

# Statement of interest groups

## **Opinion on the public takeover bid for all ordinary shares of RÁBA Automotive Holding Plc.**

Antecedents:

RÁBA Automotive Holding Plc. has received the public takeover bid of 4iG SDT EGY Plc. as the Offeror for all ordinary shares of RÁBA Plc. (HU0000073457). In compliance with its obligation under Sections (4) and (5) of Paragraph 73/A of the Act CXX of 2001 on the Capital market, the Board of Directors of RÁBA Plc. received the public takeover bid and operating plan, and fulfilling its duty, sent it to the interest groups representing the employees for comment.

**The interest groups representing the employees of Rába Holding, after reviewing the mandatory public takeover bid and the related operating plan, formulate the following opinion.**

We continue to hold our previous opinion, expressed upon acquisition of 4iG Group, with the following additions:

### **Employees' existential safety as primary aspect**

As the most important consideration, workplace, livelihood and employee rights of all Rába's employees shall be ensured on long term in case of any change of ownership. It is also of utmost importance to us that labour relations between the employer and trade unions remain orderly and forward-looking in the future, contributing to the successful operation of the company.

#### **1. Openness towards the new Shareholder**

The Union is opened for discussion and it intends to constructively cooperate with the new shareholder concerning all initiatives that facilitate Rába's developments, competitiveness and the improvement of the economic and social situation of employees.

#### **2. Demand for transparency and dialogue**

The Union kindly expects that the new Shareholder – 4iG Group – shall communicate clearly, comprehensibly and in a detailed manner about its plans concerning the future of employees. It is essential that employees, as well as their representatives are all informed in a timely and sincerely manner.

#### **3. Respect of Trade Union Rights**

The Union rights shall be exhaustively enforced together with the continuous and undisturbed operation of the Union.

#### 4. **Calmness and confidence of employees**

The change of ownership and the transition period may generate questions and concerns. The responsibility of the Union is to ensure answers to those questions as well as to obtain reasonable guarantees covering all employees.

According to the documents, the change of ownership aims to strengthen the company's long-term operational stability, market position and competitiveness. The strategic directions, efficiency improvement efforts and operational rationalization can be interpreted as a response to the challenges of the economic environment.

According to the position of the interest groups, the basis for the company's success and sustainable development continues to be a prepared, experienced workforce. The success of organizational and ownership changes largely depends on maintaining operational stability, professional knowledge, and a sense of employee security.

In addition, we would like to point out the importance of attracting new, fresh workforce with the expertise and knowledge necessary to implement the strategic plans, while also expecting the recognition and appreciation of old employees at the same financial level. The presented plans can be interpreted and justified from an economic and strategic perspective, but at the same time, predictable operation, a stable employment environment and the preservation of previously established corporate values are of paramount importance to the employee community.

The interest group is confident that after the change of ownership, the company's operations will continue to serve long-term stability, professional development and employee appreciation.

The interest group considers the efforts to maintain the number of staff and locations, as set out in Sections II. 4 and 5 of the Operating plan, and the preservation of the function of the current locations to be particularly positive.

#### **Summary:**

The Labor Union of Rába welcomes any Shareholder who plans in long term about the future of Rába Group, however the Union strongly stands up for the interests of employees with a firm expectation that the change of ownership shall strengthen the confidence, the appreciation and the development possibilities of the employees.

Győr, March 9, 2026

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