



We engineer, you drive

RÁBA Automotive Holding Plc.

EQUAL OPPORTUNITIES PLAN

OF RÁBA AUTOMOTIVE HOLDING PLC.

2024

I. INTRODUCTION

Recognising the right of every individual to live and work as persons of equal dignity, RÁBA Plc. and all of its subsidiaries joining this Equal Opportunities Plan (hereinafter: Rába or Company), pursuant to the provisions of paragraph 63. § (4) of act CXXV of 2003 on equal treatment and on the promotion of equal opportunities and of the provisions of the Labour Code, in line with the provisions of the Rules of Business Conduct and Code of Ethics of Rába Plc., adopt this Equal Opportunities Plan (hereinafter: the Plan), in coordination with the Works Council represented within RÁBA Plc., and its subsidiaries as employer.

The purpose of this Plan is to ensure that in full awareness of its social responsibility, Rába demonstrate exemplary behaviour towards its employees and partners by creating an inclusive and diverse place of work and by taking measures to prevent potential acts of discrimination.

The Company publishes its Equal Opportunities Plan on its website, as well.

Scope of the Equal Opportunities Plan

The personal scope of the Equal Opportunities Plan will encompass all employees of the Company, in terms of certain principles, goals and measures, in consideration of the differences set forth in the law for the form of employment, it will also cover hired workforce, as well as persons engaged in the procedure preceding employment, as well as retired employees following the termination of their employment.

With the involvement of the director of HR, the Company shall review the implementation of the Equal Opportunities Plan once a year and if necessary, provide for the introduction of new programmes and for the definition of new target groups, as well as for the possible amendments of the Equal Opportunities Plan. Once a year, the director of HR shall inform the organisations for the safeguarding of interests of the implementation of the Equal Opportunities Plan. Potential amendments and supplements to the Equal Opportunities Plan are also determined in coordination with the organisations for the safeguarding of interests.

The objective scope of the Plan encompasses the definition of the employee target groups of the equal opportunities measures, the programmes intended to improve their situation and the goals and tasks identified.

This Equal Opportunities Plan enters into force on the day after it is signed and remains in force until it is repealed.

References

- Act CXXV of 2003 on equal treatment and on the promotion of equal opportunities
- Act XXII of 1992 on the Labour Code
- Rules of the Internal employer misconduct reporting system 60IR12006

Definitions

Equal treatment: the principle of equal treatment requires that all those to whom it applies shall refrain from all behaviours that result in direct or indirect discrimination, retribution, harassment or unlawful segregation against certain individuals or groups of individuals based on certain characteristics and that they shall refrain from giving instructions to breach the principle of equal treatment.

Equal opportunities: mean upholding everyone's fundamental rights without any discrimination based on race, colour, gender, disability, language, religion, political or other opinion, national or social origin or affiliation or financial, birth or other situation, treating those at a disadvantage as equals and taking positive actions, to the extent possible, ensuring that their disadvantage can be mitigated or eliminated.

Discrimination: a measure, whereby an individual or a group receives less favourable treatment than other persons or groups in a comparable situation receive, received, or would receive because of their actual or perceived sex, race, complexion, nationality, national affiliation, mother tongue, disability, health status, religious or ideological convictions, political or other opinion, family situation, motherhood (pregnancy) or fatherhood, sexual orientation, gender identity, age, social origin, financial situation, part-time nature or definite term of their employment or other legal relations, affiliation to interest safeguarding entities, other situation, characteristic or trait.

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Harassment: a behaviour of a sexual or other nature, violating human dignity, related to the characteristic feature of the person involved as defined under the notion of discrimination and the purpose of which is to create an environment that is intimidating, hostile, degrading, humiliating or offensive.

Unlawful segregation: Separation of a person or a group of persons based on characteristics defined under the notion of discrimination from persons or a group of persons of comparable situation, without express legal permission.

Retribution: is the behaviour when legal damages are caused, intended or threatened against a person objecting to or launching proceedings against or participating in such proceedings due to the breach of the principle of equal treatment.

