

2025 Annual General Meeting Update

LSE: WIZZ

Geneva, 30 January 2026: At the Wizz Air Holdings Plc ("Wizz Air" or "the Company") Annual General Meeting ("AGM") held on 24 July 2025, all resolutions proposed were approved by shareholders. One resolution, the Directors' Remuneration Report ("DRR"), was supported by 73% of shareholders. Following this vote, and in accordance with UK Corporate Governance Code, the Company has reached out to shareholders to solicit their feedback on voting on the DRR at the AGM.

As in the previous year, the board of Wizz Air ("Board") understands that some shareholders felt the Remuneration Committee had not sufficiently addressed concerns raised previously during the 2024 AGM vote on the Directors' Remuneration Policy ("Policy"), which was approved by 65.58% of shareholders. Prior to that vote, the Remuneration Committee consulted extensively to explain why changes were necessary to retain and incentivize our CEO, József Váradi, a priority reflected in the 99.71% vote for his re-election at the 2025 AGM. Although the Remuneration Committee respects the views of dissenting shareholders, it is conscious that the AGM result reflects the divergence of shareholder views (evidenced by the voting split on the Policy) regarding quantum and incentive design and does not represent new or changed views from previous consultations.

The Board also noted feedback regarding the partial payout of the Short-Term Incentive Plan ("STIP") for F25. As outlined in the DRR, no payment was made for financial performance. However, the Company was successful in executing a major improvement in operational excellence during F25 (reflected in much improved metrics in utilization, completion rate, and customer satisfaction). As a result, the STIP formula awarded a partial payout (albeit below target) which the Remuneration Committee considered fair and aligned with overall performance.

The Board, through the Remuneration Committee, is committed to structuring incentive arrangements that serve to support the business in retaining key talent and delivering strong returns to shareholders, while remaining conscious of the wider stakeholder experience and business performance.

The Board values the feedback and insight it gains through consultation with shareholders and would like to thank all shareholders who engage with the Company on such matters.

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ABOUT WIZZ AIR

Wizz Air operates a fleet of 259 Airbus A320 and A321 aircraft. A team of dedicated aviation professionals delivers superior service and very low fares, making Wizz Air the preferred choice of 63.4 million passengers in our 2025 financial year. Wizz Air is listed on the London Stock Exchange under the ticker WIZZ. Wizz Air has also been recognized as the "Most Sustainable Low-Cost Airline" between 2021-2025 by World Finance Sustainability Awards. In 2025, Wizz Air topped the major airlines' emissions ranking, as presented by Cirium, an aviation analytics company, thanks to its work reducing emissions intensity. Most recently, it was awarded Sustainable Airline of the Year 2025 at the Airline Economics Sustainability Awards Gala in September 2025.

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