>

<sup>i</sup> Members of the Remuneration and Nomination Committee.

<sup>ii</sup> Waived their remuneration.

<sup>iii</sup> Remuneration was offered for charity.

<sup>iv</sup> Daniel Daub following his election on 04.19.2023 was elected as Chairperson of the Board of Directors on 05.23.2023, his remuneration is presented accordingly.

### 3. REMUNERATION OF THE MEMBERS OF THE SUPERVISORY BOARD

According to the Articles of Association the Supervisory Board shall be comprised of five (5) members. Three members of the Supervisory Board must be independent from time to time in accordance with the provisions of the Civil Code and two members of the Supervisory Board must be employees of the Company. The members of the Supervisory Board shall be elected by the General Meeting. On December 31, 2023, the Supervisory Board had five members.

Members of the Supervisory Board of Magyar Telekom, for being in this position at the Company, are paid fixed-amount remuneration on a monthly basis. Their remuneration contains no variable components (therefore, it is not influenced by the Company's operating results in a given part of past or future period and reclaiming variable remuneration is not applicable). Those independent members of the Supervisory Board who are also members of the Audit Committee of the Company are entitled to remuneration too as members of the Audit Committee. The amount of the remuneration is resolved by the General Meeting<sup>4</sup> based on the proposal of the Remuneration and Nomination Committee. Their remuneration reflects the responsibilities and professional experiences commensurate with the position in corporate governance, so enhancing the implementation of the Company's strategic goals.

Remuneration of the employee representatives of the Supervisory Board, Gyula Bereznai and Endre Szepesi, related to their employment with the Company is not part of this Remuneration Report as they shall be deemed Directors for the activity as members of the Supervisory Board in accordance with the SRD Act. There is no other member of the Supervisory Board beside the employee representatives who receive additional remuneration to their fixed-amount remuneration from Magyar Telekom or any companies belonging to the Magyar Telekom Group. No shares have been granted by the Company to the members of the Supervisory Board, currently there is no share option program at the Company. Remuneration of the individual members of the Supervisory Board complying with their assignment is presented on pro-rata basis in the below table.

The members of the Supervisory Board are entitled to infocommunication equipment and services and to the reimbursement of the reasonable costs arising in connection with their participation at the meetings, or directly connected to their membership (e.g. cross-border travel) in accordance with the applicable internal regulations of the Company effective from time to time. Furthermore, they are entitled to insurance (liability, travel) in accordance with the applicable

<sup>4</sup> Resolution no 4/25 (04.24.2020) of the Board of Directors (based on the authorization set out in Section 9 (2) of Government Decree no. 102/2020. (IV. 10.) the Board of Directors decided set on the agenda of the AGM).



insurance conditions of the Company effective from time to time. Benefits provided to the Supervisory Board are aimed to support and advance the effective and smooth performance of their tasks.

Comparative information on the annual change of Directors' remuneration is presented in Section 5.

Remuneration payment and related cost reimbursement connected to their membership is based on the Remuneration Policy and in accordance with the Company's internal regulations effective from time to time. The Company paid remuneration to the members of the Supervisory Board in the business year 2023 in accordance with the Remuneration Policy.

#### Remuneration of the individual members of the Supervisory Board for 2023

members of the Supervisory Board	Fixed remuneration (per month)	Total remuneration
<b>Prof. Dr. Attila Borbély</b> <sup>i</sup> , Chairperson, independent	600,000	13 920 000
<b>Gyula Bereznai</b> , employee representative	350,000	4 200 000
<b>Krisztina Dorogházi</b> <sup>ii</sup> , independent	350,000	7 560 000
<b>András Szakonyi</b> <sup>iii</sup> , independent	350,000	7 560 000
<b>Endre Szepesi</b> , employee representative	350,000	4 200 000
<b>total</b>		<b>37 440 000</b>

<sup>i</sup> Prof. Dr. Attila Borbély, in addition to remuneration for this activity as a member of the Supervisory Board of Magyar Telekom, also received remuneration as Chairperson of the Audit Committee amounting to HUF 560,000 per month, totally HUF 6,720,000 in 2023.

<sup>ii</sup> Krisztina Dorogházi, in addition to remuneration for this activity as a member of the Supervisory Board of Magyar Telekom, also received remuneration as member of the Audit Committee amounting to HUF 280,000 per month, totally HUF 3,360,000 in 2023.

<sup>iii</sup> András Szakonyi, in addition to remuneration for this activity as a member of the Supervisory Board of Magyar Telekom, also received remuneration as member of the Audit Committee amounting to HUF 280,000 per month, totally HUF 3,360,000 in 2023.