Person with disabilities: is someone who is substantially or entirely deprived of his sensory – in particular: sight, hearing, motor or mental capacities and/or someone substantially limited in his/her communication, which results in a long-term hurdle in their full and active participation in society.

Disadvantaged person: persons within the scope of act CXCI of 2011 on the benefits for people with disabilities and the amendment of certain legislative acts.

It is the director of HR of the Company responsible to carry out the tasks intended to ensure equal opportunities.

His tasks within this field include:

- Preparation before the deadline of the situation analysis;
- Preparation of a proposal for an action plan in order to remedy possible inequalities identified in the situation analysis;
- Assessment of the fulfilment of the Equal Opportunities Plan, on which a report is drawn up by 31 December of each year and disclosed to the top management of the member companies within the group of companies, as well as to the organisations for the safeguarding of interests;
- Preparation of the amendment to the Equal Opportunities Plan if needed, coordination with the Company and with the organisations for the safeguarding of employee interests;
- Organisation of the information of management about the requirements and procedures of equal opportunities, with the involvement of external experts if needed;
- Involvement in the equal opportunities complaint procedures.

II. GENERAL OBJECTIVES, ETHICAL PRINCIPLES

As a group of companies with a decision-making centre and seat in Hungary and working for the international market, the Rába group (hereinafter: Rába), encompassing RÁBA Plc. and its subsidiaries, strives to ensure that its organisation demonstrates ethical business conduct and operates in an environmentally conscious manner and that as a committed advocate of social responsibility it supports the efforts of civil society to foster equal opportunities for underprivileged groups of society. Its fundamental documents drafted in line with these principles, follow the Hungarian and international standards. With over a century of experience in the automotive industry, in its activities to date and going forward, Rába strives to implement high-standard, progressive corporate governance structures and practice, in order to meet domestic and international expectations.

As a responsible employer, Rába views diversity, respectful thinking and action as key factors of its success and follows these principles. As an employer, Rába enforces the principle of equal treatment, prevents and impedes discrimination of its employees and refrains from any and all behaviours that might result in direct or indirect discrimination, retribution, harassment or unlawful segregation against certain employees or a group of employees based on certain characteristics. To this end, the measures taken and conducts to be followed in the interest of promoting equal opportunities are set in this regularly updated Plan.

The Company expects its employees to act in a decisive manner against all forms of discrimination, not to disseminate documents and stories that might violate other people's dignity.

Rába is committed to the protection of human dignity and condemns those who fail to pay the minimum respect and recognition to others are entitled to by virtue of their being humans. Workplace

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relations must be defined by cooperation, trust, reciprocal recognition and support. Every employee is responsible for fostering an workplace atmosphere based on trust and mutual respect.

Rába does not tolerate harassment, nor any other degrading, humiliating, offensive, intimidating or hostile act, behaviour or conduct. Sexual harassment, defamation and libel are considered severe violations of human dignity.

Rába respects the privacy of its employees.

Rába strives to promote equality in its employment practice as well. The working time established for the various jobs within Rába is always determined in accordance with the regulations in force. The Company strives to provide fair compensation and a safe working environment for all of its employees, taking into account and striking a balance between the competitive environment, the long-term stable operation of the Company and the expectations of its employees.

III. DEFINITION OF THE EMPLOYEE TARGET GROUPS OF EQUAL OPPORTUNITY MEASURES

Situation analysis

Rába manages its human resources at a strategic level, making it a stand-alone part of the corporate strategy. In order to reconcile inequalities and foster and maintain equal opportunities, the composition of the workforce, as well as the practice of HR management are regularly surveyed by the director of HR to validate the equal opportunities plan and evaluate its implementation. The situation analysis is based on the current data kept within the HR records of the Company.

