

Declaration of the Labor Union

Related to the Takeover Bid concerning the shares of RÁBA Automotive Holding Plc. (Rába)

Representing the employees of Rába, the leadership team of the Labor Union (Union) is publishing the following standpoint related to the public Takeover Bid concerning Rába PLC.'s shares received on 8 September 2025:

1. 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.

2. 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 conditions of employees.

3. 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.

4. Respect of Trade Union Rights

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

5. 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.

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, 15 September 2025

Zsolt Kiss

Rába Employee Labor Union

János Vámos

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Rába Sárvár Ltd. Vasas Labor Association Union