## 4. REMUNERATION OF THE CHIEF EXECUTIVE OFFICER AND OTHER CHIEF OFFICERS

The Management of the Company comprises of the Chief Executive Officer and other Chief Officers. On December 31, 2023, the Management had six members.

Procedures of the Company related to remuneration is regulated by the Company's internal regulations.

The Chief Executive Officer and the other Chief Officers perform this activity based on employment contract, while Dodonova Daria Aleksandrovna performs it based on an intra-group expatriate contract.

Chief Executive Officer, Tibor Rékasi, and Chief Financial Officer, Dodonova Daria Aleksandrovna, are also members of the Company's Board of Directors, remuneration to be paid for their position in the Board of Directors is presented in Section 2 of this Remuneration Report.

Executives may (have) receive(d) remuneration for holding a position in Magyar Telekom Group companies, in 2023 the affected Executives were:

- Tibor Rékasi in addition to the remuneration for this activity as Chief Executive Officer of Magyar Telekom, received no remuneration as member of the Board of Directors (Chairperson) of Telekom Rendszerintegráció Zrt. (formerly named T-Systems Magyarország Zrt.).
- Gábor Gonda, has a two-employer employment relationship with Magyar Telekom as Chief Commercial Officer Enterprise and with Telekom Rendszerintegráció Zrt. (formerly named T-Systems Magyarország Zrt.) as Chief Executive Officer, his salary is paid by Magyar Telekom.
- Lubor Zatko in addition to the remuneration for this activity as Chief Technology and IT Officer of Magyar Telekom, received remuneration as non-executive member of the Board of Directors of Makedonski Telekom AD amounting to MKD 62,000 (appr. HUF382,000) per month which of he has waived.

There is no other member of the Management who receive remuneration from any companies belonging to the Magyar Telekom Group. Currently there is no share option program at the Company.

Decision about the remuneration of the Chief Executive Officer and other Chief Officers is adopted by the Company's Remuneration and Nomination Committee (incl. performance management target setting and evaluation, awarding bonuses and other incentives to the Executives, including any stock options and other equity-based compensation plans or



determination of the size of the components included in the remuneration package upon consideration of the Hungarian remuneration benchmarks). The remuneration package consists of fixed and variable components.

Executives are entitled to annual on-target earnings, extraordinary, per-case bonus, long-term incentive programs and different additional benefits based on their contracts and the respective internal regulations of the Company, in accordance with the Remuneration Policy. The Executives' remuneration package and based on this the amount of their remuneration may be different depending on their assignment and remuneration elements. Terms and conditions for supplementary retirement or early retirement schemes are not included in the contracts.

### **Annual On-Target Earnings**

The annual on-target earnings consist of the (fixed) monthly base wage defined in the employment contract and the bonus determined as a percentage of the base wage the amount of which varies subject to the annual performance. The ratio of the base wage and the bonus within the annual on-target earnings assuming 100% performance is 51%/49% for the CEO, 52%/48% for other Chief Officers, and 70%/30% in case an agreement is included in the employment contract regarding the different ratio.

#### **a) Annual base wage**

The annual base wage is a (fixed) annual amount determined for individual that differs in different positions and is paid in identical allotments on a monthly basis.

#### **b) Annual bonus**

The bonus is a set percentage of the base wage paid proportionately to the performance targets determined by the Remuneration and Nomination Committee in 2023 (40% financial, 40% strategic and 20% sustainability) derived from the strategic objectives defined for the specific business year. The Remuneration and Nomination Committee adopts the annual targets and their performance levels annually considering the Company's strategic objectives and corporate responsibility principles. (The Company's corporate responsibility programs focus on digital education and volunteer work, but also puts emphasis on supporting NGOs by means of tariff packages designed specifically for them.) Bonus advance payments are not made, bonus is paid on a scale of 0-150% subject to the evaluation of the performance of the relevant targets when the financials of the closed business year are final. After payment is made, the bonus may not be reclaimed.

For the 2022 business year, the amount of the Executives' bonuses was presented on the presumption of 130.15% target performance and was fulfilled at 130.10%.

The amount of the Executives' bonuses presented in this Remuneration Report is based on the presumption of 142.62% target performance in accordance with the 2023 Financial Statements.

### **Extraordinary, per-case bonus**

In case of outstanding performance of targets set forth by the Remuneration Policy, the extra performance demonstrated by individuals may be recognized by per-case bonus. The amount of the reward shall be fixed by the Remuneration and Nomination Committee.

Currently, there is no mid-term incentive plan in place at the Company.