Own employees	Headcount (ppl)	Percentage of total headcount	Men (ppl)	Women (ppl)
Employees	1395	100%	74%	26%
Employees on child-care leave (eg. GYES)	5 CSED, 16 GYED, 5 father's GYED, 1 GYES, 1 GYET (of whom a total of 6 people work)	1.7%	5	23
Employees with family (raising at least 1 child under 18 yo.)	354	25.4%	235	119
Entry-level employees	29	4%		
Interns	27		16	11
Employees above 55 yo.	434	31.1%	352	82
Disadvantaged employees or employees with disabilities	10	0.7%	9	1
Female leaders	3 directors, 8 team leaders			
Employees working in flexible working hours	230	16.5%	125	105
Non-Hungarian citizen employees	24	1.7%	17	7

Temporary employees	Headcount (ppl)	Percentage of total headcount	Men (ppl)	Women (ppl)
Employees	387	100%	69%	31%
Employees above 55 yo.	61	15.8%	37	24
Non-Hungarian citizen employees	178	46%	115	63

Rába analyses the data of the situation analysis to assess the extent to which it can, through its measures, reconcile inequalities identified and maintain best practices. The director of HR makes a proposal for an action plan to resolve potential inequities identified in the situation analysis.

The director of HR prepares a report about the fulfilment of the Equal Opportunities Plan for the top management of the member companies of the group of companies and for the organisations for the safeguarding of interests.

Employee target groups

Based on the situation analysis, the Company identifies the following equal opportunities target groups, noting that there might be overlaps among the groups and that the list of the groups does not represent a ranking. The list is non-exhaustive, since employees can be disadvantaged based on a number of other considerations. Rába continuously assesses the situation of the employee groups affected to ensure that potential discrimination can be prevented using various measures.

Key employee target groups are:

- Aging employees (those above 55 yo.) and those facing retirement
- Entry-level employees
- Employees with families
- Employees from rural areas
- Non-Hungarian citizen employees

IV. RÁBA' EQUAL OPPORTUNITY MEASURES

General commitments involving the employees

Rába wishes to continue growing based on fairness and commitment, taking into account, in the course of its operation, the interests and perspective of its shareholders, employees, immediate surroundings and those affiliated with the Company. This ensures that value creation can be maximised for the shareholders, employees and society at large.

The Company is committed to implementing comprehensive quality. The notion of quality is viewed as a strategic concept for its products, internal and external processes and not least for all activities related to all stakeholders (customers, shareholders, managers, employees, consumers, competitors, suppliers, partners, state institutions, society). Rába strives to reach and maintain the optimum level of efficiency for all of its work and business processes.

The Company operates a Health Safety, Security Technology and Environmental (EBK) system. Carried out by an external service provider, with the involvement of the "EBK" officer and coordinators, regular risk analyses identify safety and work health risks related to the work and the work place and mitigates them through targeted technological and organisational measures thus increasing the safety of employees and work places.

The Company operates an Environmental Management System (EMS) accredited based on the ISO 14001 standard, thereby ensuring the sustainable and continued development of the company, reducing the environmental burden and ensuring full compliance with environmental regulations.

By maintaining equal opportunities in employment, the Company secures innovation growth, attracts and retains talents and provides quality customer service in a positive, inspiring environment.

To this end, this plan stipulates that

- In line with the provisions of the protection of personal data, data on employees and bidders is only obtained and kept on file to the extent required by the regulations or indispensable for efficient operation. Rába does not intend nor wants to draw up records based on race, complexion, nationality, national or ethnic affiliation, religious or ideological convictions, political or other opinion, motherhood (pregnancy) or fatherhood, sexual orientation, gender identity, social origin, financial situation, etc. unless this is asked for by a person or group for protection or in order to improve its equal opportunities standing.
- It respects the human values and dignity and uniqueness of employees. In consideration of the interests of its own employees, the company develops working conditions, circumstances and a work place spirit that contribute to maintaining and reinforcing these fundamental values.
- In the interest of fostering a healthy and safe work place environment, work safety considerations and its organisations are given special emphasis.

