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Remuneration Report of RÁBA Automotive Holding Plc. for the 2021 business year

RÁBA Automotive Holding Plc. ("RÁBA Plc." or "Company", registered seat: 9027 Győr, Martin u. 1., registration No.: 08-10-001532) had the present Remuneration report drafted in accordance with the provisions of the Remuneration Code and Policy, adopted through the resolution of the general meeting of shareholders of the Company No. 6/2021.09.30. and of the provisions of act LXVII of 2019 on Encouraging long-term shareholder engagement and amendments of further regulations for harmonization purposes (the "Law").

The purpose of the Remuneration Report is to provide a comprehensive view of all of the remuneration established for the executives and managers (members of the Board of Directors, members of the Supervisory Board, CEO, deputy CEO) as defined in the Law and established in the 2021 business year or due on the basis of the results of that year, in accordance with the Remuneration Code and Policy in any form.

Remuneration of Company executives

Members of the Board of Directors of the Company received only and exclusively the monthly remuneration of the fixed amount determined by the resolution of the general meeting of shareholders no. 9/2020.04.30., approved without modifications by the resolution of the general meeting of shareholders no. 9/2020.09.10. and by the resolution of the general meeting of shareholders no. 1/2021.09.30. Members of the Board of Directors received no cost reimbursement for travel, accommodation, communications or meal costs incurred in connection with their position on the board or in the interest of the Company.

Members of the Board of the Supervisory Board of the Company received only and exclusively the monthly remuneration of the fixed amount determined by the resolution of the general meeting of shareholders no. 13/2020.04.30., approved without modifications by the resolution of the general meeting of shareholders no. 13/2020.09.10. and by the resolution of the general meeting of shareholders no. 1/2021.09.30. Members of the Supervisory Board received no separate remuneration for their membership in the Audit Committee. Members of the Supervisory Board received no cost reimbursement for travel, accommodation, communications or meal costs incurred in connection with their position on the board or in the interest of the Company.

Remuneration of executives employed by the Company, pursuant to paragraph 208 (1) of the Labour Code

Executives of the Company as per paragraph 208 (1) of the Labour Code, received no share options or other share-based remuneration.

No performance requirements or bonus targets have been set for executives for 2020, thus the Company paid no bonuses to its executives in 2021.

Executives were paid cost reimbursement and other benefits in accordance with the provisions of the Remuneration Code and Policy and the provisions of the individual employment contracts.

For termination of employment of an indefinite term, in relation to the notice period and severance pay of executives, the Company acted in accordance with the provisions of act I. of 2012 on the Labour Code, other relevant regulations and of the Company's Remuneration Code and Policy.

It is for the first time that the Company is preparing a Remuneration report pursuant to the Law, thus this report does not contain any data for and comparison to the previous four years.

Implementation of the Remuneration Code and Policy occurred fully in line with its provisions.

The remuneration of Company executives and officials was paid in line with the provisions of the adopted Remuneration Code and Policy and its amount and extent, according to the Board of Directors, served the long-term interests and performance of the Company, provided an incentive for efficient operation and contributed to the successful implementation of the Company's business policy, economic and strategic objectives for 2021.



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| Name | Position | Term | | Gross salary (HUF) | Remuneration (HUF) | Other elective fringe benefits (HUF) | Voluntary pension fund contribution (HUF) | Bonus (HUF) | Absence fee for duration of discharge (HUF) | Severance pay (HUF) |
|------------------------------------|--|--------------------------------|--------------------------------|--------------------|--------------------|--------------------------------------|---|-------------|---|---------------------|
| | | beginning | end / termination | | | | | | | |
| Béla Hetzmann | Chairman of the Board of Directors | 04. 12. 2020. | 05. 19. 2026. | - | 6 854 667 | - | - | - | - | - |
| | CEO, Rába Plc. | 08. 05. 2021. | indefinite | 38 809 523 | - | - | 400 000 | 0 | - | - |
| Ibolya Virág Bánócziné Dr. Csernák | Member of the Board of Directors | 12. 04. 2019. | 19. 05. 2021. | - | * | - | - | - | - | - |
| Dr. Nóra Csüllög | Member of the Board of Directors | 04. 12. 2020. | 05. 19. 2026. | - | 2 905 000** | - | - | - | - | - |
| Éva Lang-Péli | Member of the Board of Directors | 04. 12. 2020. | 05. 19. 2026. | - | 5 261 667 | - | - | - | - | - |
| | CFO, Rába Plc. Finance Director, Rába Axle Ltd. | 15. 11. 2021. | Indefinite | 3 863 636 | - | - | - | 0 | - | - |
| | Member of the Supervisory Board, Rába Automotive Components Ltd. | 15. 11. 2021. | 28. 12. 2023. | - | 76 667 | - | - | - | - | - |
| János Major | Member of the Board of Directors | 12. 04. 2019. | 19. 05. 2021.. | - | * | - | - | - | - | - |
| Csaba Majoros | Member of the Board of Directors | 04. 12. 2020. | 05. 19. 2026. | - | 5 261 667 | - | - | - | - | - |
| Dániel Emanuel Mráz | Member of the Board of Directors | 04. 12. 2020. | 05. 19. 2026. | - | 5 261 667 | - | - | - | - | - |
| László Jakab | Member of the Board of Directors | 09. 30. 2021. | 05. 19. 2026. | - | 2 123 333 | - | - | - | - | - |
| Dr. Károly Szász | Member of the Board of Directors | 09. 30. 2021. | 05. 19. 2026. | - | 2 123 333 | - | - | - | - | - |
| István Lepsényi | Chairman of the Supervisory Board | 04. 12. 2020. | 30. 04. 2022. | - | 5 261 667 | - | - | - | - | - |
| Dr. Zsolt Harmath | Member of the Supervisory Board | 17. 04. 2016. | 30. 04. 2022. | - | 3 982 500 | - | - | - | - | - |
| Dr. József Szabó Sándor | Member of the Supervisory Board | 04. 12. 2020. | 30. 04. 2022. | - | 3 982 500 | - | - | - | - | - |
| István Pintér | CEO, Rába Plc., Managing Director, Rába Axle Ltd. | 23. 04. 2003. 01. 01. 2004. | 07. 05. 2021. 07. 05. 2021. | 26 009 750 | - | 147 000 | 8 299 581 | 0 | 79 287 012 | 51 219 000 |
| Béla Balog | CFO, Rába Plc. Finance Director, Rába Axle Ltd. | 16. 08. 2004. 16. 08. 2004. | 17. 06. 2021. 17. 06. 2021 | 11 700 818 | - | 147 000 | 2 947 025 | 0 | 26 271 000 | 7 920 000 |
| | Member of the Supervisory Board, Rába Automotive Components Ltd. | 02. 11. 2004. | 17. 06. 2021 | - | 278 333 | - | - | - | - | - |
| Zoltán Váradi | CFO, Rába Plc. Finance Director, Rába Axle Ltd. | 18. 06. 2021. 18. 06. 2021 | 14. 11. 2021. 14. 11. 2021. | 12 159 090 | - | - | - | 0 | - | - |
| | Member of the Supervisory Board, Rába Automotive Components Ltd. | 18. 06. 2021 | 14. 11. 2021. | - | 196 000 | - | - | - | - | - |

* Chose, pursuant to the provisions of paragraph 6. § (4) of act CXXII of 2009. to receive remuneration for positions held other than at Rába Plc.

** As from 09. 09. 2021. have given up their remuneration due for position held at Rába Plc.

Győr, 22 March, 2022

On behalf of the Board of Directors of Rába Plc. Béla Hetzmann, Chairman