### **Long-term incentive programs**

**Long-term Incentive Plan (LTI)** is a long-term incentive program paid in cash that is linked to the performance of four indicators (ROCE (Return on Capital Employed), Adjusted Earnings per Share, Customer satisfaction and Employee satisfaction) of the mother company considered of special strategic priority. Performance criteria may not be changed during the term of the program. Participation in the program is subject to the performance of the central indicators determined for the previous year, and the achievable amount is 30% of the annual on-target earnings.

The 2023 LTI program is a global, Deutsche Telekom Group-wide incentive program.

At the beginning of the program, the relevant incentive amount is converted into a number of virtual shares of DT AG and awarded to the plan participant in the form of virtual shares (basic number). The annual level of target achievement is determined at the end of each year. This target achievement level is multiplied on a pro rata basis by the basic number of virtual shares awarded. The number of virtual shares calculated using this method shall then be "fixed" for the plan participant as the binding result for that specific year ("annual result"). At the end of the plan term, the four binding annual results shall be added together. The resulting total number of virtual shares shall be converted into cash applying the prevailing price of DT AG shares at that time, which is paid to the plan participants. For dividend payments during the plan term, the virtual shares shall be treated as real shares. The dividends shall be taken into account as follows: The first, second, and third dividend payments shall be "reinvested" into virtual shares when the actual dividends are paid on real shares. The fourth (last) dividend payment shall not be "reinvested" but paid in cash together with the plan payment following the DTAG



shareholders' meeting at which a decision is made regarding this dividend payment. The plan currency is euro. As part of the program launched in 2015, a four-year program is introduced each year. Commencing on January 1, 2023 the prerequisite of participating in LTI is the participation in the Share Matching Plan (SMP) and making a complying personal investment accordingly. Payment is always made after the program's expiry and the evaluation of the targets' performance levels on a scale of 0-150%. The detailed rules, the amount that may be utilized for the specific incentive and the actual performance levels at the end of the programs' duration are determined by the Remuneration and Nomination Committee.

Currently LTI 2020, 2021, 2022 and 2023 are available. After payment is made, the LTI may not be reclaimed. For the 2022 business year, the amount of the Executives' LTI was presented on the presumption of 135% (estimate) and was fulfilled at 133%.

The amount of the Executives' LTIs presented in this Remuneration Report with respect to the 2023 business year is based on the presumption of 134% target performance in accordance with the 2023 Financial Statements.

### **Share Matching Plan (SMP)**

The program may be launched if the previous year's DT Group Free Cash-Flow target is achieved. Participants must spend a part, minimum of 10%, of their gross annual bonus on Deutsche Telekom shares. The investment must not exceed 50% of their annual bonus ("personal investment") (assuming 100% achievement of the previous year's bonus in case of the CEO and that of the specific year in case of other Chief Officers). Participants must hold their shares for at least 4 years (lock-up period), upon expiry of the lock-up period the participants are granted matching shares and may freely use them. As part of the program Deutsche Telekom grants a certain number of shares free of charge to the participants based on the number of Deutsche Telekom shares they purchased. The proportion of the number of additional shares thus granted depends on the individual's management level: CEO: 1:1, other Chief Officers: 1:2. The detailed rules of the program are determined by the Remuneration and Nomination Committee.

Currently SMP 2020, 2021, 2022 and 2023 are available. After payment is made, the SMP may not be reclaimed. The amount of the Executives' SMPs presented in this Remuneration Report with respect to the 2023 business year is based on the presumption of 100% target performance in accordance with the 2023 Financial Statements.

### **Game Changer Incentive**

Game Changer Incentive is a long-term incentive program paid in cash that is linked to the performance of two equally weighted indicators (Magyar Telekom Group's Net Margin excluding roaming and Customer Centricity with rNPS (relationship Net Promoter Score) from 2023).

The program is a four-year program, from January 1, 2022 to December 31, 2025. For each program-year different base amount, rising in sequence, has been determined. Payment condition for the given program-year is that the target achievement level of the two performance indicators are each at least 50%. The base amount payable for the program-years depend on how many times in uninterrupted succession the necessary condition has been met (sequence of payment). If the necessary condition for payment is not met in a program-year, the payment sequence will recommence with the base amount determined for the first program year. The program currency is euro. Payment is always made after the program-year's expiry and the evaluation of the targets' performance levels on a scale of 0-150%. The detailed rules are determined by the Remuneration and Nomination Committee. The rules of participation in the program are included in the regulation adopted by the Remuneration and Nomination Committee. After payment is made, the incentive may not be reclaimed.

For the 2022 business year, the amount of the Executives' Game Changer Incentive was presented on the presumption of 141.25% (estimate) and was fulfilled at 135%.