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- Strives to enforce the principles of partnership within its employment relations, as well. To this end, transparent contractual relations are nurtured, in the spirit of simultaneously offering mutual benefits.
- Continuously coordinates measures affecting larger groups of employees with the groups of interest representation (works council, trade unions), and involves their bodies into the decisions.
- Provides ongoing information regarding the business to its employees through the system of meetings and interest representations.
- Ensures that all employees have unlimited access to
 - Performing their duties as per the job description,
 - Participation on an equal basis in the organisation's functioning,
 - Individual development and promotion,
 - Meeting the demands of life-long learning and
 - Information necessary to enforce and defend their interests.
- Provides access to documents regulating its operation to all employees on an ongoing basis.
- Is committed to continuous development in equal opportunities and diversity as well, taking into account the best practices in the field and engaging in regular consultations with the organisations safeguarding employee interests. Is dedicated, as an entity striving for improvement and as a role model, to promoting diversity in business in Hungary.

Equal treatment and equal opportunities in the recruitment procedure

- Throughout the recruitment procedure (vacancy notice, recruitment, selection, contracting), selection is solely based on work competencies, without discriminating based on age, sex, nationality, family and health status, etc., except for the differentiation clearly necessary due to the type or nature of the job.
- Vacancy notices are published in a way accessible for everyone (e.g.: for external recruitment: written press, internet, for internal recruitment: notice boards, internal online solutions), by reaching the widest part of target groups.
- Applications of aging employees are not rejected on any ground referring to their age.

Programmes assisting the integration of new entrants, and entry-level employees

- The Company organises briefing sessions and factory visits for youth with scholarship and work-study agreements.
- Rába provides briefing material to new entrants, with information on the company's activity, operation, organisational structure, internal rules, as well as about the opportunities intended to facilitate integration into the workplace community.
- The Company operates an orientation and mentoring programme for entry-level employees.
- Rába is developing an onboarding programme for new entrants, supported by internal trainers.
- The Company runs a White-Collar Assimilation Programme for new white-collar workers.

Benefits offered to employees

- Rába is committed to offering equitable remuneration.
- In order to enforce the principle of equal pay for equal work, employees' remuneration is differentiated, evaluated and rewarded based on employment competencies and on the resulting performance evaluation. The Company's remuneration system serves the purpose of mitigating existing differences.
- The Company offers all of its employees that are affiliated with a voluntary pension fund, a membership contribution equal to their wage percentage.
- In order to provide support to commuting, Rába is involved in coordinating local and commuter transport modes
- In the case of identical competencies, employees of the group of companies are given preference when filling vacancies at the Company.
- The Company offers equal promotion opportunities to all of its employees.

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- When filling executive vacancies, the Company relies on its internal resources in the first place and in consideration of statutory requirements, it chooses executive talent from among the existing workforce – thereby furthering promotional opportunities among the staff.
- Upon request from the employees – in line with the provisions of the regulations and the internal rules – the Company allows for the job description of the employee to be changed and the range of tasks to be expanded.

Access to educational and training programmes

- The Company pays special attention to the personal and professional development of its employees and strives to maximise their skills.
- In light of the fact that the secret of our business success is the expertise and commitment of our employees, Rába provides them equal access to the possibility of lifelong learning. To this end Rába:
 - Continuously monitors their training and upskilling needs and coordinates them, in regular performance reviews, with the demands of their employees,
 - Prepares a training plan every year and provides all employees access to trainings and to the possibility to obtain information on trainings,
 - Allows for attendance in trainings facilitating the performance of the job and contributing to professional development, regardless of age, sex, family and health status, organisational unit, etc. upon equal conditions,
 - Develops a flexible training system (e.g.: the venue of the training is the workplace),
 - Supports employees enrolled in trainings financially, by offering working hour allowances and training leave, depending on the study agreement.
- Rába undertakes to check, in the case of trainings and courses offered by the company, the possibility of attendance by employees on childcare leave, as well, and depending on the outcome of the check, will provide for their attendance in the training programmes.
- Rába supports lifelong learning, regardless of age.

Measures related to aging employees

- The Company wishes to offer special care to its aging employees. To this end, Rába:
 - Employees who have through their long years of service, helped the company and its renown develop, receive the length-of-service award and special recognition.
 - In order to promote the transfer of professional experience, operates a trainer system.