The amount of the Executives' relevant incentive programs presented in this Remuneration Report for the 2023 business year is based on the presumption of 125% target performance in accordance with the 2023 Financial Statements.

The Company's 2023 Financial Statements contains information on the accounting policy of the short- and long-term remuneration under Note 20 „Employee-related expenses“. The Financial Statements is available at the website of the Company: [https://www.telekom.hu/about\\_us/investor\\_relations/financial](https://www.telekom.hu/about_us/investor_relations/financial)

The interest of the Magyar Telekom is, to develop a fair, performance-based and consistent remuneration package, which provides competitive remuneration for the Executives to carry out the Company's strategy and reward them for the achievement of strategic goals through a combination of short-term and long-term incentives. Through the design of its incentive programs, the Company wishes to ensure that Executive remuneration is aligned with and supports the Company's strategic objectives within a framework that closely aligns the interests of Executives to those of the shareholders.

Comparative information on the annual change of Directors' remuneration is presented in Section 5.



Executives' remuneration payment and related cost reimbursement connected to their membership is based on the Remuneration Policy and in accordance with the Company's internal regulations effective from time to time. The Company paid remuneration to the members of the Management in 2023 in accordance with the Remuneration Policy.

Remuneration of the individual Executives is presented on a pro-rata basis complying with their assignment as follows:



### Remuneration of the Chief Executive Officer and other Chief Officers for 2023

Name of Director, position	Reported financial year	1 Fixed remuneration		2 Variable remuneration		3 Extraordin ary items	4 Any remuneration from undertakings of the same group <sup>ii</sup>	5 Total remuneration	6 Relative proportion of fixed and variable remuneration (xx%/yy%)	in gross HUF
		Base salary	Fringe benefits <sup>i</sup>	One-year variable	Multi-year variable					
<b>Daria Aleksandrovna Dodonova</b> Chief Financial Officer	2023	51 336 366	25 075 129	31 380 343	106 381 980	-	-	214 173 819	36%/64%	
<b>Zsuzsanna Friedl</b> Chief People Officer	2023	48 000 000	8 281 811	56 012 008	108 503 821	-	-	220 797 640	25%/75%	
<b>Gábor Gonda</b> Chief Commercial Officer Enterprise	2023	48 000 000	9 980 536	56 012 008	78 643 135	-	-	192 635 679	30%/70%	
<b>Tibor Rékasi</b> Chief Executive Officer	2023	104 921 176	13 519 791	112 228 939	234 428 964	-	-	465 098 870	25%/75%	
<b>Lubor Zatkan</b> Chief Technology and IT Officer	2023	48 000 000	24 291 292	56 012 008	75 179 776	-	-	203 483 076	36%/64%	
<b>Zoltán Pereszlényi</b> Chief Commercial Officer	2023	44 400 002	10 944 399	51 811 108	63 414 485	-	-	170 569 994	32%/68%	

<sup>i</sup> The amount of fringe benefits include, among others, the cost of company car usage, health insurance, accommodation and expatriate in accordance with the Remuneration Policy.

<sup>ii</sup> In line with the narrative information.





## 5. ANNUAL CHANGE IN DIRECTORS' REMUNERATION

The annual change in Directors' remuneration is presented in the 2022 Remuneration Report for the first time and will be extended annually in the respective remuneration reports for the consecutive business years in a way that finally at least five business years data will be comparable. The annual change in remuneration, the development of the Company's performance and the average remuneration of the Company's employees other than Directors during this period - expressed in full-time equivalents and presented in a way that allows comparison.

Change in the Company's financial performance, in the annual remuneration of the individual Directors and in the average remuneration of employees other than Directors for the business year of 2023 is presented in the below table. Change in the annual remuneration of the individual Directors is presented on a pro-rata basis complying with their assignment both in absolute numbers and in percentage, using the following indications:

- with respect those Directors, whose data for the base year is zero (0), the data is not measurable in the percentage column, therefore "n/m" has been indicated;
- with respect those Directors, whose assignment in one of the years affected by the comparison was not for the entire year, the data is not comparable in the percentage column, therefore "n/a" has been indicated;
- with respect those Directors who are not under the Remuneration Policy, it has been marked with a strikeout in the below table and "-" has been indicated.

For the sake of the uniform use of the indications, the Company has revised the „change 2021/2022" data and made the following amendments:

Elvira Gonzalez and Melinda Szabó are members of the Board of Directors from 04.12.2022, therefore the 0% disclosed earlier in the percentage column is modified to n/m respectively. Ralf Nejedl and Éva Somorjai-Tamássy were members of the Board of Directors until 04.12.2022, therefore the 0% disclosed earlier in the percentage column is modified to n/a respectively.

Gyula Bereznai and Endre Szepesi are members of the Supervisory Board from 04.12.2022, therefore the n/a disclosed earlier in the percentage column is modified to n/m respectively. Tamás Lichnovszky and Zsoltné Varga were members of the Supervisory Board until 04.12.2022, therefore the -72% disclosed earlier in the percentage column is modified to n/a respectively.

Melinda Szabó was Chief Commercial Officer until 09.14.2022, therefore the -19% disclosed earlier in the percentage column is modified to n/a. Zoltán Pereszlényi became Chief Commercial Officer from 12.01.2022, therefore the n/a disclosed earlier in the percentage column is modified to n/m.

The change in the annual operational performance of the Company is illustrated by presenting the development of the following financial figures: Revenues of the Magyar Telekom Group, EBITDA AL of the Magyar Telekom Group and profit after tax of Magyar Telekom Plc.

Change in the average remuneration of employees other than Directors can be calculated based on Magyar Telekom's "Employee-related expenses" per capita.

The Company's 2023 Financial Statements contains data and information under Note 20 „Employee-related expenses". The Financial Statements is available at the website of the Company:

[https://www.telekom.hu/about\\_us/investor\\_relations/financial](https://www.telekom.hu/about_us/investor_relations/financial)

Employee-related expenses has been adjusted with the following items: termination benefits, employee-related expenses of Directors and costs expensed in relation to defined contribution plans (including social security contribution).

Change in average employee remuneration can be calculated as follows: Employee-related expenses adjusted with above mentioned items divided by the average number of employees other than Directors.



### Annual change of remuneration, of performance of company and of average compensation of other employees

	change 2021/2022		change 2022/2023		change 2023/2024		change 2024/2025		change 2025/2026	
	absolute number (Ft)	(%)	absolute number (Ft)	(%)	absolute number (Ft)	(%)	absolute number (Ft)	(%)	absolute number (Ft)	(%)
<b>Members of the Board of Directors</b>										
Daniel Daub (from 04.19.2023)	-	-	0	n/m						
Dodonova Daria Aleksandrovna	0	0%	0	0%						
Gábor Fekete	431 578	8%	168 422	3%						
Elvira Gonzalez (from 04.12.2022)	0	n/m	0	n/a						
dr. Robert Hauber (until 04.19.2023)	0	0%	0	n/a						
Frank Odzuck	431 578	8%	168 422	3%						
Péter Ratatics	431 578	8%	168 422	3%						
Tibor Rékasi	0	0%	0	0%						
Melinda Szabó (from 04.12.2022)	0	n/m	0	n/a						
Ralf Nejedl (until 04.12.2022)	0	n/a	-	-						
Éva Somorjai-Tamássy (until 04.12.2022)	0	n/a	-	-						
<b>Members of the Supervisory Board</b>										
Gyula Bereznai (from 04.12.2022)	3 021 053	n/m	1 178 947	n/a						
Attila dr. Borbély	-937 794	-7%	937 794	7%						
Krisztina Dorogházi	0	0%	0	0%						
András Szakonyi	0	0%	0	0%						
Endre Szepesi (from 04.12.2022)	3 021 053	n/m	1 178 947	n/a						
Tamás Lichnovszky (until 04.12.2022)	-3 021 053	n/a	-	-						
Zsoltné Varga (until 04.12.2022)	-3 021 053	n/a	-	-						
<b>Members of the Management</b>										
Daria Aleksandrovna Dodonova	1 752 313	1%	38 259 584	22%						
Zsuzsanna Friedl	19 380 070	11%	29 107 765	15%						
Gábor Gonda	-886 262	-1%	31 946 834	20%						
Tibor Rékasi	108 825 661	33%	31 141 586	7%						
Melinda Szabó (until 09.14.2022)	-34 387 524	n/a	-	-						
Lubor Zatko	18 212 359	11%	24 940 050	14%						
Zoltán Pereszlényi (from 12.01.2022)	11 276 687	n/m	159 293 307	n/a						
<b>Company's financial performance (mHUF)</b>										
Revenues of Magyar Telekom Group	53 820	7.8%	102 703	13.8%						
EBITDA AL of Magyar Telekom Group	5 250	2.4%	360 428	16.4%						
profit after tax of Magyar Telekom Plc.	4 985	9.1%	14 910	25%						
<b>Change in Company's employee average remuneration (other than Directors) (HUF)</b> (full time equivalent)	469 445	4.8%	1 275 164	12.5%						