Facilitation of transition to retirement age

- The Company offers in-person counselling regarding the rules of retirement to employees near or reaching retirement age.
- Rába considers the possibility of further employment of Rába retirees.
- The Company encourages retirees to join Rába-supported retirement organisations.
- The Company assists the functioning of its retirement organisations and provides information on its business progress.

Reconciling workplace duties with family tasks, ensuring return to work

- The Company provides flexible working time in jobs where this does not prevent the fulfilment of the tasks.
- The Company provides vacation days for extraordinary family events (childbirth, graduation, etc.) at the expense of the ordinary vacation period.
- The Company offers the possibility to engage in sports (football, bowling) and supports recreational programmes and organises family events (e.g. Rába Day), where in addition to the employees, their family relations can also participate to the extent possible.
- Children of employees can attend professional practice at the Company and are offered assistance with their thesis work.

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- Based on individual coordination and to the extent possible, Rába offers employees absent for childbirth or childcare leave, to work on a part-time or remote basis.
- The Company is in continuous contact with those away on maternity leave even during their absence.
- Based on individual agreements, the Company offers special assistance for returning to work (working time allowance, possibility of remote work, etc.).

Maintaining adequate health status and safety, as well as the wellbeing of employees

- Rába is committed to improving the health and wellbeing of its employees through the implementation of measures aimed at protecting health and safety at work.
- In shaping the working conditions, the Company strives to pay special attention to ergonomic considerations and to developing adequate work safety conditions.
- The Company issues photo ID's to its employees and to the extent possible, contracts local service providers promoting a healthy lifestyle to allow the use of Rába benefits.
- The Company offers sporting programmes (e.g. football, bowling) and supports recreational activities (e.g. sporting).

Improving the situation of disadvantaged employees

- Rába assesses the regulations relevant to the employment of disadvantaged people and takes measures to improve their situation accordingly.

Treatment of different nationalities

- Rába has a considerable number of non-Hungarian citizen and/or non-Hungarian mother tongue employees. Based on the provisions of the relevant regulations and of this equal opportunities plan, Rába supports their integration and work and organises the work accordingly.

Layoffs, redundancies

- Upon layoffs and redundancies, the Company takes into consideration the disadvantaged situation of certain employee target groups.
- Upon potential redundancies, Rába wishes to treat employees within the over 60 target group with increased empathy and even greater care. In the event that employees over the age of 60 are laid off, the Company strives to offer the various forms of retirement in the first place and prior to their application, the impact of the retirement on the individual and on the employer is assessed.

V. COMPLAINTS PROCEDURE IN THE EVENT OF A VIOLATION OF THE PRINCIPLE OF EQUAL TREATMENT

In order to ensure that potential violations of employee's rights are remedied within the organisation, the Company institutes a complaints procedure.

In the event of a violation of the principle of equal treatment, direct or indirect discrimination, retribution, harassment, or unlawful segregation, the employee, or a group of employees can file a report using the channels provided in the internal employer misconduct reporting system prior to initiating the procedures (e.g. privacy right litigation, labour law suit, proceedings of consumer protection, labour law or infringement authorities) provided for in act CXXV of 2003 on equal treatment and promoting equal opportunities.

Rába represents, that the filing of the complaint does not limit the employee in seeking legal recourse using the legal means at his disposal.

In the event of a complaint, the provisions of the group-level code No. 60IR12006 on the rules of the Internal employer misconduct reporting system shall govern.

VI. CLOSING PROVISIONS

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Rába's Equal Opportunities Plan was drawn up by the employer in collaboration with the Rába Group of Companies Works Council, Rába Axle Ltd. Works Council and Rába Automotive Components Ltd. Works Council.

Following the signing of this plan, the employer shall ensure that the employees are familiar with the plan.

This document drafted to ensure equal opportunities and equal treatment in employment, has been read by the employer and the representatives of the Works Council, who have jointly interpreted its provisions and sign it as it duly represents their intents.

Dated: Győr 26 April, 2024

On behalf of the Employer:

On behalf of the Interest representations:

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